

# CITY OF OCEANSIDE Unrepresented Middle Management (Non-Safety)

## ***Benefit Summary***

***The following is a highlight of benefits:***



### **Retirement**

Public Employees' Retirement System (CalPERS)

- Employees hired after January 1, 2013 are subject to the State laws of PEPRA in regard to retirement benefits. Each individual's benefits may differ. Consult with Employee Benefits for further details
- Third Level 1959 Survivor Credit
- Survivor Continuation option

### ***Additional Retirement Credit Purchase Options***

- Buy additional Service Retirement Credit prior to membership
- Service Credit for unused Sick Leave
- Buy additional Military Service Credit

### **Health Insurance**

#### ***Medical:***

- Kaiser HMO
- United Health Care HMO
- United Health Care PPO

#### ***Dental:***

- Delta Preferred Option (DPO)
- Delta Care USA (DHMO)

#### ***Vision:***

- Vision Service Plan (VSP)

Effective January 1, 2014, the unrepresented cost share is capped at the 2013 rates plus 10%. All unrepresented employees will pay the difference between the total cost of current rates and the City contribution cap.

### **Pre-Tax Benefits**

Health benefits are offered on a pre-tax basis and employees cannot add or delete coverage or benefits unless a qualifying event has occurred.

### **Employee Assistance Program (EAP)**

The CIGNA EAP is paid for by the City.

- Available to all members of your household
- 6 free confidential counseling visits per incident
- Self-service support online or by phone

### **Disability and Life Insurances**

The STD/LTD/LIFE and AD&D Voya premiums are paid for by the City.

#### ***Short-Term Disability (STD) Insurance:***

- First 90 days - benefits paid at 55% of weekly salary to a maximum weekly benefit of \$700 for non-work related disability only
- Seven day waiting period unless hospitalized
- All sick leave must be exhausted before STD is paid

#### ***Long-Term Disability Insurance:***

- After 90 days - benefits paid at 66.7% of monthly salary to a maximum monthly benefit of \$6,000 for any disability

#### ***Life and AD&D Insurance:***

- 1 ½ times annual base salary; minimum of \$30,000 and maximum of \$200,000 of Basic Life and AD&D

### **Voluntary Benefits**

Benefits are employee paid.

#### ***Supplemental Life Insurance through Voya:***

- Premiums are determined by age
- Purchased up to a maximum \$500,000 for employees
- Spousal coverage up to the employee amount
- Dependent coverage up to \$10,000

#### ***Cancer, Heart Attack/Stroke, Accident Insurance through Allstate:***

- Contact EBS for further Information

#### ***Flexible Spending Accounts through EBS:***

- Utilizes a debit card as a form of payment
- *Health Care Spending Account* – maximum annual deferral is \$2,550
- *Dependent Care Spending Account* – maximum annual deferral is \$5,000
- *Transportation and Parking Plan* - maximum per month is \$250 Transportation, \$250 Parking

*Deferred Compensation - 457 and Roth IRA through ICMA-RC:*

- 457 - Maximum annual pre/post-taxed amount is \$18,000 for 2017; over age 50 may contribute an additional \$6,000
- Roth IRA – Maximum post-taxed amount is \$5,500; over age 50 may contribute an additional \$1,000

**Leave Benefits**

*Vacation for those hired before 12/14/01:*

- 1 - 10 years: 15 days
- 11 - 19 years: Increase 1 day/year to 20 days
- 20 + years: 25 days

*Vacation for those hired after 12/14/01:*

- 1 - 5 years: 10 days
- 6 - 14 years: Increase 1 day/year to 19 days
- 15 - 19 years: 20 days
- 20 + years: 25 days

*Maximum accrual:*

- 360 hours for those hired before 7/1/95
- 300 hours for those hired 7/1/95 or after

*Holidays:*

- New Years' Day
- Martin Luther King Jr Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Day
- 48 hours Floating Holidays per fiscal year
- 50 hours of Executive leave per fiscal year

*Sick Leave:*

<i>Accrual:</i>	12 days per year
<i>Max accrual:</i>	Unlimited
<i>Annual pay off:</i>	Up to 50% based on annual usage

*Sick Leave pay off at separation:*

- Sick leave paid out depends on years of service and whether an employee retires or terminates

*Bereavement Leave:*

- Three days for death of employee's immediate family member
- Two additional days may be charged to sick leave upon approval

**Tuition Reimbursement**

- Up to \$2,000 per fiscal year

**Shift Differential Pay**

- If five hours of an employee's regularly scheduled work hours are between 6 PM and 6 AM, the employee shall receive an additional 5% for all hours actually worked

**Safety Shoes**

The City will provide reimbursement up to \$150 towards the purchase price of safety shoes to employees who are required to wear such shoes on the job.

**Term of Compensation Plan**

Effective July 1, 2017

This is a summary of available benefits. It is not intended to provide full details of all programs. The appropriate Memorandum of Understanding, Compensation Plan and/or Benefit Plan Documents will govern any discrepancies and provide program specifics.

