

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
- Blue Shield HMO
- Blue Shield PPO

Dental:

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

Vision:

- Vision Service Plan (VSP)

All 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 Anthem Blue Cross 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 Lincoln Financial 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 \$350,000 of Basic Life and AD&D

Voluntary Benefits

Benefits are employee paid.

Supplemental Life Insurance through Lincoln Financial:

- 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

Flexible Spending Accounts through EBS:

- Utilizes a debit card as a form of payment
- *Health Care Spending Account* – maximum annual deferral is \$3,400
- *Dependent Care Spending Account* – maximum annual deferral is \$7,500

Deferred Compensation - 457 through Empower:

- 457 - Maximum annual pre/post-taxed amount is \$24,500 for 2026; over age 50 may contribute an additional \$8,000

MetLife Legal Plan

- Telephone and office consultations are available for an unlimited number of personal legal matters with an attorney of your choice.

GotZoom Student Loan Relief:

- Provides a no-obligation benefit analysis for federal student loans to identify, maximize and enroll employees into Federal Loan Repayment and Forgiveness Programs.

ScholarShare 529:

- An easy to manage plan that helps make the most of your or a designated beneficiary's college savings with tax benefits.

Leave Benefits

Vacation:

All accruals are based on 80 hours in a paid status

- 1 - 5 years: 3.58 hours
- 6 - 10 years: 5.12 hours
- 11 - 15 years: 6.65 hours
- 16 + years: 8.19 hours

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:

- Accrual:* 12 days per year
- Max accrual:* Unlimited
- Annual pay off:* 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, 2024

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.

