

CITY OF OCEANSIDE

Oceanside Police Officers Association Sworn



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 PEPR 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

Life and Disability Insurances

The LIFE and AD&D Voya insurance premiums are paid for by the City.

Life and AD&D Insurance:

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

Long-Term Disability Insurance through California Law Enforcement Association:

- Contact Oceanside Police Officers Association

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 BCC:

- 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 7/1/94
- 300 hours for those hired 7/1/94 or after

Holidays:

- Credited with 56 hours on January 1 & July 1 for a total of 112 hours annually
- A maximum of 56 hours of unused holiday credit will be paid out by the 2nd pay period in January and July

Sick Leave:

<i>Accrual:</i>	12 days per year
<i>Max accrual:</i>	Unlimited

Annual Sick Leave Pay Off:

Each calendar year an employee may elect to receive a 25% payment in lieu of sick leave provided such employee has used 32 hours or less of sick leave during the calendar year.

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

Bilingual Pay

\$1.73 per hour for eligible employees

Call Back Pay

Employees are eligible to receive callback pay when they are called back to work. The employee will receive time and one-half for the time actually worked or a minimum of 3 hours at overtime, whichever is greater.

Uniforms

The City will provide annual uniform allowance in the amount of \$1,000.

Special Compensation

- Motorcycle - 4 hours of compensation will be paid at the regular rate for each week on assignment.

- Canine - 4 hours of compensation will be paid at the regular overtime rate for each week on assignment.
- Field Training Officer – 3.4 hours of compensation will be paid at the regular rate for each shift on assignment.
- SWAT - 5 hours of overtime compensation will be paid each month while assigned to the SWAT team.

Shift Differential Pay

Up to 5% of base pay rate for employees assigned to eligible schedules

P.O.S.T. Pay

Police Officers and Sergeants possessing a P.O.S.T. Certificate will receive a cash allowance as a percentage of their base pay rate accordingly:

Police Officers:

- Intermediate P.O.S.T. – 5%
- Advanced P.O.S.T. – 7%

Police Sergeants:

- Intermediate P.O.S.T. – 4%
- Advanced P.O.S.T. – 6%
- Supervisory P.O.S.T. – 8%

Service Pay

Employees with continuous years of sworn service with the City of Oceanside Police Department will receive the below payment the first paycheck in December of each year:

- \$2,000 – nine years
- \$3,000 – twelve years
- \$5,000 – twenty years

Court Pay

A minimum 3 hours pay at time and one-half will be paid if not on duty.

Term of Bargaining Agreement

Effective January 1, 2024 – December 31, 2026

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.

