

**CITY OF OCEANSIDE  
Oceanside City Employees  
Association – Part Time**



***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**

The City contributes up to \$322.50 per month towards:

***Medical/Vision: (First of the month following 60 days)***

- Kaiser Plan provided through Teamster Medical Trust. For more information please contact # 877-214-8928

***Dental: (First of the month following hire)***

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

The unused portion of the City contribution has no cash value.

**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 Insurance**

The STD Lincoln Financial premium is 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 used

**Voluntary Benefits**

Benefits are employee paid.

***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:*

- 1–5 years:1 hour for every 26 hours worked
- 6 years:1 hour for every 23.63 hours worked
- 7 years:1 hour for every 21.66 hours worked
- 8 years:1 hour for every 20 hours worked
- 9 years:1 hour for every 18.57 hours worked
- 10-14 years: 1 hour for every 17.33 hours worked
- 15-19 years:1 hour for every 13 hours worked
- 20 + years:1 hour for every 10.40 hours worked

### *Maximum accrual:*

- 200 hours for those hired 7/1/95 or after

### *Holidays:*

- 40 floating holiday hours per fiscal year

### *Bereavement Leave:*

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

## **Sick Leave Accrual**

May accrue 1 hour paid sick leave for every 30 hours worked up to 80 hours per calendar year. May request and use up to 5 days or 40 hours of accrued paid sick leave per year. Newly hired employees cannot use these hours in the first 90 days of employment.

## **Term of Bargaining Agreement**

Effective July 1, 2024 – June 30, 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.

