

CITY OF OCEANSIDE

Harbor Police Officer Unit

Benefit Summary

The following is a highlight of benefits offered to this bargaining group.

Retirement

Public Employees' Retirement System (PERS)

- 9% Employee contribution paid by City
- 3% @ 50 Formula
- One Year Final Compensation
- Sick Leave Service Credit
- Post Retirement Survivor Credit
- Third Level 1959 Survivor Credit
- Military Service Credit
- Survivor Continuation
- Additional Service Retirement Credit
- Employer Paid Member Contribution included as Special Compensation

Health Insurance

City Contribution of up to \$545 per month towards:

Medical:

PacifiCare HMO, Kaiser HMO, PacifiCare High Option or Low Option (PPO).

Dental:

Delta Preferred Option or Delta Care (DHMO).

Vision:

Vision Service Plan (VSP).

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.

Short/Long Term Disability

See association for plan benefits.

Long Term Care

See association for plan benefits or may contact CalPERS. CalPERS offers long term

care for employees, their spouses, brothers, sisters, mother or father. Contact PERS directly for further information.

Basic Life Insurance

\$50,000 life insurance and \$50,000 A D & D insurance is paid by the City.

Voluntary Life Insurance

Optional coverage. Up to six times annual salary (maximum \$300,000) may be purchased by employee. Spousal coverage up to half the employee (maximum \$150,000).

Dependent coverage up to \$10,000.

Term and Universal Life - Employee paid.

Cancer and Heart Attack/Stroke Insurance

Optional coverage. Contact EBS for further information. Employee paid.

Deferred Compensation-457 and IRA

Voluntary participation - Employee paid.

457 ICMA Deferred Comp Plan

Maximum annual deferral of taxable salary is \$15,500 for 2007; employees over age 50 may contribute an additional \$5,000 for 2007.

Roth IRA up to \$4,000; \$5,000 age 50,

Deferred after tax - Employee paid.

Flexible Spending Accounts

Voluntary participation - Employee paid.

Utilizes a debit card as form of payment.

Health Care Spending Account - maximum annual deferral is \$3,000.

Dependent Care Spending Account - maximum annual deferral is \$5,000.

Transportation and Parking Plan, \$110.00

maximum per month for Transportation and \$215.00 maximum per month for Parking.

Employee Assistance Program

Services provided by Cigna.
Confidential counseling for employees and family members at no cost.

Tuition Reimbursement

Equivalent to the per unit rate at San Diego State University for approved job-related classes or as part of a curriculum leading to an Associate or Bachelor's degree.

Savings Bonds

May sign up for purchase of EE or I Savings Bonds through Payroll deduction. Enrollment occurs the first pay period of each month.

Vacation

First through fifth year:	10
days	
Sixth- fifteenth year	
Increases one day a yr:	20
days	
Twenty + years:	25
days	

Maximum accrual:
360 hours for employees hired prior to 7/1/1994.
200 hours for employees hired after 7/1/1994.

Holidays

- New Years' Day
- Martin Luther King Jr. Day
- Lincoln's Birthday
- Washington's Birthday
- Memorial Day
- Independence Day
- Labor Day
- CA Admission Day
- Columbus Day
- Veterans' Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Day
- Any statewide election day

Bereavement Leave

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

Sick Leave

Accrual: 12 days per year
Max accrual: Unlimited 1/1/06

Pay off at separation:

The amount of sick leave paid out depends date of hire, years of service and whether employee retires or terminates. Please refer to your MOU or compensation plan for further information.

Bilingual and Notary Pay

\$100.00 per month for eligible employees. Plus commencing 2006 the City will provide for a one time lump sum annual bonus of \$600 per year for two years (payable in December of each year) for all certified employees.

Uniforms

City will provide annual uniform allowance in the amount of \$675.00 in 2006 and increase to \$700.00 in 2007.

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 2 hours at straight time, whichever is greater.

Dive Pay

Dive pay, double hourly rates, applies only to actual time in the water utilizing scuba equipment. Minimum number of certified drivers per dive shall be two.

P.O.S.T. Pay

Effective July 2006
Intermediate POST Pay \$100.00 per month.
Advanced POST pay \$250.00 per month.

Court Pay

Minimum 3 hours pay at time and one-half if not on duty.

Field Training Officer

For each week an employee is selected to service as a Field Training Officer they will

receive four hours of extra pay at their regular rate of pay.

EMT Incentive Plan

Non-probationary EMT certified employees shall receive a cash allowance of 5% of their base pay per pay period.

Term of MOU

Effective January 11, 2006-December 31, 2007

This is a summary of available benefits and 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.

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