

CITY OF OCEANSIDE

OCEA Part Time Employees *Benefit Summary*

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

Retirement

Public Employees' Retirement System (PERS)

- 7% Employer contribution paid by City
- Employee will be required to pay the Employee contribution.
- 2% @ 55 Formula
- One Year Final Compensation
- 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 \$275 per month towards:

Medical:

PacifiCare HMO, Kaiser HMO, PacifiCare High Option (PPO) 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 Term Disability

Plan is offered by The Principal Insurance Company. Premiums paid by City.

Short-Term Disability Insurance: First 90 days benefits paid at 55% of weekly salary to a maximum weekly benefit of \$336 for non-work related disability only. Seven day waiting period unless hospitalized.

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.

Voluntary Participation.

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

Part time benefited employees will accrue vacation at the same accrual rates as full time employees.

Holidays

40 holiday hours per year credited on July 1 of each year.

Other Leaves

Part time benefited employees shall be eligible for bereavement leave and jury duty under the same provisions as full time benefited employees.

Term of MOU

Effective July 1, 2005 - June 30, 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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