

# CITY OF OCEANSIDE

## Oceanside Fire Fighters Association

### *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.

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#### **Long Term Care**

See association for plan benefits or may contact CalPERS

#### **Life Insurance**

1 times annual base salary.

Double AD & D involving line of duty death. Premium 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. Voluntary participation.

#### **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**

During the first 5 years of consecutive service an employee shall accrue one hour of vacation leave for each 26 hours spent in pay status.

During the employee's sixth year of consecutive years of service an employee shall accrue one hour of vacation leave for each 23.63 hours spent in a pay status.

During the employee's seventh year of consecutive years of service an employee shall accrue one hour of vacation leave for each 21.66 hours spent in a pay status.

During the employee's eighth year of consecutive years of service an employee shall accrue one hour of vacation leave for each 20.00 hours spent in a pay status.

During the employee's ninth year of consecutive years of service an employee shall accrue one hour of vacation leave for each 18.57 hours spent in a pay status.

During the employee's ninth through fifteen year of consecutive years of service an employee shall accrue one hour of vacation leave for each 17.33 hours spent in a pay status.

During the employee's sixteenth year through twentieth consecutive years of service the employee shall accrue one hour of vacation leave for each 13.00 hours spend in pay status.

Beginning with the employee's twentieth year of consecutive employee and extending through the remaining years of employment the employee shall accrue one hour of vacation leave for each 10.4 hours spent in pay status.

#### *Maximum accrual:*

360 hours maximum for 40-hr employees.  
504 hours maximum for 56-hr employees.  
Employees will not continue to accrue additional vacation hours once the maximum is reached.

### **Holidays**

#### **40-hr employees:**

- 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 Holiday per fiscal year. Unused Holiday hours may not be carried forward into the next fiscal year.

#### **56-hr employees:**

7-24-hr shifts per year.

May elect to cash in one or more holidays leave shifts at straight time. The cash payoff will occur on the first full pay day of January of the following year.

### **Sick Leave**

*Accrual:* Employee's in suppression shifts shall accrue one hour of sick leave for each 20.30 hours spent in a pay status.

Employee's in non-suppression shifts shall accrue one hour of sick leave for each 21.66 hours spent in pay status.

*Annual pay off:*

24 hrs for 40-hr employee

36 hrs for 56-hr employee

*Pay off at separation:*

Upon retirement with five years or upon separation with ten years of service, 50% of unused balance up to 1120 hrs for 56-hr employee & 800 hrs for Fire Safety Specialist; Fire Captains up to 1400 hrs appointed after 7/1/99 or 1120 hrs appointed prior to 7/1/99 may apply entire or apply remaining balance to PERS service credit.

### **Bereavement Leave**

Three days (40 hr employee or 2 shifts for 56-hr employee) for death of employee's immediate family member. Two additional shifts may be charged to sick leave upon approval.

### **Uniforms**

Eligible employees will receive annual uniform allowance of \$550.00 in 2006 and \$600.00 in 2007.

### **Bilingual**

\$100.00 per month for eligible employees.

### **Preceptor Pay**

\$250.00 upon completion of assignment.  
Increases to \$325.00 in 2006 and \$400.00 in  
January 2007.

**Computer Assistance**

An interest free loan of up to \$3,000 for the  
purchase of approved hardware and  
software for home use. Maximum  
repayment period of 30 months.

**Term of MOU**

Effective April 5, 2006 to 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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