

CITY OF OCEANSIDE

Oceanside Firefighters Management 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

The Principal Insurance Company.

Premiums paid by City. Benefits are taxable.

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. All sick leave must be exhausted before STD is used.

Long-Term Disability Insurance: After 90 days benefits paid at 66.7% of monthly salary to a maximum monthly benefit of \$6,000 for any disability. Or the employee

may elect Long Term Disability insurance through association.

Long Term Care

CalPERS offers long term care for employees, their spouses, brothers, sisters, mother or father.

Contact PERS directly for further information.

Basic Life Insurance

Receive \$80,000 life insurance benefit which is paid for 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

40-hr Employee

First through fifth year: 10
days

Sixth- nineteenth year:

Increases one day per year. 24 days

Twenty + years: 25
days

Maximum accrual:

45 days for employees hired prior to
7/1/1995.

30 days for employees hired after 7/1/1995.

56-hr Employee

First through fifth year: 112 hrs

Sixth--nineteenth year

Increases 11 hrs per yr 268 hr

Twenty + years: 279 hrs

Maximum accrual:

504 hours for employees hired prior to
7/1/1995.

336 hours for employees hired after
7/1/1995.

Holidays

- New Years' Day
- Martin Luther King Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day

- Friday after Thanksgiving Day
- Christmas Day

56-hr employee 7 shifts per year.

Sick Leave

Accrual: 12 days per year

Max accrual: Unlimited

Annual pay off:

Up to 24 hours based on annual usage

Pay off at separation:

Upon retirement with five years or upon
separation with ten years of service, 50% of
unused balance up to 1400 hours; may apply
entire or may apply remaining balance to
PERS service credit.

Floating Holiday

40-hr employees 48 hrs 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.

Chief Officer Certificate Pay

Employee will receive a payment of \$155 per
pad period for possessing a Chief Officer
Certificate.

Uniforms/Safety Shoes

Receive \$550 annual cash allowance.
Reimbursed up to \$120 towards the
purchase price of safety shoes will be paid
to employee required to wear such shoes on
the job.

Term of MOU

Effective through July 1, 2005 through 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*

Printed February 19, 2007