

# CITY OF OCEANSIDE

## Oceanside Police Officers Association Sworn

### *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.  
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**

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

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
- Admission's 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 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.

## **Special Compensation**

Additional 4 hours of compensation at regular rate for each week on Motorcycle, Canine and Field Training Officer assignment.

## **P.O.S.T. Pay**

Effective July 2006  
Intermediate POST: \$100.00 per month.  
Advanced POS: \$250.00 per month.  
Police Sergeants will receive Supervisory Certificate pay \$300.00 per month.

## **Court Pay**

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

## **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.*

Printed February 19, 2007