

CITY OF OCEANSIDE

Unrepresented Mid-Management Safety

Benefit Summary

The following is a highlight of benefits offered to this unit.

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.

Long Term Care

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

Contact PERS directly for further information.

Life Insurance

1-1/2 times annual base salary not to exceed \$200,000 of Basic Life & AD & D paid by the City. Double AD & D involving line of duty death.

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

Hired	After 12/14/01	Prior 12/14/01
1-5 yrs	10 days	-
6-14 yrs Increase 1 day per yr.	Up to 19 days	-
15-19 yrs	20 days	
20 + yrs	25 days	
1-10		15 days
11-19 yrs increase 1 day per yr.		Up to 20 days
20 + yrs		25 days

Maximum accrual:
 360 hours for employee hired prior to
 7/1/1995.
 240 hours for employees hired 7/1/1995 or
 after.

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
- Plus 48 hours of Floating Holidays
per fiscal year.

Executive Leave

Exempt employees receive 50 hours per
 fiscal year.

Sick Leave

Accrual: 12 days per year
Max accrual: Unlimited
Annual pay off: Up to 48 hours based
 on annual usage

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.

Bereavement Leave

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

Marina Managers Pay

An employee designated as Marina Manager
 will receive 5% increase on base pay.

Shift Differential Pay

Additional 5% for employees assigned to
 eligible schedules.

Safety Shoes

Reimbursement up to \$120.00 towards the
 purchase price of safety shoes to employees
 required to wear such shoes on the job.

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.

Uniforms

Eligible employees will receive an annual
 cash uniform allowance payment of \$650.00
 each

Term of Compensation Plan

Approved August 3, 2005

*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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