

# CITY OF OCEANSIDE

## Unrepresented Part Time Employees

### *Benefit Summary*

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

#### **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 Blue Cross.

Confidential counseling for employees and family members at no cost.

#### **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 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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