



PARTICIPATING IN CITY OF THOUSAND OAKS BENEFIT PLANS

Who Can Enroll

You are eligible to enroll in the City's benefits as a full-time or designated part-time (DPT) employee. Your eligible dependents include your legal spouse, registered domestic partner, and dependent children up to age 26.

When Coverage Begins and When You Can Enroll

Your benefits are effective the first of the month following your date of hire.

New Hires have 7 calendar days from your orientation date to enroll in benefits. If you do not complete your enrollment by this deadline, you will default in City-paid benefits, with employee only coverage. All other benefits will be waived, including medical and Flexible Spending Accounts.

Changes to your benefit elections can be made only during the Open Enrollment period or if you have a qualified life event during the year, such as marriage, divorce, birth, adoption, etc. You must notify Human Resources and make your elections by the deadline, 30 days after the qualifying event.

For more information, please contact Human Resources at (805) 449-2144.

What Is the City's Defined Benefit Retirement Plan

CalPERS uses your years of service, age at retirement, and highest average annual compensation during any consecutive 12- or 36-month period of employment and a set formula to determine your pension benefit. City of Thousand Oaks retirement formulas are:

"Classic" Members 2% @ 55 – highest consecutive 12 month average

"New" Members 2% @ 62 – highest consecutive 36 month average

For more information, please visit <https://www.calpers.ca.gov>, Local Miscellaneous Benefits.

City Benefits:

- Medical
- Dental
- Vision
- Basic Life and Dependent Life Insurance
- Long Term Disability (LTD) Insurance
- Employee Assistance Program (EAP)
- Retirement

City of Thousand Oaks

2100 Thousand Oaks Blvd.
Thousand Oaks, CA 91362

Tel. (805) 449-2144

<https://www.toaks.org/>



2019 BENEFITS AT A GLANCE

Full-time General Employees

Benefit	Description								
Total City/Employer Contribution	\$1,215/month (\$435 City medical contribution + \$780 Cafeteria dollars); cash back available depending upon options selected.								
Medical and Prescription Drug Coverage	The City contracts with CalPERS to provide medical benefits coverage: <ul style="list-style-type: none"> ▪ (3) Anthem PPO plans ▪ (7) HMO plans including Anthem HMO Select, Anthem HMO Traditional, Blue Shield Access+, HealthNet Salud y Mas, HealthNet Smart Care, Kaiser CA, and United Healthcare 								
Dental Benefits - Delta Dental PPO	<ul style="list-style-type: none"> ▪ 70% to 100% coverage based on years of utilization ▪ Maximum \$1,500 per-person each calendar year ▪ No deductible if you visit a Delta Dental PPO dentist ▪ \$50 per person per lifetime deductible if you visit a Non-Delta Dental PPO dentist 								
Vision Benefits – MES Vision	<ul style="list-style-type: none"> ▪ One Comprehensive Vision Exam every 12 months ▪ One pair of frames and lenses or contact lenses every 24 months 								
Flexible Spending Accounts (FSAs)	<ul style="list-style-type: none"> ▪ HealthCare FSA – up to \$2,700/year* ▪ Carryover – up to \$300 ▪ Dependent Care FSA – up to \$5,000/year* 								
Disability Insurance	Long-Term Disability (LTD) Plan covers 66 2/3% of the first \$12,000 of monthly predisability earnings, reduced by deductible income.								
Life and AD&D Insurance	Basic Life Insurance \$100,000 employee, \$5,000 dependent coverage								
401(a) Plan	The City contributes to a 401(a) Deferred Compensation Plan - \$100 per month.								
Deferred Compensation	Voluntary employee investment participation options to 457 plan, Roth and/or Traditional IRA accounts*								
Sick and Vacation Time	<p>Sick and vacation time is accrued on a pay period basis.</p> <ul style="list-style-type: none"> • Sick time accrual rate is 3.6923 per pay period. • Vacation time accrual rates are based on years of service as follows: <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">0 – 3 years of service, 100 hours/year</td> <td style="width: 50%;">18 – 22 years of service, 196 hours/year</td> </tr> <tr> <td>4 – 8 years of service, 140 hours/year</td> <td>23 – 27 years of service, 212 hours/year</td> </tr> <tr> <td>9 – 13 years of service, 164 hours/year</td> <td>28+ years of service, 228 hours/year</td> </tr> <tr> <td>14 – 17 years of service, 180 hours/year</td> <td></td> </tr> </table>	0 – 3 years of service, 100 hours/year	18 – 22 years of service, 196 hours/year	4 – 8 years of service, 140 hours/year	23 – 27 years of service, 212 hours/year	9 – 13 years of service, 164 hours/year	28+ years of service, 228 hours/year	14 – 17 years of service, 180 hours/year	
0 – 3 years of service, 100 hours/year	18 – 22 years of service, 196 hours/year								
4 – 8 years of service, 140 hours/year	23 – 27 years of service, 212 hours/year								
9 – 13 years of service, 164 hours/year	28+ years of service, 228 hours/year								
14 – 17 years of service, 180 hours/year									
Holidays	104 hours of holiday pay annually. City observed holidays are: New Year’s Day, Martin Luther King Jr. Day, Presidents’ Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Holidays, Christmas Holidays.								
Employee Assistance Program (EAP)	Available to you, your dependents (including children to age 26) and all household members, 24 hours a day/7 days a week. Referrals for up to 6 free, face-to-face confidential assessment and counseling sessions per issue.								
Travel Assistance	Available to you, your spouse and children through age 25 when you travel more than 100 miles from home or internationally for up to 180 days for business or pleasure.								
Supplemental Insurance Plans	Critical Illness, Life with Long-Term Care, Cancer Care, etc.								
Tuition Reimbursement	Eligible after successful completion of probationary period. Reimbursement for tuition, books and lab fees up to \$1,000 per fiscal year for Associate Degree and \$5,000 per fiscal year for Bachelor or Masters degree; restrictions apply.								

*subject to IRS limits

