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 30 calendar days 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, 60 days after the qualifying event. The effective date of coverage is the first of the month following the date the request is received by Human Resouces.

For more information, please 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

Classic members shall pay 7% of the employees' normal contribution to PERS. Classic members are employees who do not meet the definition of "new member" under the California Public Employees' Pension Reform Act of 2013.

Employees hired on and after January 1, 2013, deemed to be "new members" as defined in Government Code § 7522.04, shall individually pay an initial Member CALPERS contribution rate of 50% of the normal cost rate for the Defined Benefit Plan in which said new member is enrolled, rounded to the nearest quarter of 1%, or the current contribution rate of similarly situated employees, whichever is greater (PEPRA, Government Code section 7522.30).

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/

2020 BENEFITS AT A GLANCE

Full-time Professional Employees

Benefit	Description
Total City/Employer Contribution	$1,265/month ($435 City medical contribution + $830 Cafeteria dollars); cash back available depending upon options selected.
Medical and Prescription Drug Coverage	The City contracts with CalPERS to provide medical benefits coverage: ▪ (3) Anthem PPO plans ▪ (8) HMO plans including Anthem HMO Select, Anthem HMO Traditional, Blue Shield Access+, HealthNet Salud y Mas, HealthNet Smart Care, Kaiser CA, and United Healthcare, depending on eligibility zip code.
Dental Benefits - Delta Dental PPO	▪ 70% to 100% coverage based on years of utilization ▪ Maximum $2,000 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	▪ One Comprehensive Vision Exam, one pair of frames and lenses or contact lenses every 12 months
Flexible Spending Accounts (FSAs)	▪ HealthCare FSA – up to $2,750/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 ($100/month minimum-, $8,000/month maximum benefit).
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 - 1.75% of annual salary.
Deferred Compensation	Voluntary employee investment participation options to 457 plan, Roth and/or Traditional IRA accounts*
Annual Leave	Annual Leave is in lieu of vacation or sick time and is accrued on a pay period basis. Accrual rates are based on years of service; minimum and maximums as follows: 0 – 3 years of service, 190 hours/year 4 – 8 years of service, 230 hours/year 9 – 13 years of service, 254 hours/year 14 – 17 years of service, 270 hours/year 18 – 22 years of service, 290 hours/year 23 – 28 years of service, 306 hours/year 29+ years of service, 322 hours/year
Aministrative Leave	Forty (9) hours Administrative Leave shall be credited on the first day of the pay period closest to July 1 each fiscal year (restrictions apply).
Holidays	110 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, in-person 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