



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. However, for coverage to begin the first of the following month, you must make your elections by the end of the current month. For example, if you are hired on October 1st, you will be eligible for benefits on November 1st, provided you complete your enrollment by October 31st.

Changes to your benefit elections can be made at the time of hire, 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, within 30 days from the date of the qualifying event. The effective date of coverage is the first of the month following the date the request is received by Human Resources.

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

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>, [Public Agency Guide \(PUB 5\)](#).

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/>



2024 BENEFITS AT A GLANCE

Executive Employees

Benefit	Description								
Total City/Employer Contribution	<p>\$1,590/month (\$435 City medical contribution + \$1,155 Cafeteria dollars); cafeteria dollars will be used on benefit costs, including medical insurance premiums and voluntary benefits. The maximum cashback is \$350 per month when waiving medical coverage.</p> <p>Eligible employees who retire under the City’s retirement will be eligible for a maximum City contribution of \$435 per month toward health plan coverage.</p>								
Medical and Prescription Drug Coverage	<p>The City contracts with CalPERS to provide medical benefits coverage. Depending on where you reside or work, you can choose from:</p> <ul style="list-style-type: none"> ▪ (2) Anthem PPO plans and ▪ (8) HMO plans, including Anthem HMO Select, Anthem HMO Traditional, Blue Shield Access+, Blue Shield Trio, HealthNet Salud y Mas, Kaiser CA, United Healthcare Signature Alliance, and United Healthcare Signature Harmony. 								
Dental Benefits - Delta Dental PPO	<ul style="list-style-type: none"> ▪ 70% to 100% coverage based on years of utilization ▪ Maximum \$2,500 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 – EyeMed	<ul style="list-style-type: none"> ▪ One Comprehensive Vision Exam, one pair of frames and lenses or contact lenses every 12 months 								
Flexible Spending Accounts (FSAs)	<ul style="list-style-type: none"> ▪ HealthCare FSA – up to \$3,200/year*; Carryover – up to \$640 ▪ Dependent Care FSA – up to \$5,000/year* 								
Disability Insurance	<p>Long-Term Disability (LTD) Plan covers 66 2/3% of the first \$12,000 of monthly pre-disability earnings, reduced by deductible income (\$100/month minimum-, \$8,000/month maximum benefit).</p>								
Life and Travel Accident Insurance	<p>Basic Life Insurance \$200,000 employee, \$5,000 dependent coverage. Travel Accident Policy of \$250,000 of life insurance and long-term disability with no opt-out or cash-back provisions.</p>								
401(a) Plan	<p>Employees must contribute 6% of their biweekly compensation into a 401(a) deferred compensation account. The City shall match the employee’s contribution.</p>								
Retiree Health Savings Plan (RHS)	<p>Mandatory employee contributions are made upon separation or retirement as follows: 10 or more years of service - 300 hours of unused annual leave; 10 or fewer years of service – 150 hours of unused annual leave.</p>								
Deferred Compensation	<p>Voluntary employee investment participation options to 457 plan and/or Roth IRA accounts*</p>								
Discretionary Contribution	<p>\$750 effective the first pay period in July</p>								
Car Allowance	<p>\$522.01 per month, adjusted annually in July, an amount equal to any increase in the Los Angeles Area CPI-U previous 12-month period.</p>								
Annual Leave	<p>Newly hired employees are credited with two weeks of annual leave upon the date of hire. Annual Leave is in lieu of vacation or sick time and is accrued on a pay period basis over 26 pay periods in a year. Accrual rates are based on years of service as follows:</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">0 – 3 years of service, 190 hours/year</td> <td style="width: 50%;">18 – 22 years of service, 290 hours/year</td> </tr> <tr> <td>4 – 8 years of service, 230 hours/year</td> <td>23 – 28 years of service, 306 hours/year</td> </tr> <tr> <td>9 – 13 years of service, 254 hours/year</td> <td>29+ years of service, 322 hours/year</td> </tr> <tr> <td>14 – 17 years of service, 270 hours/year</td> <td></td> </tr> </table>	0 – 3 years of service, 190 hours/year	18 – 22 years of service, 290 hours/year	4 – 8 years of service, 230 hours/year	23 – 28 years of service, 306 hours/year	9 – 13 years of service, 254 hours/year	29+ years of service, 322 hours/year	14 – 17 years of service, 270 hours/year	
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Administrative Leave	<p>Forty (40) hours of Administrative Leave shall be credited annually. For employees hired after July 1, administrative leave shall be prorated based on date of hire.</p>								
Holidays	<p>120 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.</p>								
Employee Assistance Program (EAP)	<p>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.</p>								
Travel Assistance	<p>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.</p>								
Supplemental Insurance	<p>Additional Life Insurance and AD&D, Critical Illness, Universal Life, Cancer Care, etc.</p>								
Tuition Reimbursement	<p>Eligible after successful completion of the probationary period. Reimbursement for tuition, books, and lab fees up to \$1,000 per fiscal year for an Associate Degree and up to \$5,000 per fiscal year for a Bachelor or Masters’s degree; restrictions apply.</p>								

*subject to IRS limits