



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

Designated Part Time employees will be enrolled in the City's Hourly/Part-Time Employee Retirement Plan, currently administered by Public Agency Retirement Services (PARS). The plan is a defined benefit plan that provides either a one-time lump sum payment of the accrued benefit, or a monthly lifetime benefit commencing at age 65. If selected, the monthly benefit is calculated by multiplying 2% by the compensation earned each year of employment.

City Benefits:

- Medical
- Dental
- Vision
- Employee Assistance Program (EAP)
- Retirement

City of Thousand Oaks

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2024 BENEFITS AT A GLANCE

Designated Part-Time (DPT) General 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 \$3,2000/year*; Carryover – up to \$640 ▪ Dependent Care FSA – up to \$5,000/year*
401(a) Plan	<p>The City contributes to a 401(a) Deferred Compensation Plan - \$150 per month.</p>
Deferred Compensation	<p>Voluntary employee investment participation options to 457 plan and/or Roth IRA accounts*</p>
Retiree Health Savings (RHS)	<p>\$500 contribution will be made in July of each year.</p>
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 1.846 per pay period. • Vacation time accrual rates are 2.0 hours per pay period. The maximum amount of vacation that can be accrued is 376 hours.
Holidays	<p>52 hours of holiday annually, 2 holiday hours per pay period.</p> <p>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, and 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, face-to-face confidential assessment and counseling sessions per issue.</p>
Supplemental Insurance Plans	<p>Universal Life/ with Long Term Care, Accident, Cancer Care, Hospital Indemnity, etc.</p>

*subject to IRS limits