



BENEFIT SUMMARY FOR THE PORT OF OAKLAND

Medical

The Port offers a choice of medical plans through the CalPERS Medical Program. The Port pays 100% of the premium cost for employees and dependent health insurance coverage not to exceed the Kaiser Bay Area Family Plan. Cash in lieu of medical benefits is also available.

Dental

Employees have a choice of two plans Delta Dental or Bright Now Dental. The Port pays 100% of premium cost for employees and their dependents.

Vision

The Port pays 100% of the premium cost for employees and their dependents.

Employee Assistance Program

The Port pays 100% of the premium cost for employees and their dependents.

Life Insurance

The Port pays 100% of the premium cost for employees, in the amount of one times the employee's annual salary, with double indemnity in the event of an accidental death.

Long Term Disability (LTD)

The Port pays 100% of the premium cost for employees. LTD is payable after 90 calendar days or exhaustion of sick leave, whichever is greater. LTD pays up to 60% of the employee's salary.

Pension – California Public Employees' Retirement System (CalPERS)

Employees are eligible for retirement based on age and vesting requirements. Employee contributions are withheld as a pre-tax payroll deduction. The retirement formulas are: 2.7% @ age 55 for employees hired prior to June 9, 2012; 2.5% @ age 55 for employees hired on or after June 9, 2012; or 2.0% @ age 62 for new members hired on or after January 1, 2013. New employees hired on or after January 1, 2013, with other CalPERS service and/or reciprocity may be eligible for the 2.5% @ age 55 retirement formula.

Holidays & Floating Holiday

Employees receive 13 paid holidays annually, as well as the second half of the work shift for December 24 and December 31. In addition, employees receive one paid floating holiday per year. If the day is not used within the calendar year, it is forfeited.

Sick & Vacation

Employees accrue 12 days of sick leave per calendar year. Sick leave may be taken after three (3) months of employment. Employees accrue 10 days of vacation for the first four years. Accruals for vacation increase based on continued employment. Vacation in excess of one year's accrual is automatically paid out the following year.

Management Leave

Eligible employees receive 75 hours annually in lieu of overtime. If the time is not used within a calendar year, it is forfeited.

Family Death Leave

Employees are eligible for up to five days of paid leave in the event of the death of an immediate family member. Six days may be granted due to exceptional hardship. The immediate family includes mother, father, spouse/domestic partner, son, daughter, brother, sister, grandmother, grandfather, current father-in-law and current mother-in-law.

Retiree Medical

Employees hired on or after October 1, 2009, may be eligible for retiree medical and subject to a vesting schedule. To qualify for retiree medical, an employee upon retirement must have at least 10 years of credited service with a CalPERS agency, at least five of which are with the City/Port. The Port will pay a portion of retiree medical coverage for employees and their dependents based on the number of years of service with CalPERS and the City/Port.

Optional Benefits

There are other optional benefits available such as Flexible Spending Accounts for health care and/or dependent care expenses, Commuter Reimbursement Program for transit and/or parking expenses and Deferred Compensation Plan for long term supplemental retirement savings. These are voluntary payroll deduction programs.