



# My City Benefits

Human Resources Management | City of Oakland

## Benefit Coverage When Leaving the City of Oakland

Employees who are leaving the City of Oakland should be aware of how their benefits are affected. This document contains information on active employee benefit coverage end dates for each plan.

### Medical, Dental and Vision Coverage

#### **CalPERS Medical Coverage\***

CalPERS medical coverage ends the month following an employee's employment termination date. For example, if your last day of employment is April 2, 2023, your medical coverage will end May 31, 2023.

#### **NonPERS Kaiser Coverage\***

NonPERS Kaiser coverage for police and fire trainees ends on the last day of the month of your employment termination date.

#### **Delta Dental PPO & DeltaCare USA HMO (non-sworn employees)\***

Delta dental coverage ends on the last day of the month of an employee's termination date.

#### **VSP Vision – (non-sworn employees) \***

VSP vision coverage ends on the last day of the month of an employee's termination date.

### **Commuter Benefit Program**

Commuter benefits end on the last day of employment. Commuter funds remaining on an employee's Navia commuter benefit debit card will be forfeited.

### **Flexible Spending Accounts (FSA)**

Flexible Spending Accounts for healthcare or dependent care, end on the last day of employment. FSA participants may continue FSA under COBRA continuation coverage if year-to-date FSA contributions exceed their year-to-date claims, as of their termination date.

\*COBRA continuation coverage will be offered. A COBRA package will be sent to the employee's home address.