

Benefit Coverage When Leaving The City of Oakland

Active employee benefit coverage ends when an employee leaves the City of Oakland. The chart below shows when active employee benefit coverage ends for each plan.

Benefit Plan	Active Employee Coverage End Date
CalPERS Medical*	End of the following month in which you terminate. e.g. last day of employment is 4/1/23, last day of coverage is 5/31/23.
Delta Dental PPO* DeltaCare USA HMO*	End of the month in which you terminate. e.g. last day of employment is 4/3/23, last day of coverage is 4/30/23.
VSP Vision*	End of the month in which you terminate. e.g. last day of employment is 4/3/23, last day of coverage is 4/30/23.
Commuter Benefit Program	Last day of employment.
Flexible Spending Account (FSA)*	Last day of employment.

**COBRA continuation coverage will be offered. FSA participants may continue FSA under COBRA continuation coverage if their year-to-date FSA contributions exceed their year-to-date claims, as of their separation date. A COBRA package will be sent to the employee's home.*