

BENEFITS BUZZ...



FEBRUARY 2025



IN THIS EDITION:

- **HEALTHY HEART AWARENESS MONTH**
- **HR DIVISION HIGHLIGHT - LEAVES OF ABSENCE**
- **BENEFITS WHEN LEAVING THE CITY**

February is American Heart Month, which is dedicated to raising awareness about heart health and promoting ways to prevent heart disease. It's an important time to focus on healthy habits like eating a balanced diet, exercising regularly, managing stress, and knowing your family history. This month also serves as a reminder to schedule regular check-ups with your doctor to monitor your heart health.



HOW CAN YOU PARTICIPATE IN HEALTHY HEART MONTH?

Share heart health messages: Use social media to share your goals and encourage others to do the same

Wear red: Wear red on Fridays in February to raise awareness.

Set up a support group: Connect with friends online to encourage each other to make healthy choices.

Get active: Commit to walking or other physical activity. Ask about the employee discount at www.theclubatcitycenter.com.

Eat healthy foods: Eat more fruits and vegetables, and less processed foods.

Manage your weight: Stay at a healthy weight for you.

Check your numbers: Monitor your blood pressure and cholesterol.

Quit smoking: Stop smoking, vaping, and chewing tobacco.

Reduce alcohol: Limit how much alcohol you consume.

Family Medical Leave (FMLA) California Family Rights Act (CFRA) Pregnancy Disability Leave Process

01

EE Requests Leave

Employees needing to take protected leave related to their own serious health condition, to care for a family member with a serious health condition, or to bond with a newborn/adopted/foster child must complete & submit the Family Medical Leave Request form along with the required medical to their dept. SPOC.

02

SPOC coordinates w/
Risk Mgmt

Risk Mgmt will review and respond to the dept. within 5-10 business days.

04

Coding Time

SPOC sends Risk Mgmt. response (approval, denial) to the employee, EE's supervisor, and department Payroll Rep.

If **approved**, EE is **REQUIRED** to code FLMA EVERY PAY PERIOD

If **denied**, EE must work w/ the dept to schedule time off as needed

05

Employee may be eligible for disability through the State of Ca or Hartford. Consult your MOU.

03

SPOC coordinates w/
Supervisor



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.