



CITY OF  
**FOLSOM**  
DISTINCTIVE BY NATURE

## BENEFITS SUMMARY 7/1/2021

### New Hires

City of Folsom Fire Department Middle Management Employees (CFFMME)																																																								
Term of Agreement:	1/1/20 through 12/31/22 (COLA; 2.5% - 1/1/22)																																																							
Classic Member  Retirement: Member of PERS agency or reciprocal agency prior to 01/01/2013	Safety Public Employee Retirement System (PERS) Formula – <b>2.0% @ 50</b> Highest Average Annual Compensation over a 3 year period (limited to \$290,000 in 2021) Contributions: Employee: 9.0%																																																							
New Member  Retirement: New member as of 01/01/2013	Safety Employee Retirement System (PERS) Formula – <b>2.7% @ 57</b> Highest Average Annual Compensation over a 3 year period (limited to \$128,059 in 2021) Contributions: Employee: 11.25%																																																							
Social Security and Medicare	Employer and Employee both contribute 6.2% to Social Security and 1.45% to Medicare.																																																							
Health and Welfare	Employer pays 80% of premium for dental and vision and contributes set amount for medical.																																																							
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<b>Retiree Health</b>	<p>The City contributes \$25 per pay period into an HRA for each probationary/permanent employee hired after May 8, 2007.</p> <p>After 120 month of City employment a retiree qualifies for dental and vision coverage. City funded portion depends on the number of years worked for The City of Folsom. City pays 50%-80% of premium.</p>																				
<b>Life Insurance</b>	\$60,000 policy paid by City for you; \$2,000 for each eligible dependent. Accidental Death and Dismemberment: \$60,000.																				
<b>Disability Insurance</b>	Short and long term disability paid by City with benefit of 60% salary up to age 65 for non-job related injuries or illnesses. Workers compensation insurance covers on-the-job injuries or illnesses.																				
<b>EAP</b>	Employee assistance program (confidential); City pays \$2.12/mo.																				
<b>Shifts</b>	Employees work either a 56-hour workweek or a 40-hour workweek. Those working a 56-hour workweek work a total of 4 shifts within a 12 day cycle. Employees assigned a 40-hour workweek may work a flexible schedule upon approval of the Fire Chief.																				
<b>Overtime</b>	Employees assigned a 56-hour workweek are compensated at the x1.5 of total hourly compensation rate for all hours worked in emergency response that are not part of the employee's normally assigned work schedule.																				
<b>Holidays</b>	Shift employees receive a 6% Holiday Pay differential; non-shift receive 13 City paid holidays including one floating holiday.																				
<b>Annual Leave</b>	<p>The City provides paid Annual Leave for use as vacation or sick time leave; accrual rates increase with service credit:</p> <p><i>Shift personnel (56-hour work week):</i></p> <table border="1"> <thead> <tr> <th>Length of Service</th><th>Annual Leave Accrual</th></tr> </thead> <tbody> <tr> <td><b>0 - 5 years</b></td><td>23 hours per month</td></tr> <tr> <td><b>5 – 10 years</b></td><td>28 hours per month</td></tr> <tr> <td><b>10 – 15 years</b></td><td>32 hours per month</td></tr> <tr> <td><b>15+ years</b></td><td>35 hours per month</td></tr> </tbody> </table> <p><i>Non-shift personnel (40-hour work week):</i></p> <table border="1"> <thead> <tr> <th>Length of Service</th><th>Annual Leave Accrual</th></tr> </thead> <tbody> <tr> <td><b>0 - 5 years</b></td><td>16 hours per month</td></tr> <tr> <td><b>5 – 10 years</b></td><td>19 hours per month</td></tr> <tr> <td><b>10 – 15 years</b></td><td>22 hours per month</td></tr> <tr> <td><b>15+ years</b></td><td>25 hours per month</td></tr> </tbody> </table>	Length of Service	Annual Leave Accrual	<b>0 - 5 years</b>	23 hours per month	<b>5 – 10 years</b>	28 hours per month	<b>10 – 15 years</b>	32 hours per month	<b>15+ years</b>	35 hours per month	Length of Service	Annual Leave Accrual	<b>0 - 5 years</b>	16 hours per month	<b>5 – 10 years</b>	19 hours per month	<b>10 – 15 years</b>	22 hours per month	<b>15+ years</b>	25 hours per month
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<b>Cash Out of Annual Leave</b>	Employees may cash out up to 40 hours of annual leave for non-shift personnel and 56 hours of annual leave for shift personnel per fiscal year.																				

<b>Management Leave</b>	In recognition that exempt managers often work more than 40 hours per week, the City provides paid Management Leave; Miscellaneous and Fire Mid-Management positions: 80 hours per year.										
<b>SCBA Optics Reimbursement</b>	Optical wear (lenses) suitable for insertion into SCBA mask are reimbursable by the City when submitted timely.										
<b>Deferred Compensation</b>	<p>For those participating in the City's deferred compensation program, the City agrees to make the following matching contributions:</p> <table> <tr> <th>Length of Service</th><th>Maximum City Matching Contribution</th></tr> <tr> <td><b>0-10 years</b></td><td>\$250.00 per month</td></tr> <tr> <td><b>10-15 years</b></td><td>\$275.00 per month</td></tr> <tr> <td><b>15-20 years</b></td><td>\$300.00 per month</td></tr> <tr> <td><b>20+ years</b></td><td>\$350.00 per month</td></tr> </table>	Length of Service	Maximum City Matching Contribution	<b>0-10 years</b>	\$250.00 per month	<b>10-15 years</b>	\$275.00 per month	<b>15-20 years</b>	\$300.00 per month	<b>20+ years</b>	\$350.00 per month
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<b>EMT 1A /Paramedic Pay</b>	<p>Fire Department Mid-Management Employees shall receive:            \$250 per month for EMT 1A certification OR            \$425 per month for Paramedic License            In addition to their base salary.</p>										
<b>Tuition Reimbursement</b>	With advance approval and budget availability, employees who attend job related classes/training can be reimbursed for costs of books, tuition, and lodging up to \$900.00 per fiscal year, and the Fire Chief may authorize reimbursement above this limit.										
<b>Pre-Retirement Option 2W Death Benefit</b>	The City provides the Pre-Retirement Option 2W Death Benefit pursuant to Government Code section 21548.										

Disclaimer: This summary was composed by Human Resources in an effort to help new hires easily understand benefits; however, should a discrepancy occur between this summary and the MOU or actual benefit plans, the MOU and official benefit plan summaries rule. Costs and benefit designs change with time: fiscal year, calendar year, and when negotiated. This summary was written 7/1/21 and reflects benefits as of this date.