



CITY OF
FOLSOM
DISTINCTIVE BY NATURE

BENEFITS SUMMARY 7/1/2021

New Hires

	<div>International Union of Operating Engineers</div> <div>Stationary Engineers</div> <div>Local 39</div>																																																				
<div>Term of Agreement:</div> <div>Salary Increase (COLA)</div>	September 1, 2019 – June 30, 2022 (2.25% - 7/1/2021)																																																				
<div>Classic Member</div> <div>Retirement:</div> <div>Member of PERS agency or reciprocal agency prior to 01/01/2013</div>	Public Employee Retirement System (PERS) - Miscellaneous, Non-Safety Formula – 2.0% @ 55 Highest Average Annual Compensation over a 3 year period <i>(limited to \$290,000 in 2021)</i> Contributions: Employee: 7.0%																																																				
<div>New Member</div> <div>Retirement:</div> <div>New member as of 01/01/2013</div>	Public Employee Retirement System (PERS) – Miscellaneous, Non-Safety Formula – 2.0% @ 62 Highest Average Annual Compensation over a 3 year period <i>(limited to \$128,059 in 2021)</i> Contributions: Employee: 7.5%																																																				
<div>Social Security and Medicare</div>	Employer and Employee both contribute 6.2% to Social Security and 1.45% to Medicare.																																																				
<div>Health and Welfare</div>	<div>Employer pays 80% of premium for dental and vision and contributes set amount for medical.</div> <table><tr><th>Monthly Contributions</th><th>Employee Only</th><th>Employee +1</th><th>Employee +2</th></tr><tr><td>Medical (City contribution)</td><td>\$646.00</td><td>\$1289.00</td><td>\$1,674.00</td></tr><tr><td>Dental (80%; Delta Dental)</td><td>\$41.28</td><td>\$72.00</td><td>\$120.64</td></tr><tr><td>Vision (80%; VSP)</td><td>\$7.38</td><td>\$10.58</td><td>\$18.95</td></tr><tr><th colspan="4">Medical Monthly Employee Share (pre-tax) per plan chosen:</th></tr><tr><td>Kaiser High Deductible Health Plan HMO</td><td>\$0.00</td><td>\$2.22</td><td>\$4.58</td></tr><tr><td>Sutter High Deductible Health Plan HMO</td><td>\$0.00</td><td>\$0.00</td><td>\$0.00</td></tr><tr><td>Western Health Advantage High Deductible HMO</td><td>\$0.00</td><td>\$0.00</td><td>\$0.00</td></tr><tr><td>Kaiser HMO</td><td>\$147.81</td><td>\$298.61</td><td>\$389.88</td></tr><tr><td>Sutter Health Plus HMO</td><td>\$106.40</td><td>\$210.00</td><td>\$274.80</td></tr><tr><td>Western Health Advantage HMO</td><td>\$160.26</td><td>\$323.53</td><td>\$422.28</td></tr><tr><td>Delta Dental</td><td>\$10.32</td><td>\$18.00</td><td>\$30.16</td></tr><tr><td>VSP Vision</td><td>\$1.85</td><td>\$2.64</td><td>\$4.74</td></tr></table> <div>*The City contributes per month into an HSA for those selecting a Sutter or WHA High Deductible Health Plan. Those waiving medical with proof of other coverage receive <u>\$250.00</u> per month as additional compensation.</div>	Monthly Contributions	Employee Only	Employee +1	Employee +2	Medical (City contribution)	\$646.00	\$1289.00	\$1,674.00	Dental (80%; Delta Dental)	\$41.28	\$72.00	\$120.64	Vision (80%; VSP)	\$7.38	\$10.58	\$18.95	Medical Monthly Employee Share (pre-tax) per plan chosen:				Kaiser High Deductible Health Plan HMO	\$0.00	\$2.22	\$4.58	Sutter High Deductible Health Plan HMO	\$0.00	\$0.00	\$0.00	Western Health Advantage High Deductible HMO	\$0.00	\$0.00	\$0.00	Kaiser HMO	\$147.81	\$298.61	\$389.88	Sutter Health Plus HMO	\$106.40	\$210.00	\$274.80	Western Health Advantage HMO	\$160.26	\$323.53	\$422.28	Delta Dental	\$10.32	\$18.00	\$30.16	VSP Vision	\$1.85	\$2.64	\$4.74
Monthly Contributions	Employee Only	Employee +1	Employee +2																																																		
Medical (City contribution)	\$646.00	\$1289.00	\$1,674.00																																																		
Dental (80%; Delta Dental)	\$41.28	\$72.00	\$120.64																																																		
Vision (80%; VSP)	\$7.38	\$10.58	\$18.95																																																		
Medical Monthly Employee Share (pre-tax) per plan chosen:																																																					
Kaiser High Deductible Health Plan HMO	\$0.00	\$2.22	\$4.58																																																		
Sutter High Deductible Health Plan HMO	\$0.00	\$0.00	\$0.00																																																		
Western Health Advantage High Deductible HMO	\$0.00	\$0.00	\$0.00																																																		
Kaiser HMO	\$147.81	\$298.61	\$389.88																																																		
Sutter Health Plus HMO	\$106.40	\$210.00	\$274.80																																																		
Western Health Advantage HMO	\$160.26	\$323.53	\$422.28																																																		
Delta Dental	\$10.32	\$18.00	\$30.16																																																		
VSP Vision	\$1.85	\$2.64	\$4.74																																																		

Retiree Health	<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>										
Life Insurance	\$40,000 policy paid by City for you; \$2,000 for each eligible dependent. Accidental Death and Dismemberment: \$40,000.										
Disability Insurance	Short and long term disability paid by City with benefit of up to 60% salary up to age 65 for non-job related injuries or illnesses. (Current maximum of \$1,252 weekly for STD) Workers compensation insurance covers on-the-job injuries or illnesses.										
EAP	Employee assistance program (confidential); City pays \$2.16/mo.										
Holidays	13 paid City holidays, including one floating holiday										
Annual Leave	<p>The City provides paid Annual Leave for use as vacation or sick time leave; accrual rates increase with service credit:</p> <table border="1"> <thead> <tr> <th>Length of Service</th><th>Annual Leave Accrual</th></tr> </thead> <tbody> <tr> <td>0 - 5 years</td><td>16 hours per month</td></tr> <tr> <td>5 – 10 years</td><td>18.68 hours per month</td></tr> <tr> <td>10 – 15 years</td><td>21.34 hours per month</td></tr> <tr> <td>15+ years</td><td>24 hours per month</td></tr> </tbody> </table>	Length of Service	Annual Leave Accrual	0 - 5 years	16 hours per month	5 – 10 years	18.68 hours per month	10 – 15 years	21.34 hours per month	15+ years	24 hours per month
Length of Service	Annual Leave Accrual										
0 - 5 years	16 hours per month										
5 – 10 years	18.68 hours per month										
10 – 15 years	21.34 hours per month										
15+ years	24 hours per month										
Cash Out of Annual Leave	Employees may cash out up to 40 hours of annual leave per fiscal year.										
Flexible 9/80 Scheduling	The City offers select classifications and departments, pending business needs, flexible scheduling options. Most staff work 40 hour workweeks, 8:00 a.m. – 5:00 p.m. with a 1-hour lunch. Some classifications are allowed to work flexible scheduling, including a 9/80 work schedule of 9 hour days with every other Friday off.										
Probation Period	6 months for most classifications										
Educational Incentive	Additional compensation up to a <u>maximum of \$300</u> may be paid for education or special skill certification/licenses <u>above job classification minimum</u> for units attained (“C” grade or better) from an accredited college: Recognized certifications/licenses would also be considered, with this listing included in Appendix B of the MOU.										
Tuition Reimbursement	With advance approval and budget availability, permanent unit members can be reimbursed for up to 50% of the cost of tuition for classes with strong nexus to employee’s job classification at a recognized/accredited college or university up to \$2,000 per calendar year. (\$1,000 per year for Community College)										

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 7/1/2021 and reflects benefits as of this date.