



CITY OF
FOLSOM
DISTINCTIVE BY NATURE

BENEFITS SUMMARY 2022

Promoted after 11/18/2019

City of Folsom Police Lieutenants and Commanders (Exempt, Unrepresented)	
Deferred Compensation	The City will match up to \$350 per month (\$4,200 annually) into a 457 deferred compensation plan.
Holidays	Shift employees receive a 6% Holiday Pay differential; non-shift receive 13 City paid holidays including one floating holiday.
Educational Incentive (For those hired or promoted after 11/8/19 as incentive pay is now incorporated into salary range)	The City will contribute incentive pay towards a Master's degree in a relevant field: \$400.00 per month. (Note: No incentive pay for other degrees or certifications. If City paid towards tuition to attain Master's degree, this extra incentive pay will be deferred until this monthly amount reimburses City for tuition costs paid.)
Tuition Reimbursement	City will pay 50% of tuition cost up to \$4,000 per fiscal year for regionally accredited Master's degree program if budgeted and preapproved.
CalPERS Retirement, Social Security and Medicare	CalPERS Classic members: 3%@50 or 2%@50 formula depending on original start date with City. CalPERS PEPRA member: 2.7%@57. The City also offers Social Security and Medicare coverage.
Retiree Health	The City contributes \$25 per pay period into an HRA for each probationary/permanent employee hired after May 8, 2007. 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.
Life Insurance	\$60,000 policy paid by City for you; \$2,000 for each eligible dependent. Accidental Death and Dismemberment: \$60,000.
Disability Insurance	Short and long term disability paid by City with benefit of up to 60% salary to plan maximums up to age 65 for non-job related injuries or illnesses. Workers compensation insurance covers on-the-job injuries or illnesses.
EAP	Employee assistance program for confidential counseling and other benefits.
Legal Services	The City reimburses for a CPOA Association Legal Services Program.
Uniforms	Sworn personnel are issued Bianchi Accumold Elite gear; the City pays for the cleaning and replacement of all uniforms.

	Plain Clothes assignments of 3+ consecutive months are awarded \$1,000.00 per year clothing allowance.				
Health and Welfare (2021 Contributions)	Employer pays 80% of premium for dental and vision, and contributes set amount for medical.				
	Monthly Contributions		Employee Only	Employee +1	Employee +2
	Medical (City contribution)		\$646.00	\$1289.00	\$1,674.00
	Dental (80%; Delta Dental)		\$38.39	\$74.85	\$113.24
	Vision (80%; VSP)		\$7.73	\$11.08	\$19.84
	Medical Monthly Employee Share (pre-tax) per plan chosen:				
	Kaiser High Deductible Health Plan HMO		\$0.00	\$0.00	\$0.00
	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		\$108.22	\$219.42	\$286.94
	Sutter Health Plus HMO		\$135.90	\$268.70	\$351.20
	Western Health Advantage HMO		\$180.98	\$364.97	\$476.14
	Delta Dental		\$9.60	\$18.72	\$28.32
	VSP Vision		\$1.94	\$2.77	\$4.97
	*The City contributes into an HSA for those selecting a High Deductible Health Plan. Those waiving medical with proof of other coverage receive <u>\$300.00</u> per month as additional compensation.				
Annual Leave	The City provides paid Annual Leave for use as vacation or sick time leave; accrual rates increase with service credit. Annual leave caps at 400 hours.				
	Shift personnel:		Non-shift personnel (40 hour work week):		
	Length of Service	Annual Leave Accrual	Length of Service	Annual Leave Accrual	
	0 - 5 years	17.00 hours per month	0 - 5 years	16.34 hours per month	
	5 – 10 years	20.00 hours per month	5 – 10 years	19.34 hours per month	
	10 – 15 years	23.00 hours per month	10 – 15 years	22.34 hours per month	
	15+ years	25.00 hours per month	15+ years	24.34 hours per month	
Cash Out of Annual Leave	Employees may cash out up to 40 hours of annual leave per fiscal year.				
Management Leave	In recognition that exempt managers often work more than 40 hours per week, the City provides paid Management Leave of 80 hours per year.				
Pre-Retirement Option 2W Death Benefit	The City provides the Pre-Retirement Option 2W Death Benefit pursuant to Government Code section 21548.				

Disclaimer: This summary was composed by Human Resources 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 3/24/2022 and reflects benefits as of this date.