### BENEFITS SUMMARY 1/1/2023
#### 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 – **2.0% @ 50**
Highest Average Annual Compensation over a 3-year period
(limited to $305,000 in 2022)
**Contributions:**
Employee: 9.0%

#### New Member
**Retirement:**
New member as of 01/01/2013

Safety Employee Retirement System (PERS)
Formula – **2.7% @ 57**
Highest Average Annual Compensation over a 3-year period
(limited to $134,974 in 2022)
**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.

<table>
<thead>
<tr>
<th>Monthly Contributions</th>
<th>Employee Only</th>
<th>Employee +1</th>
<th>Employee +2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical (City contribution)</td>
<td>$654.00</td>
<td>$1305.00</td>
<td>$1,695.00</td>
</tr>
<tr>
<td>Dental (80%; Delta Dental)</td>
<td>$38.39</td>
<td>$74.86</td>
<td>$113.25</td>
</tr>
<tr>
<td>Vision (80%; VSP)</td>
<td>$7.54</td>
<td>$10.80</td>
<td>$19.36</td>
</tr>
</tbody>
</table>

**Medical Monthly Employee Share (pre-tax) per plan chosen:**

- **Kaiser High Deductible Health Plan HMO**
  - $0.00
- **Sutter High Deductible Health Plan HMO**
  - $21.80
- **Western Health Advantage High Deductible HMO**
  - $0.00
- **Kaiser HMO**
  - $116.14
- **Sutter Health Plus HMO**
  - $189.80
- **Western Health Advantage HMO**
  - $233.96
- **Delta Dental**
  - $9.60
- **VSP Vision**
  - $1.89

*The City contributes into an HSA for those selecting a High Deductible Health Plan in Kaiser or WHA. Those waiving medical with proof of other coverage receive $300.00 per month as additional compensation.*
<table>
<thead>
<tr>
<th><strong>Retiree Health</strong></th>
<th>The City contributes $25 per pay period into an HRA for each probationary/permanent employee hired after May 8, 2007. After 120 months 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.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Life Insurance</strong></td>
<td>$60,000 policy paid by City for you; $2,000 for each eligible dependent. Accidental Death and Dismemberment: $60,000.</td>
</tr>
<tr>
<td><strong>Disability Insurance</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>EAP</strong></td>
<td>Employee assistance program (confidential); City pays $2.22/mo.</td>
</tr>
<tr>
<td><strong>Shifts</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Overtime</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Holidays</strong></td>
<td>Shift employees receive a 6% Holiday Pay differential; non-shift receive 13 City paid holidays including one floating holiday.</td>
</tr>
<tr>
<td><strong>Annual Leave</strong></td>
<td>The City provides paid Annual Leave for use as vacation or sick time leave; accrual rates increase with service credit:</td>
</tr>
<tr>
<td><strong>Shift personnel (56-hour work week):</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Length of Service</strong></td>
<td><strong>Annual Leave Accrual</strong></td>
</tr>
<tr>
<td>0 - 5 years</td>
<td>23 hours per month</td>
</tr>
<tr>
<td>5 - 10 years</td>
<td>28 hours per month</td>
</tr>
<tr>
<td>10 - 15 years</td>
<td>32 hours per month</td>
</tr>
<tr>
<td>15+ years</td>
<td>35 hours per month</td>
</tr>
<tr>
<td><strong>Non-shift personnel (40-hour work week):</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Length of Service</strong></td>
<td><strong>Annual Leave Accrual</strong></td>
</tr>
<tr>
<td>0 - 5 years</td>
<td>16 hours per month</td>
</tr>
<tr>
<td>5 - 10 years</td>
<td>19 hours per month</td>
</tr>
<tr>
<td>10 - 15 years</td>
<td>22 hours per month</td>
</tr>
<tr>
<td>15+ years</td>
<td>25 hours per month</td>
</tr>
<tr>
<td><strong>Cash Out of Annual Leave</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>Management Leave</strong></td>
<td>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.</td>
</tr>
<tr>
<td>SCBA Optics Reimbursement</td>
<td>Optical wear (lenses) suitable for insertion into SCBA mask are reimbursable by the City when submitted timely.</td>
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<tr>
<td>---------------------------</td>
<td>--------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Deferred Compensation</td>
<td>For those participating in the City’s deferred compensation program, the City agrees to make the following matching contributions:</td>
</tr>
<tr>
<td></td>
<td><strong>Length of Service</strong></td>
</tr>
<tr>
<td></td>
<td>0-10 years</td>
</tr>
<tr>
<td></td>
<td>10-15 years</td>
</tr>
<tr>
<td></td>
<td>15-20 years</td>
</tr>
<tr>
<td></td>
<td>20+ years</td>
</tr>
<tr>
<td>EMT 1A/Paramedic Pay</td>
<td>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.</td>
</tr>
<tr>
<td>Tuition Reimbursement</td>
<td>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.</td>
</tr>
<tr>
<td>Pre-Retirement Option 2W</td>
<td>The City provides the Pre-Retirement Option 2W Death Benefit pursuant to Government Code section 21548.</td>
</tr>
<tr>
<td>Death Benefit</td>
<td></td>
</tr>
</tbody>
</table>

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 1/1/2023 and reflects benefits as of this date.