

BENEFITS SUMMARY 1/1/2023

New Hires

Unrepresented Exempt/Non-Exempt Confidential Employees

Classic Member Retirement: Member of PERS agency or reciprocal agency prior to 01/01/2013	Public Employee Retirement System (PERS) - Miscellaneous, Non-Safety Formula – 2.0% @ 55 Highest Average Annual Compensation over a 3-year period <i>(limited to \$305,000 in 2022)</i> <i>Contributions:</i> Employee: 7.0%																																																								
New Member Retirement: New member as of 01/01/2013	Public Employee Retirement System (PERS) – Miscellaneous, Non-Safety Formula – 2.0% @ 62 Highest Average Annual Compensation over a 3-year period <i>(limited to \$134,974 in 2022)</i> <i>Contributions:</i> Employee: 7.5%																																																								
Social Security and Medicare	Employer and Employee both contribute 6.2% to Social Security and 1.45% to Medicare.																																																								
Health and Welfare	<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>\$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><tr><td colspan="4">Medical Monthly Employee Share (pre-tax) per plan chosen:</td></tr><tr><td>Kaiser High Deductible Health Plan HMO</td><td>\$0.00</td><td>\$0.00</td><td>\$0.00</td></tr><tr><td>Sutter High Deductible Health Plan HMO</td><td>\$21.80</td><td>\$41.20</td><td>\$54.00</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>\$116.14</td><td>\$235.27</td><td>\$307.36</td></tr><tr><td>Sutter Health Plus HMO</td><td>\$189.80</td><td>\$375.80</td><td>\$490.10</td></tr><tr><td>Western Health Advantage HMO</td><td>\$233.96</td><td>\$470.93</td><td>\$613.69</td></tr><tr><td>Delta Dental</td><td>\$9.60</td><td>\$18.71</td><td>\$28.31</td></tr><tr><td>VSP Vision</td><td>\$1.89</td><td>\$2.70</td><td>\$4.84</td></tr><tr><td colspan="4">*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 <u>\$250.00</u> per month as additional compensation.</td></tr></table>	Monthly Contributions	Employee Only	Employee +1	Employee +2	Medical (City contribution)	\$654.00	\$1305.00	\$1,695.00	Dental (80%; Delta Dental)	\$38.39	\$74.86	\$113.25	Vision (80%; VSP)	\$7.54	\$10.80	\$19.36	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	\$21.80	\$41.20	\$54.00	Western Health Advantage High Deductible HMO	\$0.00	\$0.00	\$0.00	Kaiser HMO	\$116.14	\$235.27	\$307.36	Sutter Health Plus HMO	\$189.80	\$375.80	\$490.10	Western Health Advantage HMO	\$233.96	\$470.93	\$613.69	Delta Dental	\$9.60	\$18.71	\$28.31	VSP Vision	\$1.89	\$2.70	\$4.84	*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 <u>\$250.00</u> per month as additional compensation.			
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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	\$60,000 policy paid by City for Unrepresented employee; \$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 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 \$2.22/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
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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 80 hours of paid Management Leave to Exempt Confidential employees.										
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	6-12 months, depending on classification.										

Educational Incentive	<p>Additional compensation up to a <u>maximum of \$300 per month</u> may be paid for job related degrees <u>above job classification minimum</u> from an accredited college: Education incentive is non-cumulative</p> <table border="1" data-bbox="578 333 1114 636"> <thead> <tr> <th>College Degree</th><th>Additional Salary</th></tr> </thead> <tbody> <tr> <td>Associate's Degree</td><td>\$150.00 mo.</td></tr> <tr> <td>Bachelor's Degree</td><td>\$250.00 mo.</td></tr> <tr> <td>Master's Degree</td><td>\$250.00 mo.</td></tr> <tr> <td>Bachelor's/Master's (exempt, confidential)</td><td>\$300.00 mo.</td></tr> <tr> <td>Bachelor's/Master's (in unrelated field)</td><td>\$150.00 mo.</td></tr> </tbody> </table>	College Degree	Additional Salary	Associate's Degree	\$150.00 mo.	Bachelor's Degree	\$250.00 mo.	Master's Degree	\$250.00 mo.	Bachelor's/Master's (exempt, confidential)	\$300.00 mo.	Bachelor's/Master's (in unrelated field)	\$150.00 mo.
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Tuition Reimbursement	<ol style="list-style-type: none"> 1. Non-exempt employees: Tuition reimbursement for approved college classes is a matched 50/50 amount with a cap of \$1,000 per year for community college and \$2,000 per year for a university. These reimbursements must be approved prior to taking a class and are dependent on available funding in the department's budget. 2. Exempt employees: Fifty percent (50%) of the cost of tuition, up to a maximum of \$4,000 per fiscal year for employees working towards a Bachelor of Arts, Bachelor of Science, Masters of Art, or Masters of Science degree at an accredited college or university. These reimbursements must be approved prior to taking a class and are dependent on available funding in the department's budget. 												
Deferred Compensation	<p><i>Employee match not required.</i></p> <p>2.5% of the non-exempt confidential employee's gross salary.</p> <p>5% of the exempt confidential employee's gross salary.</p>												

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.