

BENEFITS SUMMARY 1/1/2023

New Hires

Folsom Police Officers Association Police Bargaining Unit	
Term of Agreement:	January 1, 2022 through December 31, 2024.
Salary Increase (COLA)	(3.5% - 1/1/22 Law Enforcement employees, 3.0% Miscellaneous employees; 3% - 1/1/23 All FPOA; 3% - 1/1/24 All FPOA)
Classic Member Retirement: Member of PERS agency or reciprocal agency prior to 01/01/2013	<p>Safety Public Employee Retirement System (PERS), sworn officer only Formula – 2.0% @ 50 Highest Average Annual Compensation over a 3-year period <i>(limited to \$305,000 in 2022)</i> Contributions: Employee: 9.0%</p> <p>Miscellaneous Public Employee Retirement System (PERS) Formula – 2.0% @ 55 Highest Average Annual Compensation over a 3- year period <i>(limited to \$305,000 in 2022)</i> Contributions: Employee: 7.0%</p>
New Member Retirement: New member as of 01/01/2013	<p>Safety Employee Retirement System (PERS), sworn officer only Formula – 2.7% @ 57 Highest Average Annual Compensation over a 3 year period <i>(limited to \$134,974 in 2022)</i> Contributions: Employee: 11.25% (annual rate adjustments each July 1)</p> <p>Miscellaneous Employee Retirement System (PERS) Formula – 2.0% @ 62 Highest Average Annual Compensation over a 3 year period <i>(limited to \$134,974 in 2022)</i> Contributions: Employee: 7.5%</p>
Social Security and Medicare	Employer and Employee both contribute 6.2% to Social Security and 1.45% to Medicare.
Life Insurance	\$40,000 policy City paid for you; \$2,000 for each eligible dependent. Accidental Death and Dismemberment: \$40,000.

Health and Welfare	Employer pays 80% of premium for dental and vision and contributes set amount for medical.																																																								
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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>																																																								
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. (Maximum of \$1,252 weekly for STD) Workers compensation insurance covers on-the-job injuries or illnesses.																																																								
Holidays	13 paid City holidays, including one floating holiday. Police personnel assigned to work shifts forgo such time off but receive a 6% Holiday Pay differential.																																																								
Annual Leave	<p>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.</p> <p>Non-shift personnel (40 hour work week):</p> <table><tr><th>Length of Service</th><th>Annual Leave Accrual</th></tr><tr><td>0 - 5 years</td><td>16.34 hours per month</td></tr><tr><td>5 – 10 years</td><td>19.34 hours per month</td></tr><tr><td>10 – 15 years</td><td>22.34 hours per month</td></tr><tr><td>15+ years</td><td>24.34 hours per month</td></tr></table>	Length of Service	Annual Leave Accrual	0 - 5 years	16.34 hours per month	5 – 10 years	19.34 hours per month	10 – 15 years	22.34 hours per month	15+ years	24.34 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.																						
Overtime	Compensatory time (CTO) may be accrued in lieu of overtime pay to a maximum of 160 hours.																						
EAP	Employee assistance program (confidential counseling for variety of issues, 3 visits per issue per year); City pays \$2.22/mo.																						
Educational Incentive	<p>For sworn officers' educational incentive eligibility follows probationary period. Additional compensation up to a <u>maximum of +10.0%</u> may be paid for college degree or Intermediate or Advanced POST.</p> <table> <tr> <th>College Level Units</th><th>Additional Salary</th></tr> <tr> <td>A.A. degree</td><td>+5.0%</td></tr> <tr> <td>Bachelor's degree</td><td>+10.0%</td></tr> <tr> <td>OR</td><td></td></tr> <tr> <td>Intermediate POST</td><td>+5.0%</td></tr> <tr> <td>Advanced POST</td><td>+10.0%</td></tr> </table> <p>For Communication Supervisors, Dispatchers, Police Records Clerks, Property & Evidence Technicians, and Records Supervisors eligibility follows probationary period (maximum 10.0% for all):</p> <table> <tr> <th>College Level Units</th><th>Additional Salary</th></tr> <tr> <td>A.A. degree</td><td>+2.5%</td></tr> <tr> <td>Bachelor's degree</td><td>+5.0%</td></tr> <tr> <td>Dispatch POST</td><td>+7.5% (for permanent Dispatchers)</td></tr> <tr> <td>Records POST</td><td>+7.5% (Records Supervisor)</td></tr> </table>	College Level Units	Additional Salary	A.A. degree	+5.0%	Bachelor's degree	+10.0%	OR		Intermediate POST	+5.0%	Advanced POST	+10.0%	College Level Units	Additional Salary	A.A. degree	+2.5%	Bachelor's degree	+5.0%	Dispatch POST	+7.5% (for permanent Dispatchers)	Records POST	+7.5% (Records Supervisor)
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Tuition Reimbursement	With advance approval and budget availability, permanent unit members can be reimbursed for cost of tuition for classes with strong nexus to employee's job classification at cost per unit at Los Rios CCD, or CSUS for those with 61 or more undergraduate units, plus up to \$500 per semester toward required class books.																						
Uniforms	The City: <ul style="list-style-type: none"> Provides the initial issue of uniforms to all non-sworn employees 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. 																						

Work Schedules	Work schedules of 4/10 & 3/12-½ for select position assignments.
Voluntary Wellness Program	Police Officers allowed up to 4 hours of release time per week for exercise.
Special Assignments	Police Officers can receive special assignments: Bicycle, Canine, Investigations, Motors, Mounted, School Resources, and SWAT. Canine Officers are given 30 minutes each day (at time and one-half pay) for time spent off-duty caring for their dogs.
Night Shift Differential Dispatchers & Sworn Personnel	As of 1/1/22 - \$1.00 per hour for working the night shift 1/1/23 - \$1.25 per hour; 1/1/24 - \$1.50 for working the night shift.
Training Differential	For duration of assignment: <ul style="list-style-type: none"> • +5% when assigned as Communications Training Officer for new Dispatcher's training • +5% when assigned as PTO, ITO, CTO, TTO, or CSTO • Employees in the class of Corporal shall not be eligible for a Training Differential
Bilingual Pay	Staff designated to use bilingual ability receive 2.5% differential

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.