



BENEFITS SUMMARY 1/1/2023

New Hires

**International Union of Operating Engineers
Stationary Engineers
Local 39**

Term of Agreement: Salary Increase (COLA)	July 1, 2022 – June 30, 2025			
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	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)	\$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 per month 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.			

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 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 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.										
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</u> of \$300 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)										
Deferred Compensation	The City matches up to \$100 monthly.										

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 12/1/2022 and reflects benefits as of this date.