



BENEFITS SUMMARY 1/1/2024

New Hires

Folsom Middle Management Group (FMMG)

Term of Agreement:	January 1, 2023 through December 31, 2025																																																				
Salary Increase (COLA)	January 1, 2024 – 3%																																																				
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% @ 55 Highest Average Annual Compensation over a 3-year period <i>(limited to \$345,000 in 2024)</i> <i>Contributions:</i> Employee: 8%																																																				
New Member Retirement: New member as of 01/01/2013	Public Employee Retirement System (PERS) – Miscellaneous, Non-Safety Formula – 2% @ 62 Highest Average Annual Compensation over a 3-year period <i>(limited to \$151,446 in 2024)</i> <i>Contributions:</i> Employee: 8%																																																				
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 border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr style="background-color: #2c5e8c; color: white;"> <th style="text-align: left;">Monthly Contributions</th> <th style="text-align: center;">Employee Only</th> <th style="text-align: center;">Employee +1</th> <th style="text-align: center;">Employee +2</th> </tr> </thead> <tbody> <tr> <td>Medical (City contribution)</td> <td style="text-align: right;">\$750.00</td> <td style="text-align: right;">\$1,497.00</td> <td style="text-align: right;">\$1,944.00</td> </tr> <tr> <td>Dental (80%; Delta Dental)</td> <td style="text-align: right;">\$39.54</td> <td style="text-align: right;">\$77.10</td> <td style="text-align: right;">\$116.65</td> </tr> <tr> <td>Vision (80%; VSP)</td> <td style="text-align: right;">\$7.54</td> <td style="text-align: right;">\$10.80</td> <td style="text-align: right;">\$19.36</td> </tr> <tr style="background-color: #2c5e8c; color: white;"> <td colspan="4">Medical Monthly Employee Share (pre-tax) per plan chosen:</td> </tr> <tr> <td>Kaiser High Deductible Health Plan HMO</td> <td style="text-align: right;">\$32.91</td> <td style="text-align: right;">\$68.83</td> <td style="text-align: right;">\$91.58</td> </tr> <tr> <td>Sutter High Deductible Health Plan HMO</td> <td style="text-align: right;">\$0.00</td> <td style="text-align: right;">\$0.00</td> <td style="text-align: right;">\$0.00</td> </tr> <tr> <td>Western Health Advantage High Deductible HMO</td> <td style="text-align: right;">\$0.00</td> <td style="text-align: right;">\$0.00</td> <td style="text-align: right;">\$0.00</td> </tr> <tr> <td>Kaiser HMO</td> <td style="text-align: right;">\$211.83</td> <td style="text-align: right;">\$426.66</td> <td style="text-align: right;">\$556.76</td> </tr> <tr> <td>Sutter Health Plus HMO</td> <td style="text-align: right;">\$127.10</td> <td style="text-align: right;">\$250.30</td> <td style="text-align: right;">\$327.50</td> </tr> <tr> <td>Western Health Advantage HMO</td> <td style="text-align: right;">\$192.92</td> <td style="text-align: right;">\$388.85</td> <td style="text-align: right;">\$507.59</td> </tr> <tr> <td>Delta Dental</td> <td style="text-align: right;">\$9.89</td> <td style="text-align: right;">\$19.28</td> <td style="text-align: right;">\$29.16</td> </tr> <tr> <td>VSP Vision</td> <td style="text-align: right;">\$1.89</td> <td style="text-align: right;">\$2.70</td> <td style="text-align: right;">\$4.84</td> </tr> </tbody> </table> <p style="font-size: small; margin-top: 10px;">*The City contributes into an HSA for those selecting a SHP or WHA High Deductible Health Plan. Those waiving medical with proof of other coverage receive <u>\$250.00</u> per month as additional compensation.</p>	Monthly Contributions	Employee Only	Employee +1	Employee +2	Medical (City contribution)	\$750.00	\$1,497.00	\$1,944.00	Dental (80%; Delta Dental)	\$39.54	\$77.10	\$116.65	Vision (80%; VSP)	\$7.54	\$10.80	\$19.36	Medical Monthly Employee Share (pre-tax) per plan chosen:				Kaiser High Deductible Health Plan HMO	\$32.91	\$68.83	\$91.58	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	\$211.83	\$426.66	\$556.76	Sutter Health Plus HMO	\$127.10	\$250.30	\$327.50	Western Health Advantage HMO	\$192.92	\$388.85	\$507.59	Delta Dental	\$9.89	\$19.28	\$29.16	VSP Vision	\$1.89	\$2.70	\$4.84
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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 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.</p>										
Life Insurance	\$60,000 policy paid by City for you; \$2,000 for each eligible dependent. Accidental Death and Dismemberment: \$60,000.										
Short Term Disability Insurance	STD 60% of the first \$2,087 of your pre-disability earnings, reduced by deductible income. Maximum \$1,252 before reduction by deductible income.										
Long Term Disability Insurance	LTD 60% of the first \$13,333 of your pre-disability earnings, reduced by deductible income. Maximum \$8,000 before reduction by deductible income.										
Workers Compensation	Workers compensation insurance covers on-the-job injuries or illnesses.										
Employee Assistance Program	ACI EAP (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" data-bbox="592 1115 1157 1308"> <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 60 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.										
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	12 months for most classifications.										
Deferred Compensation Match	<p>The City <u>matches</u> contributions to deferred compensation in accordance with the following schedule:</p> <table border="1"> <thead> <tr> <th>Length of Service</th> <th>Maximum City Matching Contribution</th> </tr> </thead> <tbody> <tr> <td>0 - 10 years</td> <td>\$300.00 per month</td> </tr> <tr> <td>10 – 15 years</td> <td>\$325.00 per month</td> </tr> <tr> <td>15 – 20 years</td> <td>\$350.00 per month</td> </tr> <tr> <td>20+ years</td> <td>\$400.00 per month</td> </tr> </tbody> </table>	Length of Service	Maximum City Matching Contribution	0 - 10 years	\$300.00 per month	10 – 15 years	\$325.00 per month	15 – 20 years	\$350.00 per month	20+ years	\$400.00 per month
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Educational Incentive	<p>Additional compensation up to a <u>maximum of \$300 per month</u> may be paid for job related degrees <u>not required in their classification description</u> from an accredited college:</p> <table border="1"> <thead> <tr> <th>College Degree</th> <th>Additional Salary</th> </tr> </thead> <tbody> <tr> <td>Bachelor’s degree</td> <td>\$300.00 mo.</td> </tr> <tr> <td>Master’s degree</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	Bachelor’s degree	\$300.00 mo.	Master’s degree	\$300.00 mo.	Bachelor’s/Master’s (in unrelated field)	\$150.00 mo.		
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Tuition Reimbursement	With advance approval and budget availability, permanent unit members can be reimbursed for up to 50% of the cost of tuition when working towards a Bachelor of Arts, Bachelor of Science, Masters of Art, or Masters of Science degree at a recognized/accredited college or university up to \$4,000 per fiscal year.										
Student Loan Repayment	The City may reimburse 50% of student loan payments for a degree with a strong nexus to the employee’s job classification, up to a maximum of \$3,000 per fiscal year (\$9,000 in total over employer’s entire length of services).										
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 in an effort to help new hires easily understand benefits; however, should a discrepancy occur between this summary, 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.