



BENEFITS SUMMARY 1/1/2024

New Hires

**Sacramento Area Firefighters
Local 522, IAFF, Folsom Unit (SAFF)**

Term of Agreement:	July 1, 2022 through June 30, 2025																																				
Salary Increase (COLA)	July 2024 – 3%																																				
Classic Member Retirement: Member of PERS agency or reciprocal agency prior to 01/01/2013	Safety Public Employee Retirement System (PERS) Formula – 2% @ 50 Highest Average Annual Compensation over a 3-year period <i>(limited to \$345,000 in 2024)</i> Contributions: Employee: 9%																																				
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 <i>(limited to \$151,446 in 2024)</i> Contributions: Employee: 12%																																				
Social Security and Medicare	Employer and Employee both contribute 6.2% to Social Security and 1.45% to Medicare.																																				
Health and Welfare	Employer pays 100% of premium for dental and vision and contributes set amount for medical. <table border="1" style="width: 100%; margin-top: 10px; border-collapse: collapse;"> <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 style="background-color: #2c5e8c; color: white;"> <td colspan="4">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 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>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> </tbody> </table> <p style="font-size: small; margin-top: 5px;">*The City contributes into an HSA for those selecting a High Deductible Health Plan in SHP or WHA. Those waiving medical with proof of other coverage receive <u>\$300.00</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	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 Plan 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
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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	\$40,000 policy paid by City for you; \$2,000 for each eligible dependent. Accidental Death and Dismemberment: \$40,000.										
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.										
Workers Compensation	Workers compensation insurance covers on-the-job injuries or illnesses.										
Employee Assistance Program	ConcernPlus – First Responders EAP (confidential); City pays \$10.69/mo.										
Holidays	48/96 shift employees receive a 6% Holiday Pay differential. Holiday Pay shall be multiplied by the employee’s base salary.										
Annual Leave	<p>The City provides paid Annual Leave for use as vacation or sick time leave; accrual rates increase with service credit:</p> <p><i>Shift personnel (56-hour work week):</i></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>24.34 hours per month</td> </tr> <tr> <td>5 – 10 years</td> <td>27.66 hours per month</td> </tr> <tr> <td>10 – 15 years</td> <td>30.34 hours per month</td> </tr> <tr> <td>15+ years</td> <td>32.34 hours per month</td> </tr> </tbody> </table> <p><i>See MOU for non-shift personnel (40-hour work week)</i></p>	Length of Service	Annual Leave Accrual	0 - 5 years	24.34 hours per month	5 – 10 years	27.66 hours per month	10 – 15 years	30.34 hours per month	15+ years	32.34 hours per month
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Cash Out of Annual Leave	Employees may cash out up to 56 hours of annual leave for shift personnel, and 40 hours of annual leave for non-shift personnel per fiscal year.										
Shifts	The suppression personnel work a 48/96 work shift. Personnel working a 56-hour workweek (2,912 hours per year) will work a total of four shifts within a twelve (12) day cycle. Each shift shall be for 24 hours in duration and shall be scheduled back-to-back, contiguously. A shift rotation is defined as two (2) back-to-back, contiguous 24-hour shifts. While in the Fire Academy employees will work a 40 hour workweek. See MOU for more information on a 40 hour a week shift.										
Overtime	Overtime hours worked will be compensated at one and one-half (1 ½) times the employee’s straight time hourly rate of pay (including all compensation regularly and routinely received by the employee), based on a 56-hour work week (2,912 hours worked per year) or 40										

	<p>hour workweek (2,080 hours worked per year). All Fair Labor Standards Act (FLSA) 7K exemptions for Firefighters will apply, e.g., hours worked and overtime provisions, etc., unless modified by other provisions in the Memorandum of Understanding. See MOU for additional information.</p> <p>Compensatory time off (CTO) may be accrued in lieu of overtime pay to a maximum of one hundred forty-four (144) hours.</p>
Educational Incentive	Additional compensation up to a <u>maximum of +10.0%</u> may be paid for degrees from an approved program from an accredited institution; and/or for approved officer certifications/track completions through the California State Fire Marshall.
Tuition Reimbursement	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 \$1,500 per fiscal year, and the Fire Chief may authorize reimbursement above this limit.
SCBA Optics Reimbursement	Optical wear (lenses) suitable for insertion into SCBA mask are reimbursable by the City when submitted timely.
Paramedic Pay	<p>Positions in the job classification of Firefighter, Fire Engineer and Fire Captain that maintain paramedic licensure and accreditation will receive the following monthly paramedic pay incentive:</p> <ol style="list-style-type: none"> 1. Firefighter \$765 per month 2. Fire Engineer \$600 per month 3. Fire Captain \$550 per month
Program Pay/Wellness-Fitness incentive/Bilingual Pay Differential	<ul style="list-style-type: none"> • Employees certified and designated program tasks receive up to \$600/month maximum combined pay allowance. (See MOU) • Employees successfully completing the Folsom Fire Physical Ability Test in the allotted timeframe are eligible for a one-time payment of \$750 per calendar year as a fitness incentive. (See MOU) • The Fire Chief may assign up to 2 employees per shift to receive a \$100 per month Bilingual Pay differential. These assignments are reviewed and renewed annually.
Uniform Allowance	The City pays \$1,250 per year for the purchase of approved on-duty uniforms and attire.
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.