



BENEFITS SUMMARY 1/1/2024

New Hires

**Folsom Police Management Association (FPMA)
Police Middle Management Bargaining Unit**

Term of Agreement:	February 16, 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	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 \$345,000 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 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: #4f81bd; 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: #4f81bd; 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 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	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 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 City paid 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	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	ConcernPlus – First Responders EAP (confidential); City pays \$10.69/mo.																				
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 border="1"> <thead> <tr> <th>Length of Service</th> <th>Annual Leave Accrual</th> </tr> </thead> <tbody> <tr> <td>0 - 5 years</td> <td>16.34 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> </tbody> </table> <p>Shift personnel:</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>17.00 hours per month</td> </tr> <tr> <td>5 – 10 years</td> <td>20.00 hours per month</td> </tr> <tr> <td>10 – 15 years</td> <td>23.00 hours per month</td> </tr> <tr> <td>15+ years</td> <td>25.00 hours per month</td> </tr> </tbody> </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	Length of Service	Annual Leave Accrual	0 - 5 years	17.00 hours per month	5 – 10 years	20.00 hours per month	10 – 15 years	23.00 hours per month	15+ years	25.00 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 paid Management Leave of 80 hours per year. Employees hired or promoted with less than 12 months' of service in the Police Management unit shall accrue management leave on a prorated basis.
Overtime	At the Chief of Police's discretion, overtime will also be paid for any emergency response hours worked outside an employee's scheduled hours of work.
Probation Period	12 months for these classifications.
Deferred Compensation Match	The City matches up to \$350.00 monthly.
Educational Incentive	<p>After completion of probationary period, Police Lieutenants who have their POST Management Certificate shall receive an incentive pay of \$425.00 per month.</p> <p>After completion of probationary period, Police Commanders who have completed a POST Executive Development Course, or other executive-level course, with advance approval, shall receive \$600.00 per month in addition to their base salary.</p>
Tuition Reimbursement	City will pay 50% of tuition cost up to \$4,000 per fiscal year for regionally accredited Master's degree program if budgeted and preapproved by the Police Chief.
Uniforms	<p>The City:</p> <ul style="list-style-type: none"> • Provides the initial issue of uniforms to all employees of the department; the City pays for the cleaning and replacement of all uniforms. • The City agrees to report to PERS the estimated value of \$2,000.00 per fiscal year for each employee • Plain Clothes assignments of 3+ consecutive months are awarded \$1,000.00 per year clothing allowance.
Voluntary Wellness Program	Police Department employees allowed up to 4 hours of release time per week for exercise.
Bilingual Pay	Staff designated to use bilingual ability receive 2.5% differential
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.