

BENEFITS SUMMARY 1/1/2024

New Hires

Folsom Police Officers Association (FPOA) Police Bargaining Unit	
Term of Agreement:	January 1, 2022 through December 31, 2024.
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) – Safety, sworn officer only Formula – 2% @ 50 Highest Average Annual Compensation over a 3-year period <i>(limited to \$345,000 in 2024)</i> Contributions: Employee: 9% 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> Contributions: Employee: 8%
New Member Retirement: New member as of 01/01/2013	Public Employee Retirement System (PERS) – Safety, sworn officer only Formula – 2.7% @ 57 Highest Average Annual Compensation over a 3 year period <i>(limited to \$151,446 in 2024)</i> Contributions: Employee: 12% 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> Contributions: Employee: 8%
Social Security and Medicare	Employer and Employee both contribute 6.2% to Social Security and 1.45% to Medicare.

Health and Welfare	<p>Employer pays 80% of premium for dental and vision and contributes set amount for medical.</p> <table border="1" data-bbox="628 170 1458 705"> <thead> <tr> <th data-bbox="628 170 1094 243">Monthly Contributions</th> <th data-bbox="1094 170 1214 243">Employee Only</th> <th data-bbox="1214 170 1334 243">Employee +1</th> <th data-bbox="1334 170 1458 243">Employee +2</th> </tr> </thead> <tbody> <tr> <td data-bbox="628 243 1094 279">Medical (City contribution)</td> <td data-bbox="1094 243 1214 279">\$750.00</td> <td data-bbox="1214 243 1334 279">\$1,497.00</td> <td data-bbox="1334 243 1458 279">\$1,944.00</td> </tr> <tr> <td data-bbox="628 279 1094 315">Dental (80%; Delta Dental)</td> <td data-bbox="1094 279 1214 315">\$39.54</td> <td data-bbox="1214 279 1334 315">\$77.10</td> <td data-bbox="1334 279 1458 315">\$116.65</td> </tr> <tr> <td data-bbox="628 315 1094 350">Vision (80%; VSP)</td> <td data-bbox="1094 315 1214 350">\$7.54</td> <td data-bbox="1214 315 1334 350">\$10.80</td> <td data-bbox="1334 315 1458 350">\$19.36</td> </tr> <tr> <td colspan="4" data-bbox="628 350 1458 386">Medical Monthly Employee Share (pre-tax) per plan chosen:</td> </tr> <tr> <td data-bbox="628 386 1094 422">Kaiser High Deductible Health Plan HMO</td> <td data-bbox="1094 386 1214 422">\$32.91</td> <td data-bbox="1214 386 1334 422">\$68.83</td> <td data-bbox="1334 386 1458 422">\$91.58</td> </tr> <tr> <td data-bbox="628 422 1094 457">Sutter High Deductible Health Plan HMO</td> <td data-bbox="1094 422 1214 457">\$0.00</td> <td data-bbox="1214 422 1334 457">\$0.00</td> <td data-bbox="1334 422 1458 457">\$0.00</td> </tr> <tr> <td data-bbox="628 457 1094 531">Western Health Advantage High Deductible HMO</td> <td data-bbox="1094 457 1214 531">\$0.00</td> <td data-bbox="1214 457 1334 531">\$0.00</td> <td data-bbox="1334 457 1458 531">\$0.00</td> </tr> <tr> <td data-bbox="628 531 1094 567">Kaiser HMO</td> <td data-bbox="1094 531 1214 567">\$211.83</td> <td data-bbox="1214 531 1334 567">\$426.66</td> <td data-bbox="1334 531 1458 567">\$556.76</td> </tr> <tr> <td data-bbox="628 567 1094 602">Sutter Health Plus HMO</td> <td data-bbox="1094 567 1214 602">\$127.10</td> <td data-bbox="1214 567 1334 602">\$250.30</td> <td data-bbox="1334 567 1458 602">\$327.50</td> </tr> <tr> <td data-bbox="628 602 1094 638">Western Health Advantage HMO</td> <td data-bbox="1094 602 1214 638">\$192.92</td> <td data-bbox="1214 602 1334 638">\$388.85</td> <td data-bbox="1334 602 1458 638">\$507.59</td> </tr> <tr> <td data-bbox="628 638 1094 674">Delta Dental</td> <td data-bbox="1094 638 1214 674">\$9.89</td> <td data-bbox="1214 638 1334 674">\$19.28</td> <td data-bbox="1334 638 1458 674">\$29.16</td> </tr> <tr> <td data-bbox="628 674 1094 705">VSP Vision</td> <td data-bbox="1094 674 1214 705">\$1.89</td> <td data-bbox="1214 674 1334 705">\$2.70</td> <td data-bbox="1334 674 1458 705">\$4.84</td> </tr> </tbody> </table> <p data-bbox="628 705 1458 810">*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	<p>\$40,000 policy City paid for you; \$2,000 for each eligible dependent. Accidental Death and Dismemberment: \$40,000.</p>																																																				
Short Term Disability Insurance	<p>STD 60% of the first \$2,087 of your pre-disability earnings, reduced by deductible income. Maximum \$1,252 before reduction by deductible income.</p>																																																				
Long Term Disability	<p>LTD 60% of the first \$10,000 of your pre-disability earnings, reduced by deductible income. Maximum \$6,000 before reduction by deductible income.</p>																																																				
Workers Compensation	<p>Workers compensation insurance covers on-the-job injuries or illnesses.</p>																																																				
Employee Assistance Program	<p>ConcernPlus – First Responders EAP (confidential); City pays \$10.69/mo.</p>																																																				
Holidays	<p>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.</p>																																																				

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" data-bbox="628 275 1190 470"> <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" data-bbox="628 541 1190 737"> <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.																						
Work Schedules	Work schedules of 4/10 & 3/12-½ for select position assignments.																						
Overtime	Compensatory time (CTO) may be accrued in lieu of overtime pay to a maximum of 160 hours.																						
Probation Period	12 months for most classifications.																						
Educational Incentive	<p>For sworn officers' eligibility follows probationary period (maximum 10.0% for all):</p> <table border="1" data-bbox="628 1276 1164 1503"> <thead> <tr> <th>College Level Units</th> <th>Additional Salary</th> </tr> </thead> <tbody> <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> </tbody> </table> <p>For Communication Supervisors, Dispatchers, Police Records Technicians, Property & Evidence Technicians, and Records Supervisors eligibility follows probationary period (maximum 10.0% for all):</p> <table border="1" data-bbox="628 1684 1377 1871"> <thead> <tr> <th>College Level Units</th> <th>Additional Salary</th> </tr> </thead> <tbody> <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> </tbody> </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. • The City agrees to report to PERS the estimated value of \$850.00 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 Officers allowed up to 4 hours of release time per week for exercise.
Bilingual Pay	Staff designated to use bilingual ability receive 2.5% differential
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 and sworn personnel who work night shift shall receive a night shift differential of \$1.50 per hour.
Training Differential	5% for all hours worked while assigned to train another employee. See MOU for details.
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.