

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	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 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: #d9e1f2;"> <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: #d9e1f2;"> <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: 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	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	\$40,000 policy City paid 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.																				
Long Term Disability	LTD 60% of the first \$10,000 of your pre-disability earnings, reduced by deductible income. Maximum \$6,000 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.																						
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"> <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"> <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	<p>The City:</p> <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.