

BENEFITS SUMMARY 1/1/2024

New Hires

**International Union of Operating Engineers
Stationary Engineers
Local 39**

Term of Agreement:	July 1, 2022 through June 30, 2025																
Salary Increase (COLA)	July 2024 – 3%																
California Public Employee Retirement System (CalPERS) - Miscellaneous	<p><u>Classic Member</u> Hired on or prior to May 16, 2011</p> <ul style="list-style-type: none"> Formula: 2.7% @ 55 Final Compensation: Average monthly compensation during 12 highest paid consecutive months (<i>limited to \$345,000 in 2024</i>) Employee Contribution: 8% <p>Hired on or after May 17, 2011</p> <ul style="list-style-type: none"> Formula: 2% @ 55 Final Compensation: Average monthly compensation during 36 highest paid consecutive months (<i>limited to \$345,000 in 2024</i>) Employee Contribution: 7% <p><u>PEPRA Member</u> Hired on or after January 1, 2013</p> <ul style="list-style-type: none"> Formula: 2% @ 62 Final Compensation: Average monthly compensation during 36 highest paid consecutive months (<i>limited to \$151,446 in 2024</i>) Employee Contribution: 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" 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> </tbody> </table>	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
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														

	<table border="1"> <thead> <tr> <th colspan="4">Medical Monthly Employee Share (pre-tax) per plan chosen:</th> </tr> </thead> <tbody> <tr> <td>Kaiser High Deductible Health Plan HMO</td> <td>\$32.91</td> <td>\$68.83</td> <td>\$91.58</td> </tr> <tr> <td>Sutter High Deductible Health Plan HMO</td> <td>\$0.00</td> <td>\$0.00</td> <td>\$0.00</td> </tr> <tr> <td>Western Health Advantage High Deductible HMO</td> <td>\$0.00</td> <td>\$0.00</td> <td>\$0.00</td> </tr> <tr> <td>Kaiser HMO</td> <td>\$211.83</td> <td>\$426.66</td> <td>\$556.76</td> </tr> <tr> <td>Sutter Health Plus HMO</td> <td>\$127.10</td> <td>\$250.30</td> <td>\$327.50</td> </tr> <tr> <td>Western Health Advantage HMO</td> <td>\$192.92</td> <td>\$388.85</td> <td>\$507.59</td> </tr> <tr> <td>Delta Dental</td> <td>\$9.89</td> <td>\$19.28</td> <td>\$29.16</td> </tr> <tr> <td>VSP Vision</td> <td>\$1.89</td> <td>\$2.70</td> <td>\$4.84</td> </tr> <tr> <td colspan="4">*The City contributes per month 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>\$250.00</u> per month as additional compensation.</td> </tr> </tbody> </table>	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	*The City contributes per month 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>\$250.00</u> per month as additional compensation.			
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																																						
*The City contributes per month 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>\$250.00</u> per month as additional compensation.																																									
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>\$60,000 policy paid by City for you; \$2,000 for each eligible dependent. Accidental Death and Dismemberment: \$60,000.</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 Insurance	<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>ACI EAP (confidential); City pays \$2.12/mo.</p>																																								
Holidays	<p>13 paid City holidays, including one floating holiday.</p>																																								
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"> <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																														
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																																								

Cash Out of Annual Leave	Employees may cash out up to 40 hours of annual leave per fiscal 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	6 months for most classifications.
Deferred Compensation Match	The City <u>matches</u> up to \$100 monthly.
Educational Incentive	Additional compensation up to a <u>maximum of \$300 per month</u> may be paid for education or special skill certification/licenses <u>above job classification minimum</u> for units attained (“C” grade or better) from an accredited college: Recognized certifications/licenses would also be considered, with this listing included in Appendix B of the MOU.
Tuition Reimbursement	With advance approval and budget availability, permanent unit members can be reimbursed for up to 50% of the cost of tuition for classes with strong nexus to employee’s job classification at a recognized/accredited college or university up to \$2,000 per calendar year. (\$1,000 per year for Community College)
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.