

BENEFITS SUMMARY 1/1/2024

New Hires

Unrepresented/Confidential Non-Exempt Employees

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: #2e75b6; 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
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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 paid by City 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 Insurance	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	ACI EAP (confidential); City pays \$2.12/mo.																																				
Holidays	13 paid City holidays, including one floating holiday.																																				
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																										
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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	<i>Employee match not required. 2.5% employee's gross salary.</i>
Educational Incentive	The incentives listed below are non-cumulative and paid at the highest rate. <ul style="list-style-type: none"> • Associate's degree: \$150.00/month • Bachelor's degree: \$250.00/month • Master's degree: \$250.00/month • Bachelor's/Master's (in unrelated field): \$150.00/month
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.