

Public Services Employee Benefits Summary (AFSCME)



Compensation

Salary Increases

- First full pay period in July 2025: All classifications will receive a 2.0% base salary increase.

Health and Welfare

Cafeteria Plan Flex Dollars

The City contributes \$350 per month for 2025; and \$400 per month for 2026 toward eligible pre-tax benefits:

- Medical insurance premiums.
- Enhanced dental plan premiums.
- Flex Spending Account.
- Dependent Care Account.
- Pre-tax American Fidelity Insurances: Accident Only Insurance, Cancer Insurance, Hospital Indemnity Insurance.

Flex Dollars cannot be cashed out.

Health/Retiree Health

\$1,200 per month – City contribution towards CalPERS health insurance for active employees and retirees.

Health Coverage Reduction Incentive

Employees not enrolled in medical coverage may be eligible to receive incentive pay of \$225 - \$250 per month.

Flexible Spending Accounts

The City will make available a Flexible Spending Plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for:

- Health Care Expenses: \$3,200 for 2025
- Dependent Care Expenses: \$5,000 max for 2025

Dental

- Basic (\$1,000 maximum) – City Paid.
- Buy-Up (\$1,500 maximum) – Employee pays the difference in cost above the basic plan:

Employee-Only: \$8.35 per month
Employee + Child(ren): \$19.20 per month
Employee + Spouse: \$14.62 per month
Family: \$27.58 per month

Vision

City Paid.

Life and AD&D Insurance

\$50,000 – City Paid.

Long Term Disability

Up to 50% of pre-disability earnings, up to the maximum of \$6,000/month; 90-day waiting period – City paid.

Short Term Disability

State Disability Insurance: 1.1% tax (currently) to maximum taxable wage limit – City Paid.

Deferred Compensation & Retirement

Deferred Compensation

457 Plan: Carrier – Empower

Hired **before** 07/01/2012:

- \$100 per month City match

Hired on or **after** 07/01/2012:

- Not eligible for City contributions.

Retirement System

California Public Employee Retirement System (CalPERS).

CLASSIC:

CLASSIC PERS Member Formula:

2% @ 55 Plan

- Employee Contribution: 8%*
- Survivor Benefit: 4th Option
- Credit for unused sick leave: Yes
- One-year final compensation

Social Security

- Medicare: 1.45% tax paid by employer and 1.45% tax paid by employee.
- FICA: The City does not contribute.

PEPRA:

2% @ 62 Plan

- Employee Contribution: 9.25%*
- Survivor Benefit: 4th Option
- Credit for unused sick leave: Yes
- Average of three highest years of service compensation

*1% Employee cost share agreement already included in the employee contribution.

Leaves

Bereavement Leave

Up to 3 paid days (24 hours) for designated relatives. An additional 2 days (16 hours) is allowed to be charged to available Sick Leave.

Holidays

- 10 days per year.
- Note: A mandatory holiday furlough may be scheduled between the Christmas and New Year's holidays.

Sick Leave

12 days (96 hours) per year – no accrual limit.

Vacation

Days Earned Per Years of Service:

1 year	15 days	(232 max accrual hours)
2 years	16 days	(232 max accrual hours)
3 years	17 days	(232 max accrual hours)
4 years	18 days	(232 max accrual hours)
5 years	20 days	(232 max accrual hours)
10 years	23 days	(252 max accrual hours)
15 years	25 days	(272 max accrual hours)
20+ years	27 days	(312 max accrual hours)

Probationary Period

- Initial: 12 months.
- Promotion: 12 months.

Reimbursements

Tuition Reimbursement

Reimbursement of \$750 per calendar year maximum, with a pre-approved Education Plan.

Terms of Agreement: July 1, 2023 through June 30, 2026. This is a summary of benefits only; refer to the MOU for more details.
https://www.rocklin.ca.us/sites/main/files/file-attachments/afscme_final_mou_20232026_0.pdf?1696444379