

AFSCME Local #146 Public Services Employees Benefits Summary

Term of Agreement	<p>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_mou_2018-236.pdf?1637616627</p> <p>July 1, 2021 through June 30, 2023.</p>								
Health and Welfare									
Cafeteria Plan Flex Dollars	<p>The City shall contribute \$150 per month on behalf of the employee. Flex dollars can be used toward:</p> <ul style="list-style-type: none"> • Out of pocket costs for medical insurance premiums. • Enhanced dental plan. • Flex Spending Account. • Dependent Care Account. • Pre-tax American Fidelity Insurances: Accident Only Insurance, Cancer Insurance, Hospital Indemnity Insurance. 								
Health/Retiree Health	\$1,200 per month - City contribution towards CalPERS health insurance for active employees and retirees.								
Health Coverage Reduction Incentive	<p>Employees <u>not</u> enrolled in medical coverage may be eligible to receive incentive pay of \$225 - \$250 per month.</p> <p>Employees enrolled in a health plan that costs no more than \$1,025 per month may receive incentive pay of \$175 per month.</p>								
Flexible Spending Accounts	<p>The City will make available a Flexible Spending Plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for:</p> <ul style="list-style-type: none"> • Health Care Expenses (\$2,850 max for 2022). • Dependent Care Expenses (\$5,000 max). 								
Dental	<p>Basic (\$1,000 maximum) – City Paid.</p> <p>Buy-Up (\$1,500 maximum) – Employee pays the difference in cost above the basic plan:</p> <table style="width: 100%; border: none;"> <tr> <td style="padding-right: 20px;">Employee-Only</td> <td style="padding-right: 20px;">\$8.35 per month</td> <td style="padding-right: 20px;">Employee +Spouse</td> <td>\$14.62 per month</td> </tr> <tr> <td>Employee + Children</td> <td>\$19.20 per month</td> <td>Family</td> <td>\$27.58 per month</td> </tr> </table>	Employee-Only	\$8.35 per month	Employee +Spouse	\$14.62 per month	Employee + Children	\$19.20 per month	Family	\$27.58 per month
Employee-Only	\$8.35 per month	Employee +Spouse	\$14.62 per month						
Employee + Children	\$19.20 per month	Family	\$27.58 per month						
Vision	City Paid.								
Life and AD&D Insurance	\$50,000 (City Paid).								
Long Term Disability (LTD)	Up to 50% of your monthly pre-disability earnings, up to the maximum of \$6,000, less deductible sources of income; 90 day waiting period. (City Paid).								
Short Term Disability (SDI)	State Disability Insurance: 1.1% tax (currently) to maximum taxable wage limit (City Paid).								
Reimbursements									
Tuition Reimbursement	Reimbursement of \$750 per calendar year maximum, with a pre-approved Education Plan.								

Retirement & Deferred Compensation																												
Deferred Compensation	457 Plan: Carrier – Empower																											
	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Hired BEFORE 07/01/2012</td> <td style="width: 50%;">Hired on or AFTER 07/01/2012</td> </tr> <tr> <td>\$100 per month City match</td> <td>Not eligible for City contributions</td> </tr> </table>	Hired BEFORE 07/01/2012	Hired on or AFTER 07/01/2012	\$100 per month City match	Not eligible for City contributions																							
	Hired BEFORE 07/01/2012	Hired on or AFTER 07/01/2012																										
\$100 per month City match	Not eligible for City contributions																											
Retirement System	California Public Employee Retirement System (CalPERS)																											
	<table border="1" style="width: 100%;"> <thead> <tr> <th style="background-color: #c6e0b4;">CLASSIC</th> <th style="background-color: #c6e0b4;">PEPRA</th> </tr> </thead> <tbody> <tr> <td>CLASSIC PERS Misc. Member Formula: 2% @ 55 Employee Contribution: 8%</td> <td>PEPRA PERS Members Misc. Formula: 2% @ 62 Employee Contribution: 7.75%*</td> </tr> <tr> <td>Survivor Benefit: 4th Option</td> <td>Survivor Benefit: 4th Option</td> </tr> <tr> <td>Credit for unused sick leave: Yes</td> <td>Credit for unused sick leave: Yes</td> </tr> <tr> <td>One-year final compensation</td> <td>Average of three highest years of service compensation</td> </tr> </tbody> </table>	CLASSIC	PEPRA	CLASSIC PERS Misc. Member Formula: 2% @ 55 Employee Contribution: 8%	PEPRA PERS Members Misc. Formula: 2% @ 62 Employee Contribution: 7.75%*	Survivor Benefit: 4 th Option	Survivor Benefit: 4 th Option	Credit for unused sick leave: Yes	Credit for unused sick leave: Yes	One-year final compensation	Average of three highest years of service compensation																	
	CLASSIC	PEPRA																										
	CLASSIC PERS Misc. Member Formula: 2% @ 55 Employee Contribution: 8%	PEPRA PERS Members Misc. Formula: 2% @ 62 Employee Contribution: 7.75%*																										
	Survivor Benefit: 4 th Option	Survivor Benefit: 4 th Option																										
	Credit for unused sick leave: Yes	Credit for unused sick leave: Yes																										
	One-year final compensation	Average of three highest years of service compensation																										
*CalPERS Cost Share - 1% Employee cost share agreement, already included in the employee contribution.																												
Social Security	Medicare: 1.45% tax paid by employer and 1.45% tax paid by employee. FICA: The City does not contribute.																											
Leaves																												
Bereavement Leave	Up to 3 days (24 hours) for designated relatives.																											
Holidays	10 days per year. Note: A mandatory holiday furlough may be scheduled between the Christmas and New Year's.																											
Sick Leave	12 days (96 hours) per year – no accrual limit.																											
Vacation	Days earned per years of service:																											
	<table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>YEAR(S)</th> <th>DAYS/YEAR</th> <th>MAX ACCRUAL (IN HOURS)</th> </tr> </thead> <tbody> <tr><td>1</td><td>15</td><td>232</td></tr> <tr><td>2</td><td>16</td><td>232</td></tr> <tr><td>3</td><td>17</td><td>232</td></tr> <tr><td>4</td><td>18</td><td>232</td></tr> <tr><td>5</td><td>20</td><td>232</td></tr> <tr><td>10</td><td>23</td><td>252</td></tr> <tr><td>15</td><td>25</td><td>272</td></tr> <tr><td>20+</td><td>27</td><td>312</td></tr> </tbody> </table>	YEAR(S)	DAYS/YEAR	MAX ACCRUAL (IN HOURS)	1	15	232	2	16	232	3	17	232	4	18	232	5	20	232	10	23	252	15	25	272	20+	27	312
	YEAR(S)	DAYS/YEAR	MAX ACCRUAL (IN HOURS)																									
	1	15	232																									
	2	16	232																									
	3	17	232																									
	4	18	232																									
	5	20	232																									
	10	23	252																									
	15	25	272																									
20+	27	312																										
Probationary Period	Initial: 12 Months Promotional: 6 Months																											