

Confidential Employees Benefits Summary



Compensation

Special Pay

2.5% special pay for all Confidential Employees

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 \$375 per month for 2025 on behalf of the employee for eligible pre-tax benefits:

- Medical insurance premiums.
- Enhanced dental plan.
- Flexible 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.

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.

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

Life and AD&D Insurance

- Hired **before** 07/01/2012: \$100,000
- Hired on or **after** 07/01/2012: \$50,000 – \$100,000

Long Term Disability

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

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:

- City Match: up to \$200/month
- No match: \$200/month

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

- Not eligible for City contributions.

401(a) Plan: Available at time of hire.

Retirement System

California Public Employee Retirement System (CalPERS).

CLASSIC:

CLASSIC PERS Member Formula:

2% @ 55 Plan

- Employee Contribution: 9%*
- 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: 10.25%*
- Survivor Benefit: 4th Option
- Credit for unused sick leave: Yes
- Average of three highest years of service compensation

*2% Employee cost share agreement already included in the employee contribution.

Leaves

Bereavement Leave

Up to 24 hours paid for designated relatives.

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.

Vacation

Days Earned Per Years of Service:

1 year	15 days	5 years	20 days
2 years	16 days	10 years	23 days
3 years	17 days	15 years	25 days
4 years	18 days	20+ years	27 days

Probationary Period

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

Reimbursements

Tuition Reimbursement

\$750 per calendar year maximum.

Terms of Agreement: This is a summary of benefits. Refer to the Management and Confidential Resolution for more details: https://www.rocklin.ca.us/sites/main/files/file-attachments/exhibit_a_-_management_and_confidential_resolution.pdf?1695222250