

<b>Confidential Employees Benefits Summary</b>									
<b>Term of Agreement</b>	This is a summary of benefits only; refer to the Management & Confidential Resolution for more details. <a href="https://www.rocklin.ca.us/sites/main/files/file-attachments/management_and_confidential_resolution.pdf?1656695254">https://www.rocklin.ca.us/sites/main/files/file-attachments/management_and_confidential_resolution.pdf?1656695254</a>								
<b>Compensation</b>									
<b>Special Pay</b>	2.5% special pay for all Confidential Employees								
<b>Health and Welfare</b>									
<b>Cafeteria Plan Flex Dollars</b>	The City contributes \$150 per month on behalf of the employee. Flex Dollars cannot be cashed out. Flex dollars can be used toward: <ul style="list-style-type: none"> <li>• Out of pocket costs for medical insurance premiums.</li> <li>• Enhanced dental plan.</li> <li>• Flexible Spending Account.</li> <li>• Dependent Care Account.</li> <li>• Pre-tax American Fidelity Insurances: Accident Only Insurance, Cancer Insurance, Hospital Indemnity Insurance.</li> </ul>								
<b>Health/Retiree Health</b>	\$1,200 per month – City contribution towards health care insurance for active employees and retirees.								
<b>Health Coverage Reduction Incentive</b>	Employees <u>not</u> enrolled in medical coverage may be eligible to receive incentive pay of \$225 - \$250 per month.								
<b>Dental</b>	Basic (\$1,000 maximum) – City Paid. Buy-Up (\$1,500 maximum) – Employee pays the difference in cost above the basic plan: <table border="0" style="margin-left: 40px;"> <tr> <td>Employee-Only</td> <td>\$8.35 per month</td> <td>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
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<b>Vision</b>	City Paid.								
<b>Flexible Spending Accounts</b>	The City will make available a Flexible Spending Plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for: <ul style="list-style-type: none"> <li>• Health Care Expenses (\$2,850 max for 2022).</li> <li>• Dependent Care Expenses (\$5,000 max).</li> </ul>								
<b>Life and AD&amp;D Insurance</b>	<table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th style="width: 50%;">Hired <b>BEFORE</b> 07/01/2012</th> <th style="width: 50%;">Hired on or <b>AFTER</b> 07/01/2012</th> </tr> </thead> <tbody> <tr> <td>\$100,000</td> <td>\$50,000</td> </tr> </tbody> </table>	Hired <b>BEFORE</b> 07/01/2012	Hired on or <b>AFTER</b> 07/01/2012	\$100,000	\$50,000				
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<b>Long Term Disability (LTD)</b>	Up to 50% of pre-disability earnings, up to the maximum of \$6,000 per month; 90 day waiting period (City paid).								
<b>Short Term Disability (SDI)</b>	State Disability Insurance: 1.1% tax (currently) to maximum taxable wage limit (City Paid).								
<b>Reimbursements</b>									
<b>Tuition Reimbursements</b>	\$750 per calendar year maximum.								

Deferred Compensation & Retirement																	
<b>Deferred Compensation</b>	457 Plan: Carrier – Empower																
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401(a) Plan: Available at time of hire.																	
<b>Retirement System</b>	California Public Employee Retirement System (CalPERS)																
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*CalPERS Cost Share - 2% Employee cost share agreement, already included in the employee contribution.																	
<b>Social Security</b>	Medicare: 1.45% tax paid by employer and 1.45% tax paid by employee. FICA: The City does not contribute.																
Leaves																	
<b>Bereavement Leave</b>	Up to 3 days (24 hours) for designated relatives.																
<b>Holidays</b>	10 days per year. Note: A mandatory holiday furlough may be scheduled between Christmas and New Year's.																
<b>Sick Leave</b>	12 days (96 hours) per year.																
<b>Vacation</b>	<p style="text-align: center;"><u>Days Earned Per Years of Service:</u></p> <table style="margin-left: auto; margin-right: auto;"> <tbody> <tr> <td>1 year</td> <td>15 days</td> <td>5 years</td> <td>20 days</td> </tr> <tr> <td>2 years</td> <td>16 days</td> <td>10 years</td> <td>23 days</td> </tr> <tr> <td>3 years</td> <td>17 days</td> <td>15 years</td> <td>25 days</td> </tr> <tr> <td>4 years</td> <td>18 day</td> <td>20+ years</td> <td>27 days</td> </tr> </tbody> </table>	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 day	20+ years	27 days
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<b>Probationary Period</b>	Initial: 12 months. Promotion: 12 months.																