

Fire Employees Firefighter's Union Local #3847 Benefits Summary

Term of Agreement	This is a summary of benefits only; refer to the MOU for more details. https://www.rocklin.ca.us/sites/main/files/file-attachments/fire_mou_07.01.2022_to_06.30.2025.pdf?1663280946 July 1, 2022 through June 30, 2025										
Compensation											
Salary Increases	First full pay period in July 2023: All classifications will receive a 3.0% base salary increase. First full pay period in July 2024: All classifications will receive a 2.0% base salary increase.										
Education Incentive	Employees may receive one degree plus one certificate amount. <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding-left: 20px;">Associate's Degree or 60 Units</td> <td style="text-align: right;">\$275 per month</td> </tr> <tr> <td style="padding-left: 20px;">Bachelor's Degree</td> <td style="text-align: right;">\$325 per month</td> </tr> <tr> <td style="padding-left: 20px;">Master's Degree</td> <td style="text-align: right;">\$350 per month</td> </tr> <tr> <td style="padding-left: 20px;">Company Officer Certificate</td> <td style="text-align: right;">\$75 per month</td> </tr> <tr> <td style="padding-left: 20px;">Chief Officer Certificate</td> <td style="text-align: right;">\$125 per month</td> </tr> </table>	Associate's Degree or 60 Units	\$275 per month	Bachelor's Degree	\$325 per month	Master's Degree	\$350 per month	Company Officer Certificate	\$75 per month	Chief Officer Certificate	\$125 per month
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Chief Officer Certificate	\$125 per month										
Paramedic Certificate	\$500 per month. Note: Employees who are receiving paramedic pay are not eligible for EMT pay.										
EMT Certified Pay	\$100 per month. Note: Employees hired on or after February 1, 2014 are not eligible for EMT certified pay.										
Uniform Allowance	\$950 per year, paid in equal payments each pay period.										
Health and Welfare											
Cafeteria Plan Flex Dollars	The City shall contribute \$150 per month on behalf of the employee. Flex dollars can be used toward: <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, and Hospital Indemnity Insurance. 										
Health/Retiree Health	\$1,200 per month – City contribution towards CalPERS health insurance for active employees and retirees.										
Dental	Basic (\$1,000 maximum) – City Paid. Buy-Up (\$1,500 maximum) – Employee pays the difference in cost above the basic plan: <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding-left: 20px;">Employee-Only</td> <td style="text-align: right;">\$8.35 per month</td> <td style="padding-left: 20px;">Employee +Spouse</td> <td style="text-align: right;">\$14.62 per month</td> </tr> <tr> <td style="padding-left: 20px;">Employee + Children</td> <td style="text-align: right;">\$19.20 per month</td> <td style="padding-left: 20px;">Family</td> <td style="text-align: right;">\$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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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: <ul style="list-style-type: none"> • Health Care Expenses (\$2,850 max for 2022). • Dependent Care Expenses (\$5,000 max). 	
Life and AD&D	\$50,000 (City Paid).	
Short Term Disability (SDI)	State Disability Insurance: 1.1% tax (currently) to maximum taxable wage limit (City Paid).	
Reimbursements		
Tuition Reimbursement	\$750 per fiscal year.	
Deferred Compensation and Retirement		
Deferred Compensation	All employees: Up to \$100 per month City match. PEPRA members: \$200 per month, non-matching.	
Retirement System	California Public Employee Retirement System (CalPERS)	
	CLASSIC	PEPRA
	CLASSIC PERS Safety Member Formula: 3% @ 50 Employee Contribution: 12%*	PEPRA PERS Member Formula: 2.7% @ 57 Employee Contribution: 16%*
	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 – 3% Employee cost share agreement, already included in the employee contribution.		
Leaves		
Bereavement Leave	56-Hour Workweek Employee: Up to 48 hours of leave. 40-Hour Workweek Employee: Up to 24 hours of leave. Note: Can be used only for covered relatives.	
Holidays	96 hours credited at the beginning of each calendar year.	
Sick Leave	56-Hour Workweek Employee = 144 hours per year. 40-Hour Workweek Employee = 96 hours per year. Note: Sick Leave may be accrued without limit and will be converted to service credit at retirement.	

Vacation	56-Hour Workweek Employees		40-Hour Workweek Employees	
	Years of Service	Hours per Year	Years of Service	Hours per Year
	0-1	178	98	0-1
1-2	213	122	1-2	
2-3	224	130	2-3	
3-4	235	138	3-4	
5	258	154	5	
10	291	178	10	
15	315	186	15	

Probationary Period	Initial: 12 months Promotional: 12 months
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