

Fire Employees Benefits Summary



Compensation

Salary Increases

- First full pay period in July 2026 – 2.0%
- First full pay period in July 2027 – 2.0%
- First full pay period in January 2028 – 1.0%

Education Incentive

- Employees may receive one degree plus one certificate amount.

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

Paramedic Certificate

\$650 per month

Uniform Allowance

- \$950 per year, paid in equal payments each pay period.

Field Training Officer Pay

Paramedics will receive (5%) of their base hourly rate for all hours the Fire Chief or Deputy Fire Chief direct them to function as a Field Training Officer and train their assigned trainee.

Longevity Pay

20 years of service - 2.5% of base hourly rate

Health and Welfare

Cafeteria Plan Flex Dollars

For the year 2026, the City shall contribute an additional cafeteria amount of \$2,175.72 towards medical insurance premiums.

Employees who elect the following plans will only be eligible for \$150 per month flex credit:

Anthem Blue Cross HMO Select - Employee Only	United Healthcare - Employee Only
Anthem Blue Cross HMO Traditional - Employee Only	Western Health Advantage - Employee Only
Blue Shield Access+ - Employee Only	PERS Gold (Anthem Blue Cross) - Employee Only
Blue Shield Trio - Employee Only and Employee +1	PERS Platinum (Anthem Blue Cross) - Employee Only
Kaiser - Employee Only	PORAC (Anthem Blue Cross) - Employee Only

The \$150 per month flex credit may be used for eligible pre-tax benefits which include:

Enhanced dental plan premiums

Flex Spending Account

Pre-tax American Fidelity Insurances: Accident Only Insurance, Cancer Insurance, Hospital Indemnity Insurance

Medical Plan

The City shall contribute the PEMHCA minimum of \$162 per month toward medical insurance premiums.

Retiree Medical

Effective July 1, 2018, the City will contribute a maximum of \$1,200 per month towards the cost of health insurance (Article 1, Section C). Eligible retirees shall receive 100% of the City's contribution towards their post-retirement health benefits.

Retiree medical benefits are being negotiated by the City and the Rocklin Firefighters', Local 522 for employees hired on or after July 1, 2025.

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: \$3,050 max for 2026
- Dependent Care Expenses: \$7,500 max for 2026

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.

Short Term Disability (SDI)

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

Deferred Compensation & 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:

CLASSIC PERS Member Formula:

3% @ 50 Plan

- Employee Contribution: 12%*
- Survivor Benefit: 4th Option
- Credit for unused sick leave: Yes
- One-year final compensation

PEPRA:

2.7% @ 57 Plan

- Employee Contribution: 16.75%*
- Survivor Benefit: 4th Option
- Credit for unused sick leave: Yes
- Average of three highest years of service compensation

*3% Employee cost share agreement already included in the employee contribution.

Leaves

Bereavement Leave

- 56-Hour Workweek Employee: Up to 48 hours of paid leave.
- 40-Hour Workweek Employee: Up to 24 hours of paid 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

Hours gained per years of service:

- **56-Hour Workweek Employees:**
 - 0-1 years – 178 hours
 - 1-2 years – 213 hours
 - 2-3 years – 224 hours
 - 3-4 years – 235 hours
 - 5 years – 258 hours
 - 10 years – 291 hours
 - 15 years – 315 hours
- **40-Hour Workweek Employees:**
 - 0-1 years – 98 hours
 - 1-2 years – 122 hours
 - 2-3 years – 130 hours
 - 3-4 years – 138 hours
 - 5 years – 154 hours
 - 10 years – 178 hours
 - 15 years – 186 hours

Probationary Period

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

Reimbursements

Tuition Reimbursement

\$750 per fiscal year

Terms of Agreement: This is a summary of benefits only; refer to the MOU for more details. July 1, 2025 through June 30, 2028. https://www.rocklin.ca.us/sites/main/files/fileattachments/fire_mou_07.01.2022_to_06.30.2025.pdf?1663280946