

# Fire Employees Benefits Summary



## Compensation

### Salary Increases

- First full pay period in July 2024: All classifications received a 2.0% base salary increase.

### 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

- \$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 toward eligible pre-tax benefits:

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

### 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 2025
- Dependent Care Expenses: \$5,000 max for 2025

### 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, 2022 through June 30, 2025. [https://www.rocklin.ca.us/sites/main/files/fileattachments/fire\\_mou\\_07.01.2022\\_to\\_06.30.2025.pdf?1663280946](https://www.rocklin.ca.us/sites/main/files/fileattachments/fire_mou_07.01.2022_to_06.30.2025.pdf?1663280946)