

Management Employees Benefits Summary*

Terms of Agreement	<p>This is a summary of benefits, refer to the Management and Confidential Resolution for more details.</p> <p>https://www.rocklin.ca.us/sites/main/files/file-attachments/management_and_confidential_resolution.pdf?1656695254</p>									
Health and Welfare										
Cafeteria Plan Flex Dollars	<p>The City shall contribute \$150 per month on behalf of the employee. Flex Dollars cannot be cashed out.</p> <p>Flex dollars can be used toward:</p> <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.									
Health Coverage Reduction Incentive	Employees <u>not</u> enrolled in medical coverage may be eligible to receive incentive pay of \$225 - \$250 per month.									
Dental	<p>Basic (\$1,000 maximum) – City Paid.</p> <p>Buy-Up (\$1,500 maximum) – Employee pays the difference in cost above the basic plan:</p> <table style="width: 100%; border: none;"> <tr> <td style="padding-right: 20px;">Employee-Only</td> <td style="padding-right: 20px;">\$8.35 per month</td> <td style="padding-right: 20px;">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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Vision	City Paid.									
Flexible Spending Accounts	<p>The City will make available a Flexible Spending Plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for:</p> <ul style="list-style-type: none"> • Health Care Expenses (\$2,850 max for 2022). • Dependent Care Expenses (\$5,000 max). 									
Life and AD&D Insurance	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr> <th style="padding: 5px;">Hired BEFORE 07/01/2012</th> <th style="padding: 5px;">Hired on or AFTER 07/01/2012</th> </tr> <tr> <td style="padding: 5px;">\$200,000</td> <td style="padding: 5px;">\$50,000 - \$100,000</td> </tr> </table>		Hired BEFORE 07/01/2012	Hired on or AFTER 07/01/2012	\$200,000	\$50,000 - \$100,000				
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Long Term Disability (LTD)	Up to 60% of pre-disability earnings, up to the maximum of \$6,000; 90-day waiting period (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 calendar year maximum.									

Deferred Compensation & Retirement

Deferred Compensation	457 Plan: Carrier—Empower.			
	Hired BEFORE 07/01/2012	Hired on or AFTER 07/01/2012		
	Up to \$300 per month City match \$200 per month no match required	Not eligible for City contributions.		
	401(a) Plan: Available at time of hire.			
Social Security	Medicare: 1.45% tax paid by employer and 1.45% tax paid by employee. FICA: The City does not contribute.			
Retirement System	California Public Employee Retirement System (CalPERS).			
	CLASSIC	PEPRA		
	Management—Miscellaneous: CLASSIC PERS Member Formula: 2% @ 55. Employee Contribution: 9%*	Management—Miscellaneous: PEPRA PERS Member Formula: 2% @ 62 Employee Contribution: 8.75%*		
	Management—Safety: CLASSIC PERS Member Formula: 3% @ 50 Employee Contribution: 11%*	Management—Safety: PEPRA PERS Member Formula: 2.7% @ 57 Employee Contribution: 8.75%*		
	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 - 2% Employee cost share agreement, already included in the employee contribution.			
Leaves				
Bereavement Leave	Up to 3 days (24 hours) 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	<u>Days Earned Per Years of Service:</u>			
	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
Management Leave	Up to 80 hours of management leave per fiscal year depending on classification.			
Probationary Period	12 months			

*Department Directors may receive additional benefits per employment contract.