

Management Employees Benefits Summary



Compensation

Salary Increases

First full pay period in July 2025: All classifications will receive a 2.0% base salary increase.

Executive Allowance

Annual benefit of \$4,200 provided to Department Directors to cover business-related expenses, including auto, cell, and technology. Paid in 26 equal installments.

Severance Pay for At-Will Employees

- Zero through ten years of service: 2 months' base salary.
- More than ten years of service: 3 months' base salary.

Health and Welfare

Cafeteria Plan Flex Dollars

The City contributes \$375 per month on behalf of the employee for eligible pre-tax benefits:

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

Health Coverage Reduction Incentive

Employees not enrolled in medical coverage may be eligible to receive incentive pay of \$225 - \$250 per month.

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: \$3,200 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

Department Directors: \$200,000

Management Employees:

- Hired **before** 07/01/2012: \$200,000
- Hired on or **after** 07/01/2012: \$50,000 – \$100,000

Long Term Disability

Up to 60% of pre-disability earnings, up to the maximum of \$6,000/month; 90-day waiting period – City paid.

Short Term Disability

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

Deferred Compensation & Retirement

Deferred Compensation

457(b) Plan:

Hired **before** 07/01/2012:

- Up to \$300 per month City match
- \$200 per month no match required

Hired on or **after** 07/01/2012:

- City match: Director \$350 / Deputy Director \$200 / Manager \$150 / All Other Management \$100

401(a) Plan: Available at time of hire; employee contributions only.

Retirement System

California Public Employee Retirement System (CalPERS).

CLASSIC:

- **Management—Miscellaneous:**
 - CLASSIC PERS Member Formula: 2% @ 55
 - Employee Contribution: 9%*
- **Management—Safety:**
 - CLASSIC PERS Member Formula: 3% @ 50
 - Employee Contribution: 11%*
- Survivor Benefit: 4th Option
- Credit for Unused Sick Leave: Yes
- One Year Final Compensation

Social Security

- Medicare: 1.45% tax paid by employer and 1.45% tax paid by employee.
- FICA: The City does not contribute.

PEPRA:

- **Management—Miscellaneous:**
 - PEPRA PERS Member Formula: 2% @ 62
 - Employee Contribution: 10.25%*
- **Management—Safety:**
 - PEPRA PERS Member Formula: 2.7% @ 57
 - Employee Contribution: 15.75%*
- Survivor Benefit: 4th Option
- Credit for Unused Sick Leave: Yes
- Average of three highest years of service compensation

*2% Employee cost share agreement already included in the employee contribution.

Leaves

Bereavement Leave

Up to 24 hours paid 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

Days Earned Per Years of Service:

| | | | |
|---------|---------|-----------|---------|
| 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

48 to 80 hours of management leave per calendar year, depending on classification.

Probationary Period

Management employees are at-will

Reimbursements

Tuition Reimbursement

\$750 per calendar year maximum.

Terms of Agreement: This is a summary of benefits. Refer to the Management and Confidential Resolution for more details: https://www.rocklin.ca.us/sites/main/files/file-attachments/exhibit_a_-_management_and_confidential_resolution.pdf?1695222250