



Rocklin Police Officers' Association (RPOA) Benefits Summary

Term of Agreement	January 1, 2018 – December 31, 2020																								
Compensation																									
Acting Pay	5% of Base Pay for all hours worked. 7.5% of Base Pay for all hours worked for a Police Officer in acting status as a Police Sergeant.																								
Call Back Pay	Minimum three (3) hours at time and one-half.																								
Compensatory Time Off (CTO)	Earned at Time and one-half. Maximum accrual: <u>Sworn</u> : 250 Hours <u>Non-Sworn</u> : 200 Hours																								
Court Appearance During Time Off	Paid at overtime rate – minimum four (4) hours.																								
Education Incentive	<p>Each employee is eligible for education incentive pay as listed below:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="text-align: right; border-bottom: 1px solid black;"><u>Monthly Amount</u></th> </tr> </thead> <tbody> <tr> <td>Completion of 60 college units (40 units must be job-related)</td> <td style="text-align: right;">\$65.00</td> </tr> <tr> <td>EMD Certificate</td> <td style="text-align: right;">\$75.00</td> </tr> <tr> <td>Associate's Degree (any major)</td> <td style="text-align: right;">\$75.00</td> </tr> <tr> <td>Intermediate POST</td> <td style="text-align: right;">\$175.00</td> </tr> <tr> <td>Dispatcher Intermediate POST</td> <td style="text-align: right;">\$175.00</td> </tr> <tr> <td>BA/BS (any major)</td> <td style="text-align: right;">\$150.00</td> </tr> <tr> <td>Advanced POST</td> <td style="text-align: right;">\$225.00</td> </tr> <tr> <td>Dispatcher Advanced POST</td> <td style="text-align: right;">\$225.00</td> </tr> <tr> <td>MA (non-sworn only)</td> <td style="text-align: right;">\$200.00</td> </tr> <tr> <td>BA/BS + Advanced POST (Sworn and Dispatchers)</td> <td style="text-align: right;">\$275.00</td> </tr> </tbody> </table> <p>This incentive is non-cumulative and is paid at the highest rate for which an employee is qualified.</p>				<u>Monthly Amount</u>	Completion of 60 college units (40 units must be job-related)	\$65.00	EMD Certificate	\$75.00	Associate's Degree (any major)	\$75.00	Intermediate POST	\$175.00	Dispatcher Intermediate POST	\$175.00	BA/BS (any major)	\$150.00	Advanced POST	\$225.00	Dispatcher Advanced POST	\$225.00	MA (non-sworn only)	\$200.00	BA/BS + Advanced POST (Sworn and Dispatchers)	\$275.00
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Longevity	Hired Prior to 3/3/2018	Hired Prior to 3/3/2018 (Current Employees at Schedule A Step 6)	Hired After 3/3/2018																						
	2.5% @ 7 years 5.0% @ 10 years 7.5% @ 15 years	When employees hired prior to March 3, 2018, reach Step 6 of Salary Schedule A, they will be moved to the appropriate step of Salary Schedule B and will not be eligible for longevity pay.	Not eligible for longevity pay																						

Overtime	<p>Paid at Time and one-half. <u>Sworn</u>: Greater than 80 hours worked in a pay period. * <u>Non-Sworn</u>: Greater than 40 hours worked in a week.</p> <p>*Except those on a 12-5 hour schedule per Section 7(k) of FLSA.</p>												
Salary Increases	<p>3/3/18: All sworn classifications received a 6.0% base salary increase; all non-sworn classifications received a 5.0% base salary increase.</p> <p>1/19/19: All classifications will receive a 2.0% base salary increase.</p> <p>2/1/20: All sworn classifications will receive a 3.0% base salary increase; all non-sworn classifications will receive a 2.0% base salary increase.</p>												
Shift Differential	2.5% of base rate of pay for all hours in a shift, if four (4) or more hours of the shift fall between 7:00 p.m. – 7:00 a.m.												
Special Duty Pay	<table> <tr> <td>Trainer</td> <td>5% of base rate of pay for all hours worked as a trainer.</td> </tr> <tr> <td>SWAT or CINT Negotiator</td> <td>5% of base rate of pay for all hours worked.</td> </tr> <tr> <td>Detective</td> <td>5% of base hourly rate X 80 hours</td> </tr> <tr> <td>Corporal</td> <td>7.5% of base hourly rate X 80 hours.</td> </tr> <tr> <td>On-Call</td> <td>\$1.25 per hour</td> </tr> <tr> <td>Dog Handler</td> <td>See RPOA MOU-Addendum C-“Police Service Dog Handler Agreement”</td> </tr> </table>	Trainer	5% of base rate of pay for all hours worked as a trainer.	SWAT or CINT Negotiator	5% of base rate of pay for all hours worked.	Detective	5% of base hourly rate X 80 hours	Corporal	7.5% of base hourly rate X 80 hours.	On-Call	\$1.25 per hour	Dog Handler	See RPOA MOU-Addendum C-“Police Service Dog Handler Agreement”
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Special Holiday Pay	<p>An employee working a regularly scheduled shift on the following four (4) holidays listed below shall be compensated at double time:</p> <ul style="list-style-type: none"> • New Year’s Day • Independence Day • Thanksgiving Day • Christmas Day <p>An employee working overtime on any one of the above holidays, scheduled or non-scheduled, will be compensated at double time and one-half for all overtime hours worked.</p>												
Health and Welfare													
Health/Retiree Health	\$1,200 per month City contribution towards health care insurance for active employees and retirees.												
Dental	City Paid												
Vision	City Paid												
Flexible Spending	<p>The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for:</p> <ul style="list-style-type: none"> • Health Care Expenses (\$2,650 max for 2018) • Dependent Care Expenses (\$5,000 max) 												
Life and AD&D Insurance	\$50,000 Life and Accidental Death & Dismemberment Insurance – City Paid.												
Medicare	1.45% tax paid by employer and 1.45% tax paid by employee.												
Short Term Disability (SDI)	1.0% tax to maximum taxable wage limit (City paid).												

Reimbursements

Tuition Reimbursement	The maximum amount eligible for reimbursement is \$986.88 for the 18/19 fiscal year. The City agrees to increase this amount by 3.0% per fiscal year.
Uniform Allowance	Sworn Personnel and Community Services Officer, Police Technical Assets Coordinator, and Animal Control Officer: \$36.54 per pay period Non-Sworn (Except those identified above): \$30.00 per pay period

Retirement & Deferred Compensation

Deferred Compensation	Hired BEFORE 1/1/2013	Hired AFTER 12/31/2012	PEPRA Employees
	<u>Non-Sworn Employees</u> City Match: \$100 per month <u>Sworn Employees</u> City Match: \$100 per month	<u>Non-Sworn Employees</u> Not eligible for matching funds	<u>Non-Sworn Employees</u> \$200 per month (no match) <u>Sworn Employees</u> \$200 per month (no match)

Retirement System	<i>California Public Employee Retirement System (CalPERS)</i>	
	<u>NON-SWORN EMPLOYEES:</u>	
	Hired BEFORE 1/1/2013	Hired AFTER 12/31/2012
	CLASSIC CalPERS Member Formula: 2% @ 55	CLASSIC CalPERS Member Formula: 2.0% @ 55 PEPRA CalPERS Member Formula: 2.0% @ 62
<u>SWORN EMPLOYEES:</u>		
Hired BEFORE 1/1/2013	Hired AFTER 12/31/2012	
CLASSIC CalPERS Member Formula: 3.0% @ 50	CLASSIC CalPERS Member Formula: 3.0% @ 50 PEPRA CalPERS Member Formula: 2.7% @ 57	
PEPRA CalPERS Member: Section 20037: Average of 3 highest years of service compensation Section 20965: Credit for Unused Sick Leave Section 21574: 1959 Survivors' Benefit, 4th Level CLASSIC CalPERS Member: Section 20042: One Year Final Compensation Section 20965: Credit for Unused Sick Leave Section 21574: 1959 Survivors Benefit, 4 th Level		

Social Security	City Employees do not contribute to Social Security (FICA).
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Leaves																						
Bereavement Leave	Up to three (3) shifts of paid bereavement leave for designated relatives, and upon the employee's request an additional two (2) shifts of PTO may be used as well.																					
Paid Time Off (PTO)	<p>A new employee will begin to accrue PTO immediately upon hire. An employee may use PTO as soon as it is accrued.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="background-color: #d9e1f2;">Years of Service</th> <th style="background-color: #d9e1f2;">Per Year (hours)</th> <th style="background-color: #d9e1f2;">Per Pay Period (hours)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0-1</td> <td style="text-align: center;">234</td> <td style="text-align: center;">9.000</td> </tr> <tr> <td style="text-align: center;">1-2</td> <td style="text-align: center;">242</td> <td style="text-align: center;">9.308</td> </tr> <tr> <td style="text-align: center;">2-3</td> <td style="text-align: center;">250</td> <td style="text-align: center;">9.615</td> </tr> <tr> <td style="text-align: center;">3-4</td> <td style="text-align: center;">258</td> <td style="text-align: center;">9.923</td> </tr> <tr> <td style="text-align: center;">4-9</td> <td style="text-align: center;">274</td> <td style="text-align: center;">10.538</td> </tr> <tr> <td style="text-align: center;">9+</td> <td style="text-align: center;">298</td> <td style="text-align: center;">11.462</td> </tr> </tbody> </table>	Years of Service	Per Year (hours)	Per Pay Period (hours)	0-1	234	9.000	1-2	242	9.308	2-3	250	9.615	3-4	258	9.923	4-9	274	10.538	9+	298	11.462
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Probationary Period	<p>Lateral, Promotional, Non-Sworn: 12 months</p> <p>Entry Level-Sworn: 18 months</p>																					