BENEFITS SUMMARY

Police Employees



Rocklin Police Officers' Association (RPOA)

Term of Agreement	February 1, 2007 through December 31, 2017			
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> : 300 Hours <u>Non-Sworn</u> : 240 Hours			
Court Appearance During Time Off	Paid at overtime rate – minimum four (4) hours.			
Education Incentive	Each employee is eligible for education incentive pay as listed below:			
	Monthly Amount			
	Completion of 60 college units	\$65.00		
	(40 units must be job-related) 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		
	This incentive is non-cumulative and is paid at the highest rate for which an employee is qualified.			
Longevity	2.5% @ 7 years 5.0% @ 10 years 7.5% @ 15 years			
Overtime	Paid at Time and one-half. Sworn: Greater than 80 hours worked in a pay period. Non-Sworn: Greater than 40 hours worked in a week.			
Salary Increases	Sworn 01/01/2016 3.5% or average compensation paid by cities, whichever is greater Employee to contribute 7% towards individual employee's retirement contribution.			
	01/01/2017 4% or average compensation paid by cities, whichever is greater Employee to contribute 9% towards individual employee's retirement contribution.			
	Non-Sworn 01/01/2016 2% or Prop C formula, whichever is great Employee to contribute 5 % towards indi	ter vidual employee's retirement contribution.		

	01/01/2017 4% or Prop C formula, whichever is greater Employee to contribute 7% towards individual employee's retirement contribution.	
Shift Differential	2.5% of base salary if four (4) hours of shift fall between 7:00 p.m 7:00 a.m.	
Special Duty Pay	Trainer SWAT or Hostage Negotiator	5% of base rate of pay for all hours worked.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 Exhibit B of the Police Service Dog Handler Agreement)
Special Holiday Pay	An employee working a regularly scheduled shift on the following four (4) holidays shall be compensated at double time: New Year's Day	
	Independence DayThanksgiving Day	
	Christmas Day Working overtime on any one half.	of the holidays listed above will be compensated at double time and one-
Health and Welfare		
Health	\$1,093 per month – City contribution (Remaining premium, if any, paid by employee.)	
Dental	City Paid	
Vision	City Paid	
Flexible Spending	The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for: 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 \$958.14 for the 16/17 fiscal year.			
Uniform Allowance	Sworn Personnel and Community Services Officer, Police Technical Assets Coordinator, and Animal Control Officer: \$950 per year Non-Sworn (Except those identified above): \$780 per year			
Retirement & Deferred Compensation				
Deferred Compensation	Up to \$100 per month in City matching funds. Note: Non-sworn employees hired after 12/31/201	2 are not eligible for the employer match.		
Retirement System	California Public Employee Retirement System (CalPERS) NON-SWORN EMPLOYEES:			
	Hired BEFORE 1/1/2013:	Hired 1/1/2013 or AFTER:		
	CLASSIC Formula – 2% @ 55 Contributions: Employee: 7% (Employee Paid)	CLASSIC Formula – 2% @ 55 Contributions: Employee: 7% (Employee Paid)		
		PEPRA PERS Member Formula – 2% @ 62 Contributions: Employee: 6.25% (Employee Paid)		
	SWORN EMPLOYEES:			
	Hired BEFORE 1/1/2013:	Hired 1/1/2013 or AFTER:		
	CLASSIC Formula – 3% @ 50 Contributions: Employee: 9% (Employee Paid)	CLASSIC Formula – 3% @ 50 Contributions: Employee: 9% (Employee Paid)		
		PEPRA PERS Member Formula – 2.7% @ 57 Contributions: Employee: 11.50% (Employee Paid)		
	PEPRA PERS Member: Average of 3 highest years of service compensation Survivor Benefit: 4 th Option Credit for Unused Sick Leave: Yes			
	CLASSIC PERS Member: Single highest year compensation Survivor Benefit: 4 th Option Credit for Unused Sick Leave: Yes			
	Retiree Health Benefits: If hired prior to May 2003, City pays \$1,093 towards retiree health. Hired in May 2003 or after, City contribution is based on State vesting schedule.			
Social Security	City Employees do not contribute to Social Security	(FICA).		

Leaves					
Bereavement Leave	Up to three (3) days for designated relatives. An additional two (2) days of PTO may be used as well.				
Paid Time Off (PTO)	A new employee will begin to accrue PTO immediately upon hire. An employee may use PTO as soon as it is accrued.				
		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	
Sick Leave	Hours Earned	Per Years of Se Years of Service 0-1 1+	Per Year (hours) 56 72	Per Pay Period (hours) 2.1539 2.7693	
	If employed for out and/or cor		rs or more, at retireme ement credit.	ent, a portion of sick	leave can be cashed

Probationary Period	Lateral, Promotional, Non-Sworn: 12 months
	Police Officer hires not possessing a Basic POST Certificate: 18 months