

Rocklin Police Officer Association Employees Benefits Summary



Compensation

Salary Increases

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

Education Incentive

Each employee is eligible for education incentive pay as listed below:

Completion of 60 college units \$65 per month
(40 units must be job-related)

EMD Certificate	\$75 per month
Associate's Degree (any major)	\$75 per month
Intermediate POST	\$175 per month
Dispatcher Intermediate POST	\$75 per month
BA/BS (any major)	\$150 per month
Advanced POST	\$225 per month
Dispatcher Advanced POST	\$225 per month
MA (non-sworn only)	\$200 per month
BA/BS + Advanced POST (Sworn and Dispatchers)	\$275 per month

This incentive is non-cumulative and is paid at the highest rate for which an employee is qualified.

Special Duty Pay

- Trainer: 5% base hourly for all hours worked as a trainer
- SWAT, CINT Negotiator, MAIT: 5% of base hourly for all hours worked in this capacity
- Detective: 5% of base hourly rate x 80 hours
- On-Call – Detective: \$1.25 per hour
- Corporal: 7.5% of base hourly rate x 80 hours

Uniform Allowance

- Sworn Personnel and Community Services Officer, and Police Technical Assets Coordinator: \$36.54 per pay period
- Non-Sworn (Except those identified above): \$30.00 per pay period

Health and Welfare

Cafeteria Plan Flex Dollars

The City contributes \$300 per month on behalf of the employee for 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.

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 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 Life and Accidental Death & Dismemberment Insurance – 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

- **Sworn Employees:**
 - CLASSIC & PEPR: City Match up to \$100 per month
 - PEPR: \$200 per month (no match)
- **Non-Sworn Employees:**
 - Hired before 01/01/2013: City Match up to \$100 per month
 - Hired after 12/31/2012: Not eligible for matching funds
 - PEPR: \$200 per month (no match)

Retirement System

California Public Employee Retirement System (CalPERS).

CLASSIC:

- **Non-Sworn Employees:**
 - CLASSIC CalPERS Misc. Member Formula: 2% @ 55
 - Employee Contribution: 10%*
- **Sworn Employees:**
 - CLASSIC CalPERS Safety Member Formula: 3.0% @ 50
 - Employee Contribution: 12%*
- Survivor Benefit: 4th Level
- Credit for unused sick leave: Yes
- One year final compensation

*3% Employee cost share agreement, already included in the employee contribution.

Social Security

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

PEPR:

- **Non-Sworn Employees:**
 - PEPR CalPERS Misc. Member Formula: 2.0% @ 62
 - Employee Contribution: 9.25%**
- **Sworn Employees:**
 - PEPR CalPERS Safety Member Formula: 2.7% @ 57
 - Employee Contribution: 15%**
- Survivor Benefit: 4th Level
- Credit for unused sick leave: Yes
- Average of three highest years of service compensation.

**Includes 1.25% Employee cost share agreement for Sworn and 1% for Non-Sworn.

Leaves

Bereavement Leave

Up to three (3) shifts of paid bereavement leave for designated relatives; may use an additional two (2) shifts of PTO.

Special Holiday Pay

An employee working a regularly scheduled shift on the following holidays shall be compensated at double time:

- New Year's Day
- Independence Day
- Thanksgiving Day
- Christmas Day

An employee working overtime on any one of the above holidays, scheduled or nonscheduled, will be compensated at double time and one-half for all overtime hours worked.

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 Service:

- 0-1 years – 65 hours per year / 2.1539 per pay period (hours)
- 1+ years – 72 hours per year / 2.7693 per pay period (hours)

Probationary Period

- Lateral, Promotional, Non-Sworn: 12 months
- Entry Level-Sworn: 18 months

Reimbursements

Tuition Reimbursement

The maximum amount eligible for reimbursement is \$1,050.00 per fiscal year.

Terms of Agreement: This is a summary of benefits only; refer to the MOU for more details. July 1, 2022 – June 30, 2025.
https://www.rocklin.ca.us/sites/main/files/file_attachments/poa_mou_07.22-06.25.pdf?1657216895