

Rocklin Police Officers' Association (RPOA) Benefits Summary

Term of Agreement	<p>This is a summary of benefits only; refer to the MOU for more details. https://www.rocklin.ca.us/sites/main/files/file-attachments/poa_mou_07.22-06.25.pdf?1657216895 July 1, 2022 – June 30, 2025.</p>																							
Compensation																								
Salary Increases	<p>First full pay period in July 2023: All classifications will receive a 3.0% base salary increase. First full pay period in July 2024: All classifications will receive a 2.0% base salary increase.</p>																							
Education Incentive	<p>Each employee is eligible for education incentive pay as listed below:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="text-align: center;">Monthly Amount</th> </tr> </thead> <tbody> <tr> <td>Completion of 60 college units (40 units must be job-related)</td> <td style="text-align: center;">\$65</td> </tr> <tr> <td>EMD Certificate</td> <td style="text-align: center;">\$75</td> </tr> <tr> <td>Associate's Degree (any major)</td> <td style="text-align: center;">\$75</td> </tr> <tr> <td>Intermediate POST</td> <td style="text-align: center;">\$175</td> </tr> <tr> <td>Dispatcher Intermediate POST</td> <td style="text-align: center;">\$175</td> </tr> <tr> <td>BA/BS (any major)</td> <td style="text-align: center;">\$150</td> </tr> <tr> <td>Advanced POST</td> <td style="text-align: center;">\$225</td> </tr> <tr> <td>Dispatcher Advanced POST</td> <td style="text-align: center;">\$225</td> </tr> <tr> <td>MA (non-sworn only)</td> <td style="text-align: center;">\$200</td> </tr> <tr> <td>BA/BS + Advanced POST (Sworn and Dispatchers)</td> <td style="text-align: center;">\$275</td> </tr> </tbody> </table> <p>This incentive is non-cumulative and is paid at the highest rate for which an employee is qualified.</p>			Monthly Amount	Completion of 60 college units (40 units must be job-related)	\$65	EMD Certificate	\$75	Associate's Degree (any major)	\$75	Intermediate POST	\$175	Dispatcher Intermediate POST	\$175	BA/BS (any major)	\$150	Advanced POST	\$225	Dispatcher Advanced POST	\$225	MA (non-sworn only)	\$200	BA/BS + Advanced POST (Sworn and Dispatchers)	\$275
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Health and Welfare					
Cafeteria Plan Flex Dollars	<p>The City contributes \$150 per month on behalf of the employee.</p> <p>Effective January 1, 2023 the City shall contribute \$300 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. • Flexible 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 not 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="width: 50%;">Employee-Only: \$8.35/month</td> <td style="width: 50%;">Employee + Spouse: \$14.62/month</td> </tr> <tr> <td>Employee + Children: \$19.20/month</td> <td>Family: \$27.58/month</td> </tr> </table>	Employee-Only: \$8.35/month	Employee + Spouse: \$14.62/month	Employee + Children: \$19.20/month	Family: \$27.58/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	\$50,000 Life and Accidental Death & Dismemberment Insurance – City Paid.				
Short Term Disability (SDI)	1.1% tax to maximum taxable wage limit (City Paid).				
Reimbursements					
Tuition Reimbursement	The maximum amount eligible for reimbursement is \$1,050.00 per fiscal year.				

Retirement & Deferred Compensation

Deferred Compensation	Sworn Employees	Non-Sworn Employees
	<u>Employees (CLASSIC & PEPRA)</u> City Match: up to \$100 per month <u>Employees (PEPRA)</u> \$200 per month (no match)	<u>Employees (Hired before 01/01/2013)</u> City Match: up to \$100 per month <u>Employees (Hired after 12/31/2012)</u> Not eligible for matching funds <u>Employees (PEPRA)</u> \$200 per month (no match)
Retirement System	California Public Employee Retirement System (CalPERS)	
	CLASSIC	PEPRA
	<u>Non-Sworn Employees:</u> CLASSIC CalPERS Member Formula: 2% @ 55 Employee Contribution: 10%*	<u>Non-Sworn Employees:</u> PEPRA CalPERS Member Formula: 2.0% @ 62 Employee Contribution: 9.25%**
	<u>Sworn Employees:</u> CLASSIC CalPERS Member Formula: 3.0% @ 50 Employee Contribution: 12%*	<u>Sworn Employees:</u> PEPRA CalPERS Member Formula: 2.7% @ 57 Employee Contribution: 15%**
	Survivor Benefits: 4 th Level	Survivor Benefit: 4 th Level
	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 - 3% Employee cost share agreement, already included in the employee contribution. **CalPERS Cost Share - Currently 2% Employee cost share for Sworn and 2.5% for Non-Sworn.		
Social Security	Medicare: 1.45% tax paid by employer and 1.45% tax paid by employee FICA: The City does not contribute.	
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.	
Special Holiday Pay	An employee working a regularly scheduled shift on the following four (4) holidays listed below shall be compensated at double time: <ul style="list-style-type: none"> • New Year's Day • Independence Day • Thanksgiving Day • Christmas Day 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.	

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:		
	Years of Service	Per Year (hours)	Per Pay Period (hours)
	0-1	56	2.1539
	1+	72	2.7693
Upon separation with ten (10) years or more, a portion of sick leave can be cashed out and/or converted to retirement credit.			
Probationary Period	Lateral, Promotional, Non-Sworn: 12 months		
	Entry Level-Sworn: 18 months		