



**Rocklin Police Officers' Association
Public Safety Managers' Bargaining Unit
Benefits Summary (RPOA-PSM)**

Term of Agreement	January 1, 2018 – December 31, 2020 extended through June 30, 2022									
Compensation										
Salary Increases	<p>1/19/2019: All classifications will receive a 2.0% base salary increase.</p> <p>2/01/2020: All sworn classifications will receive a 3.0% base salary increase; all non-sworn classifications will receive a 2% base salary increase.</p> <p>1/16/2021: All classifications will receive \$1,200 (existing employees)</p> <p>7/2/2021: All classifications will receive \$1,200 (existing employees)</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 (\$2,750 max for 2021) • Dependent Care Expenses (\$5,000 max) 									
Medicare	1.45% tax paid by employer and 1.45% tax paid by employee.									
Life and AD&D Insurance	<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">Hired BEFORE 7/1/2012</th> <th style="width: 50%;">Hired 7/1/2012 or AFTER (Tier II Employees)</th> </tr> </thead> <tbody> <tr> <td align="center">\$200,000</td> <td> <table style="width: 100%;"> <tr> <td>Police Lieutenant:</td> <td align="right">\$100,000</td> </tr> <tr> <td>Other Classifications:</td> <td align="right">\$50,000</td> </tr> </table> </td> </tr> </tbody> </table>		Hired BEFORE 7/1/2012	Hired 7/1/2012 or AFTER (Tier II Employees)	\$200,000	<table style="width: 100%;"> <tr> <td>Police Lieutenant:</td> <td align="right">\$100,000</td> </tr> <tr> <td>Other Classifications:</td> <td align="right">\$50,000</td> </tr> </table>	Police Lieutenant:	\$100,000	Other Classifications:	\$50,000
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Long Term Disability	Up to 60% of salary up to a maximum of \$6,000 per month; 90 day waiting period.									
Short Term Disability (SDI)	1.0% tax to maximum taxable wage limit, may adjust annually (City paid).									
Uniform Allowance	\$36.54 per pay period									

Reimbursements

Health Coverage
Reduction Incentive

Employees with less than full family coverage for health, dental, and vision may receive incentive pay of \$75 - \$250 per month.

Retirement & Deferred Compensation

Deferred
Compensation

457 Plans: Empower Retirement

Hired BEFORE 7/1/2012	Hired 7/1/2012 or AFTER (Classic Employees)	PEPRA Employees
City Match: \$300 per month	Not eligible for City contributions	City will contribute \$200 per month (no match required)

Retirement System

California Public Employee Retirement System (CalPERS)

CLASSIC	PEPRA
<u>Sworn Employees:</u> CLASSIC CalPERS Member Formula: 3.0% @ 50 <u>Non-Sworn Employees:</u> CLASSIC CalPERS Member Formula: 2.0% @ 55	<u>Sworn Employees:</u> PEPRA CalPERS Member Formula: 2.7% @ 57 <u>Non-Sworn Employees:</u> PEPRA CalPERS Member Formula: 2.0% @ 62

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, 4th Level

Social Security

City Employees do not contribute to Social Security (FICA).

Leaves

Bereavement Leave

Up to three (3) shifts/work days of paid bereavement leave for designated relatives, and upon the employee's request an additional two (2) shifts/work days may be charged to accrued sick leave.

Management Leave

Employees shall be credited with and have available for use 40 hours of management leave as of July 1 of each year. The City Manager retains the discretion based on individual circumstances to grant up to 80 hours of management leave per fiscal year. Management Leave is not cumulative from year to year and may not be cashed out in-lieu of use.

Police Leave

Police Lieutenants will be credited with ninety-six (96) police leave hours at the beginning of each calendar year, in lieu of holiday time off. Police Lieutenants shall use their police leave hours and be scheduled off during recognized City holidays unless required by their supervisor to work. Police leave hours accrued, but not used by December 31st each year, will be cashed out at the employee's base hourly rate and paid to the employee in the pay period following the pay period that includes January 1st.

Sick Leave

- 12 days (96 hours) per year
- At retirement, a portion of sick leave can be cashed out and/or converted to retirement service credit.

Vacation	<u>Sworn Employees:</u>	<u>Non-Sworn Employees:</u>
	Days per year based on years of service: 1 year 12 days 2 years 13 days 3 years 14 days 4 years 15 days 5 years 17 days 10 years 20 days 15 years 22 days 20+ years 24 days	Days per year based on years of service: 1 year 14 days 2 years 15 days 3 years 16 days 4 years 17 days 5 years 19 days 10 years 22 days 15 years 24 days 20+ years 26 days

Probationary Period	12 months
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