



## Rocklin Police Officers' Association-Public Safety Managers Benefits Summary (RPOA-PSM)

<b>Term of Agreement</b>	<p>This is a summary of benefits only; refer to the MOU for more details.  <a href="https://www.rocklin.ca.us/sites/main/files/file-attachments/psm_mou_07.22-06.25.pdf?1657216930">https://www.rocklin.ca.us/sites/main/files/file-attachments/psm_mou_07.22-06.25.pdf?1657216930</a>            July 1, 2022 – June 30, 2025</p>				
<b>Compensation</b>					
<b>Salary Increases</b>	<p><b>First full pay paid in July 2023:</b> All classifications will receive a 3.0% base salary increase.  <b>First full pay period in July 2024:</b> All classifications will receive a 2.0% base salary increase.</p>				
<b>Uniform Allowance</b>	\$36.54 per pay period.				
<b>Health and Welfare</b>					
<b>Cafeteria Plan Flex Dollars</b>	<p>The City contributes \$150 per month on behalf of the employee.            Effective January 1, 2023, the City shall contribute \$300 per month on behalf of the employee. Flex Dollars cannot be cashed out.            Flex dollars can be used toward:</p> <ul style="list-style-type: none"> <li>• Out of pocket costs for medical insurance premiums.</li> <li>• Enhanced Dental Plan.</li> <li>• Flexible Spending Account.</li> <li>• Dependent Care Account.</li> <li>• Pre-tax American Fidelity Insurances: Accident Only Insurance, Cancer Insurance, and Hospital Indemnity Insurance.</li> </ul>				
<b>Health/Retiree Health</b>	\$1,200 per month – City contribution towards CalPERS health insurance for active employees and retirees.				
<b>Health Coverage Reduction Incentive</b>	Employees <u>not</u> enrolled in medical coverage may be eligible to receive incentive pay of \$225 - \$250 per month.				
<b>Dental</b>	<p>Basic (\$1,000 maximum) – City Paid.            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 per month</td> <td style="width: 50%;">Employee + Spouse: \$14.62 per month</td> </tr> <tr> <td>Employee + Children: \$19.20 per month</td> <td>Family: \$27.58 per month</td> </tr> </table>	Employee-Only: \$8.35 per month	Employee + Spouse: \$14.62 per month	Employee + Children: \$19.20 per month	Family: \$27.58 per month
Employee-Only: \$8.35 per month	Employee + Spouse: \$14.62 per month				
Employee + Children: \$19.20 per month	Family: \$27.58 per month				
<b>Vision</b>	City Paid.				
<b>Flexible Spending Accounts</b>	<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"> <li>• Health Care Expenses (\$2,850 max for 2022).</li> <li>• Dependent Care Expenses (\$5,000 max).</li> </ul>				
<b>Social Security</b>	<p>Medicare: 1.45% tax paid by employer and 1.45% tax paid by employee.            FICA: The City does not contribute.</p>				



<b>Life and AD&amp;D Insurance</b>	Hired <b>BEFORE</b> 07/01/2012	Hired on or <b>AFTER</b> 07/01/2012 (Tier II Employees)
	\$200,000	Police Lieutenant: \$100,000 Other Classifications: \$50,000
<b>Long Term Disability (LTD)</b>	Up to 60% of salary up to a maximum of \$6,000 per month; 90 day waiting period.	
<b>Short Term Disability (SDI)</b>	State Disability Insurance: 1.1% tax (currently) to maximum taxable wage limit (City Paid).	
<b>Retirement &amp; Deferred Compensation</b>		
<b>Deferred Compensation</b>	457 Plan: Carrier-Empower	
	<b>CLASSIC Employees</b>	<b>PEPRA Employees</b>
	City Match: up to \$300 per month.	City will contribute \$200 per month (no match required).
<b>Retirement System</b>	California Public Employee Retirement System (CalPERS)	
	<b>CLASSIC</b>	<b>PEPRA</b>
	<b>Sworn Employees:</b> CLASSIC CalPERS Safety Member Formula: 3.0% @ 50 <b>Employee Contribution: 12%*</b>	<b>Sworn Employees:</b> PEPRA CalPERS Safety Member Formula: 2.7% @ 57 <b>Employee Contribution: 15%**</b>
	<b>Non-Sworn Employees:</b> CLASSIC CalPERS Misc. Member Formula: 2.0% @ 55 <b>Employee Contribution: 10%*</b>	<b>Non-Sworn Employees:</b> PEPRA CalPERS Misc. Member Formula: 2.0% @ 62 <b>Employee Contribution: 9.25%**</b>
	Survivor Benefit: 4 <sup>th</sup> Option	Survivor Benefit: 4th Option
	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.	
<b>Leaves</b>		
<b>Bereavement Leave</b>	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.	
<b>Management Leave</b>	56 hours per fiscal year.	
<b>Police Leave</b>	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.	
<b>Sick Leave</b>	12 days (96 hours) per year. Accrues at 8 hours per month.	



<b>Vacation</b>	<b>Sworn Employees</b>		<b>Non-Sworn Employees</b>	
	Days per Year (Based on Years of Service)		Days per Year (Based on Years of Service)	
	Year(s)	Day(s)	Year(s)	Day(s)
	1	12	1	14
	2	13	2	15
	3	14	3	16
	4	15	4	17
	5	17	5	19
	10	20	10	22
	15	22	15	24
20+	24	20+	26	
<b>Probationary Period</b>	12 months.			