

## SIDE LETTER OF AGREEMENT

### BETWEEN THE CITY OF ROCKLIN AND THE ROCKLIN POLICE OFFICERS' ASSOCIATION

WHEREAS, the City of Rocklin (City) and the Rocklin Police Officers' Association (Union) (collectively, "the Parties") are parties to a Memorandum of Understanding (MOU) establishing the terms and conditions of employment between the City and employees in the Union for the period of July 1, 2025 to June 30, 2028; and

WHEREAS, Article 1 of the MOU includes definitions to describe the meaning of words and phrases; and

WHEREAS, Article 24 of the MOU includes definitions to describe benefits and reimbursement; and

WHEREAS, Article 32 of the MOU describes the method and manner in which leaves are used; and

WHEREAS, the City and the Union have met and conferred and agree to amend the provisions of Article 1, 24, and 32 of the MOU to address the addition of regular part-time positions.

#### **Section I - General**

##### Article 1. Definitions

1.8 Employee --A member of the employee bargaining unit represented by the Rocklin Police Officers' Association. Temporary Part-time employees, Reserve Police Officers, and volunteers are not covered by this MOU.

##### 1.17 Part-time Employees-

- Regular Part-time: Those employees whose regularly scheduled work assignment is less than twenty (20) hours per work week.
- Temporary Part-time: Those employees whose regularly scheduled work assignment is less than thirty (30) hours per work week, or employees who are authorized to work no more than nine hundred sixty (960) hours in a year.

#### **Section III - Benefits and Reimbursement**

##### Article 24.3.1 Cafeteria Plan

For regular part-time employees who decline the City's medical insurance and, the City shall contribute one hundred fifty dollars (\$150) per month to the City's Cafeteria plan on behalf of

such employees, provided that the employee is in paid status for the full pay period or is on an approved voluntary leave of absence. Cafeteria plan payments are not eligible for cash payments.

In the event a part-time employee elects a medical plan with a lower monthly premium than that of the pro-rated percentage of the Kaiser employee + 1 tier, the City shall contribute the difference between the lower monthly premium and the pro-rated Kaiser employee + 1 monthly premium to a maximum of \$150 per month.

**SECTION IV - Leaves**

**Article 32. Paid Time Off Program**

**32.1 Paid time Off (PTO)**

32.1.1 – Accrual - The City will provide all employees covered by the MOU time off with pay for vacation, holidays, minor injuries, illnesses, and other personal needs. A new employee will begin to accrue PTO immediately upon hire. PTO hours are accrued on the first 80 paid hours in the biweekly pay period.

Regular part-time employees accrue PTO leave equal to their full-time equivalency allocation unless otherwise required by federal and/or state law. For example, a regular part-time employee working 50% of a full-time equivalent will accrue 50% of the PTO leave of a regular full-time employee with the same number of years of City service.

The rate that an employee accrues such time is based on his/her length of service with the City. PTO is accrued as follows:

32.2.2 Sick Leave Accrual - A new employee will begin to accrue Sick Leave hours on the first day of employment. Sick Leave hours shall accrue on the first 80 paid hours in the biweekly pay period at the following rates:

Regular part-time employees accrue sick leave equal to their full-time equivalency allocation unless otherwise required by federal and/or state law. For example, a regular part-time employee working 50% of a full-time equivalent will accrue 50% of the sick leave of a regular full-time employee with the same number of years of City service.

For the Union

Signed by:



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Jeremy Black, President

Rocklin Police Officer’s Association

Date: 4/5/2026 | 9:06 PM PDT

For the City

Signed by:



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Aly Zimmermann, City Manager

City of Rocklin

Date: 5/4/2026 | 9:05 AM PDT