

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

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/psm_mou_07.22-06.25.pdf?1657216930 July 1, 2022 – June 30, 2025</p>				
Compensation					
Salary Increases	First full pay period in July 2024: All classifications will receive a 2.0% base salary increase.				
Uniform Allowance	\$36.54 per pay period.				
Health and Welfare					
Cafeteria Plan Flex Dollars	<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"> • 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 <u>not</u> enrolled in medical coverage may be eligible to receive incentive pay of \$225 - \$250 per month.				
Dental	<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
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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 (\$3,200 max for 2024). • Dependent Care Expenses (\$5,000 max for 2024). 				
Social Security	<p>Medicare: 1.45% tax paid by employer and 1.45% tax paid by employee. FICA: The City does not contribute.</p>				



Life and AD&D Insurance	Hired BEFORE 07/01/2012	Hired on or AFTER 07/01/2012 (Tier II Employees)
	\$200,000	Police Lieutenant: \$100,000 Other Classifications: \$50,000
Long Term Disability (LTD)	Up to 60% of salary up to a maximum of \$6,000 per month; 90 day waiting period.	
Short Term Disability (SDI)	State Disability Insurance: 1.1% tax (currently) to maximum taxable wage limit (City Paid).	

Retirement & Deferred Compensation

Deferred Compensation	457 Plan: Carrier-Empower	
	CLASSIC Employees	PEPRA Employees
	City Match: up to \$300 per month.	City will contribute \$200 per month (no match required).

Retirement System	California Public Employee Retirement System (CalPERS)	
	CLASSIC	PEPRA
	Sworn Employees: CLASSIC CalPERS Safety Member Formula: 3.0% @ 50 Employee Contribution: 12%*	Sworn Employees: PEPRA CalPERS Safety Member Formula: 2.7% @ 57 Employee Contribution: 15%**
	Non-Sworn Employees: CLASSIC CalPERS Misc. Member Formula: 2.0% @ 55 Employee Contribution: 10%*	Non-Sworn Employees: PEPRA CalPERS Misc. Member Formula: 2.0% @ 62 Employee Contribution: 9.25%**
	Survivor Benefit: 4 th 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.
	*3% Employee cost share agreement, already included in the employee contribution. **Includes 1.25% Employee cost share agreement for Sworn and 1% for Non-Sworn.	

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	56 hours per fiscal year.
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.
Sick Leave	12 days (96 hours) per year. Accrues at 8 hours per month.



Vacation	Sworn Employees		Non-Sworn Employees	
	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	
Probationary Period	12 months.			