

AFSCME Local #146 Public Services Employees Benefits Summary					
Term of Agreement	<p>July 1, 2023 through June 30, 2026.</p> <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/afscme_final_mou_2023-2026_0.pdf?1696444379</p>				
Compensation					
Salary Increases	<p>First full pay period in July 2024: All classifications will receive a 2.5% base salary increase.</p> <p>First full pay period in July 2025: All classifications will receive a 2.0% base salary increase.</p>				
Health and Welfare					
Cafeteria Plan Flex Dollars	<p>The City contributes \$300 per month in 2024; \$350 per month for 2025; and \$400 per month for 2026 toward eligible pre-tax benefits:</p> <ul style="list-style-type: none"> • Medical insurance premiums. • Enhanced dental plan premiums. • Flex Spending Account. • Dependent Care Account. • Pre-tax American Fidelity Insurances: Accident Only Insurance, Cancer Insurance, Hospital Indemnity Insurance. <p>Flex dollars cannot be cashed out.</p>				
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.				
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 (\$3,050 max for 2023; \$3,200 for 2024). • Dependent Care Expenses (\$5,000 max for 2023 and 2024). 				
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="text-align: center;">Employee-Only: \$8.35 per month</td> <td style="text-align: center;">Employee +Spouse: \$14.62 per month</td> </tr> <tr> <td style="text-align: center;">Employee + Child(ren): \$19.20 per month</td> <td style="text-align: center;">Family: \$27.58 per month</td> </tr> </table>	Employee-Only: \$8.35 per month	Employee +Spouse: \$14.62 per month	Employee + Child(ren): \$19.20 per month	Family: \$27.58 per month
Employee-Only: \$8.35 per month	Employee +Spouse: \$14.62 per month				
Employee + Child(ren): \$19.20 per month	Family: \$27.58 per month				
Vision	City Paid.				
Life and AD&D Insurance	\$50,000 – City Paid.				
Long Term Disability (LTD)	Up to 50% of your monthly pre-disability earnings, up to the maximum of \$6,000, less deductible sources of income; 90 day waiting period – City Paid.				
Short Term Disability (SDI)	State Disability Insurance: 1.1% tax (currently) to maximum taxable wage limit – City Paid.				

Reimbursements																												
Tuition Reimbursement	Reimbursement of \$750 per calendar year maximum, with a pre-approved Education Plan.																											
Retirement & Deferred Compensation																												
Deferred Compensation	457(b) Plan: Carrier – Empower <table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Hired BEFORE 07/01/2012</td> <td style="width: 50%;">Hired on or AFTER 07/01/2012</td> </tr> <tr> <td>\$100 per month City match</td> <td>Not eligible for City contribution</td> </tr> </table>	Hired BEFORE 07/01/2012	Hired on or AFTER 07/01/2012	\$100 per month City match	Not eligible for City contribution																							
Hired BEFORE 07/01/2012	Hired on or AFTER 07/01/2012																											
\$100 per month City match	Not eligible for City contribution																											
Retirement System	California Public Employee Retirement System (CalPERS) <table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">CLASSIC</th> <th style="width: 50%;">PEPRA</th> </tr> </thead> <tbody> <tr> <td> CLASSIC PERS Misc. Member Formula: 2% @ 55 <ul style="list-style-type: none"> Employee Contribution: 8%* Survivor Benefit: 4th Option Credit for unused sick leave: Yes One-year final compensation </td> <td> PEPRA PERS Members Misc. Formula: 2% @ 62 <ul style="list-style-type: none"> Employee Contribution: 9.25%* Survivor Benefit: 4th Option Credit for unused sick leave: Yes Average of three highest years of service compensation </td> </tr> </tbody> </table> <p>*1% Employee cost share agreement, already included in the employee contribution.</p>	CLASSIC	PEPRA	CLASSIC PERS Misc. Member Formula: 2% @ 55 <ul style="list-style-type: none"> Employee Contribution: 8%* Survivor Benefit: 4th Option Credit for unused sick leave: Yes One-year final compensation 	PEPRA PERS Members Misc. Formula: 2% @ 62 <ul style="list-style-type: none"> Employee Contribution: 9.25%* Survivor Benefit: 4th Option Credit for unused sick leave: Yes Average of three highest years of service compensation 																							
CLASSIC	PEPRA																											
CLASSIC PERS Misc. Member Formula: 2% @ 55 <ul style="list-style-type: none"> Employee Contribution: 8%* Survivor Benefit: 4th Option Credit for unused sick leave: Yes One-year final compensation 	PEPRA PERS Members Misc. Formula: 2% @ 62 <ul style="list-style-type: none"> Employee Contribution: 9.25%* Survivor Benefit: 4th Option Credit for unused sick leave: Yes Average of three highest years of service compensation 																											
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 3 paid days (24 hours) for designated relatives.																											
Holidays	10 days per year. Note: Mandatory holiday furlough may be scheduled between the Christmas and New Year's.																											
Sick Leave	12 days (96 hours) per year – no accrual limit.																											
Vacation	Days earned per years of service: <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>YEAR(S)</th> <th>DAYS/YEAR</th> <th>MAX ACCRUAL (IN HOURS)</th> </tr> </thead> <tbody> <tr><td>1</td><td>15</td><td>232</td></tr> <tr><td>2</td><td>16</td><td>232</td></tr> <tr><td>3</td><td>17</td><td>232</td></tr> <tr><td>4</td><td>18</td><td>232</td></tr> <tr><td>5</td><td>20</td><td>232</td></tr> <tr><td>10</td><td>23</td><td>252</td></tr> <tr><td>15</td><td>25</td><td>272</td></tr> <tr><td>20+</td><td>27</td><td>312</td></tr> </tbody> </table>	YEAR(S)	DAYS/YEAR	MAX ACCRUAL (IN HOURS)	1	15	232	2	16	232	3	17	232	4	18	232	5	20	232	10	23	252	15	25	272	20+	27	312
YEAR(S)	DAYS/YEAR	MAX ACCRUAL (IN HOURS)																										
1	15	232																										
2	16	232																										
3	17	232																										
4	18	232																										
5	20	232																										
10	23	252																										
15	25	272																										
20+	27	312																										
Probationary Period	Initial: 12 Months Promotional: 6 Months																											