

<b>Confidential Employees Benefits Summary</b>					
<b>Term of Agreement</b>	<p>This is a summary of benefits only; refer to the Management &amp; Confidential Resolution for more details.</p> <p><a href="https://www.rocklin.ca.us/sites/main/files/file-attachments/exhibit_a_-_management_and_confidential_resolution.pdf?1695222250">https://www.rocklin.ca.us/sites/main/files/file-attachments/exhibit_a_-_management_and_confidential_resolution.pdf?1695222250</a></p>				
<b>Compensation</b>					
<b>Special Pay</b>	2.5% special pay for all Confidential Employees				
<b>Salary Increases</b>	First full pay period in July 2024: All classifications will receive a 2.5% base salary increase.				
<b>Health and Welfare</b>					
<b>Cafeteria Plan Flex Dollars</b>	<p>The City contributes \$300 per month in 2024; \$375 per month for 2025 on behalf of the employee for eligible pre-tax benefits:</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, Hospital Indemnity Insurance.</li> </ul> <p>Flex Dollars cannot be cashed out.</p>				
<b>Health/Retiree Health</b>	\$1,200 per month – City contribution towards health care 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.</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 + Children: \$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 + Children: \$19.20 per month	Family: \$27.58 per month
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<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 (\$3,050 max for 2023; \$3,200 for 2024).</li> <li>• Dependent Care Expenses (\$5,000 max for 2023 and 2024).</li> </ul>				
<b>Life and AD&amp;D Insurance</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%; text-align: center;">Hired <b>BEFORE</b> 07/01/2012</th> <th style="width: 50%; text-align: center;">Hired on or <b>AFTER</b> 07/01/2012</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">\$100,000</td> <td style="text-align: center;">\$50,000</td> </tr> </tbody> </table>	Hired <b>BEFORE</b> 07/01/2012	Hired on or <b>AFTER</b> 07/01/2012	\$100,000	\$50,000
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<b>Long Term Disability (LTD)</b>	Up to 50% of pre-disability earnings, up to the maximum of \$6,000 per month; 90 day waiting period – City paid.				
<b>Short Term Disability (SDI)</b>	State Disability Insurance: 1.1% tax (currently) to maximum taxable wage limit – City Paid.				

Reimbursements																
<b>Tuition Reimbursements</b>	\$750 per calendar year maximum.															
Deferred Compensation & Retirement																
<b>Deferred Compensation</b>	457 Plan: Carrier – Empower															
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401(a) Plan: Available at time of hire.																
<b>Retirement System</b>	California Public Employee Retirement System (CalPERS)															
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*2% Employee cost share agreement already included in the employee contribution.																
<b>Social Security</b>	Medicare: 1.45% tax paid by employer and 1.45% tax paid by employee. FICA: The City does not contribute.															
Leaves																
<b>Bereavement Leave</b>	Up to 24 hours paid for designated relatives.															
<b>Holidays</b>	10 days per year. Note: Mandatory holiday furlough may be scheduled between Christmas and New Year's.															
<b>Sick Leave</b>	12 days (96 hours) per year.															
<b>Vacation</b>	<u>Days Earned Per Years of Service:</u>															
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<b>Probationary Period</b>	Initial: 12 months. Promotion: 12 months.															