

BENEFITS SUMMARY



Police Employees

Rocklin Police Officers' Association (RPOA)

Term of Agreement	February 1, 2007 through December 31, 2017																							
Compensation																								
Acting Pay	5% of Base Pay.																							
Call Back Pay	Minimum three (3) hours at time and one-half.																							
Compensatory Time Off (CTO)	Earned at Time and one-half. Maximum accrual: Sworn: 300 Hours Non-Sworn: 240 Hours																							
Court Appearance During Time Off	Paid at overtime rate – minimum four (4) hours.																							
Education Incentive	<p>Each employee is eligible for education incentive pay as listed below:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="text-align: right; border-bottom: 1px solid black;"><u>Monthly Amount</u></th> </tr> </thead> <tbody> <tr> <td>Completion of 60 college units (40 units must be job-related)</td> <td style="text-align: right;">\$65.00</td> </tr> <tr> <td>EMD Certificate</td> <td style="text-align: right;">\$75.00</td> </tr> <tr> <td>Associate's Degree (any major)</td> <td style="text-align: right;">\$75.00</td> </tr> <tr> <td>Intermediate POST</td> <td style="text-align: right;">\$175.00</td> </tr> <tr> <td>Dispatcher Intermediate POST</td> <td style="text-align: right;">\$175.00</td> </tr> <tr> <td>BA/BS (any major)</td> <td style="text-align: right;">\$150.00</td> </tr> <tr> <td>Advanced POST</td> <td style="text-align: right;">\$225.00</td> </tr> <tr> <td>Dispatcher Advanced POST</td> <td style="text-align: right;">\$225.00</td> </tr> <tr> <td>MA (non-sworn only)</td> <td style="text-align: right;">\$200.00</td> </tr> <tr> <td>BA/BS + Advanced POST (Sworn and Dispatchers)</td> <td style="text-align: right;">\$275.00</td> </tr> </tbody> </table> <p>This incentive is non-cumulative and is paid at the highest rate for which an employee is qualified.</p>			<u>Monthly Amount</u>	Completion of 60 college units (40 units must be job-related)	\$65.00	EMD Certificate	\$75.00	Associate's Degree (any major)	\$75.00	Intermediate POST	\$175.00	Dispatcher Intermediate POST	\$175.00	BA/BS (any major)	\$150.00	Advanced POST	\$225.00	Dispatcher Advanced POST	\$225.00	MA (non-sworn only)	\$200.00	BA/BS + Advanced POST (Sworn and Dispatchers)	\$275.00
	<u>Monthly Amount</u>																							
Completion of 60 college units (40 units must be job-related)	\$65.00																							
EMD Certificate	\$75.00																							
Associate's Degree (any major)	\$75.00																							
Intermediate POST	\$175.00																							
Dispatcher Intermediate POST	\$175.00																							
BA/BS (any major)	\$150.00																							
Advanced POST	\$225.00																							
Dispatcher Advanced POST	\$225.00																							
MA (non-sworn only)	\$200.00																							
BA/BS + Advanced POST (Sworn and Dispatchers)	\$275.00																							
Longevity	2.5% @ 7 years 5.0% @ 10 years 7.5% @ 15 years																							
Overtime	Paid at Time and one-half. Sworn: Greater than 80 hours worked in a pay period. Non-Sworn: Greater than 40 hours worked in a week.																							
Salary Increases	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;"><u>Sworn</u></td> <td></td> </tr> <tr> <td>01/01/2016</td> <td>3.5% or average compensation paid by cities, whichever is greater Employee to contribute 7% towards individual employee's retirement contribution.</td> </tr> <tr> <td>01/01/2017</td> <td>4% or average compensation paid by cities, whichever is greater Employee to contribute 9% towards individual employee's retirement contribution.</td> </tr> <tr> <td><u>Non-Sworn</u></td> <td></td> </tr> <tr> <td>01/01/2016</td> <td>2% or Prop C formula, whichever is greater Employee to contribute 5 % towards individual employee's retirement contribution.</td> </tr> <tr> <td>01/01/2017</td> <td>4% or Prop C formula, whichever is greater Employee to contribute 7% towards individual employee's retirement contribution.</td> </tr> </table>		<u>Sworn</u>		01/01/2016	3.5% or average compensation paid by cities, whichever is greater Employee to contribute 7% towards individual employee's retirement contribution.	01/01/2017	4% or average compensation paid by cities, whichever is greater Employee to contribute 9% towards individual employee's retirement contribution.	<u>Non-Sworn</u>		01/01/2016	2% or Prop C formula, whichever is greater Employee to contribute 5 % towards individual employee's retirement contribution.	01/01/2017	4% or Prop C formula, whichever is greater Employee to contribute 7% towards individual employee's retirement contribution.										
<u>Sworn</u>																								
01/01/2016	3.5% or average compensation paid by cities, whichever is greater Employee to contribute 7% towards individual employee's retirement contribution.																							
01/01/2017	4% or average compensation paid by cities, whichever is greater Employee to contribute 9% towards individual employee's retirement contribution.																							
<u>Non-Sworn</u>																								
01/01/2016	2% or Prop C formula, whichever is greater Employee to contribute 5 % towards individual employee's retirement contribution.																							
01/01/2017	4% or Prop C formula, whichever is greater Employee to contribute 7% towards individual employee's retirement contribution.																							

Shift Differential	2.5% of base salary if four (4) hours of shift fall between 7:00 p.m. – 7:00 a.m.												
Special Duty Pay	<table border="0"> <tr> <td>Trainer</td> <td>5% of base pay</td> </tr> <tr> <td>SWAT or Hostage Negotiator</td> <td>5% of base pay</td> </tr> <tr> <td>Detective</td> <td>5% of base pay</td> </tr> <tr> <td>Corporal</td> <td>7.5% of base pay</td> </tr> <tr> <td>On-Call</td> <td>\$1.25 per hour</td> </tr> <tr> <td>Dog Handler</td> <td>(See Exhibit B of the Police Service Dog Handler Agreement)</td> </tr> </table>	Trainer	5% of base pay	SWAT or Hostage Negotiator	5% of base pay	Detective	5% of base pay	Corporal	7.5% of base pay	On-Call	\$1.25 per hour	Dog Handler	(See Exhibit B of the Police Service Dog Handler Agreement)
Trainer	5% of base pay												
SWAT or Hostage Negotiator	5% of base pay												
Detective	5% of base pay												
Corporal	7.5% of base pay												
On-Call	\$1.25 per hour												
Dog Handler	(See Exhibit B of the Police Service Dog Handler Agreement)												
Special Holiday Pay	<p>An employee working a regularly scheduled shift on the following four (4) holidays shall be compensated at double time:</p> <ul style="list-style-type: none"> • New Year's Day • Independence Day • Thanksgiving Day • Christmas Day <p>Working overtime on any one of the holidays listed above will be compensated at double time and one-half.</p>												
Health and Welfare													
Health	\$1,093 per month – City contribution (Remaining premium, if any, paid by employee.)												
Dental	City Paid - Employee \$67.11, Employee + Spouse \$115.11, Employee + Children \$108.34, Employee + Family \$162.51												
Vision	City Paid - Employee \$7.60, Employee + 1 Dependent \$13.70, Employee + Family \$19.60												
Flexible Spending	<p>The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for:</p> <ul style="list-style-type: none"> • Health Care Expenses (\$2,600 max for 2017) • Dependent Care Expenses (\$5,000 max) 												
Life and AD&D Insurance	\$50,000 Life and Accidental Death & Dismemberment Insurance – City Paid.												
Medicare	1.45% tax (Paid by employer and employee).												
Short Term Disability (SDI)	.9% tax to maximum taxable wage limit (City paid).												

Reimbursements

Tuition Reimbursement	The maximum amount eligible for reimbursement is \$958.14 for the 16/17 fiscal year. City agrees to increase this amount by 3.0% per fiscal year for subsequent years during the term of this MOU.
Uniform Allowance	Sworn: \$950 per year Non-Sworn: \$780 per year

Retirement & Deferred Compensation

Deferred Compensation	Up to \$100 per month in City matching funds. NOTE: Non-sworn employees hired after 12/31/2012 are not eligible for the employer match.				
Retirement System	California Public Employee Retirement System (CalPERS)				
	NON-SWORN EMPLOYEES:				
	<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">Hired BEFORE 1/1/2013:</th> <th style="width: 50%;">Hired 1/1/2013 or AFTER:</th> </tr> </thead> <tbody> <tr> <td> CLASSIC Formula – 2% @ 55 Contributions: Employer: 19.321% (City Paid) Employee: 7% (Employee Paid) </td> <td> CLASSIC Formula – 2% @ 55 Contributions: Employer: 19.321% (City Paid) Employee: 7% (Employee Paid) PEPRA PERS Member Formula – 2% @ 62 Contributions: Employer: 19.321% (City Paid) Employee: 6.25% (Employee Paid) </td> </tr> </tbody> </table>	Hired BEFORE 1/1/2013:	Hired 1/1/2013 or AFTER:	CLASSIC Formula – 2% @ 55 Contributions: Employer: 19.321% (City Paid) Employee: 7% (Employee Paid)	CLASSIC Formula – 2% @ 55 Contributions: Employer: 19.321% (City Paid) Employee: 7% (Employee Paid) PEPRA PERS Member Formula – 2% @ 62 Contributions: Employer: 19.321% (City Paid) Employee: 6.25% (Employee Paid)
	Hired BEFORE 1/1/2013:	Hired 1/1/2013 or AFTER:			
CLASSIC Formula – 2% @ 55 Contributions: Employer: 19.321% (City Paid) Employee: 7% (Employee Paid)	CLASSIC Formula – 2% @ 55 Contributions: Employer: 19.321% (City Paid) Employee: 7% (Employee Paid) PEPRA PERS Member Formula – 2% @ 62 Contributions: Employer: 19.321% (City Paid) Employee: 6.25% (Employee Paid)				
SWORN EMPLOYEES:					
<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">Hired BEFORE 1/1/2013:</th> <th style="width: 50%;">Hired 1/1/2013 or AFTER:</th> </tr> </thead> <tbody> <tr> <td> CLASSIC Formula – 3% @ 50 Contributions: Employer: 19.536% (City Paid) Employee: 9% (Employee Paid) </td> <td> CLASSIC Formula – 3% @ 50 Contributions: Employer: 19.536% (City Paid) Employee: 9% (Employee Paid) PEPRA PERS Member Formula – 2.7% @ 57 Contributions: Employer: 12.082% (City Paid) Employee: 11.50% (Employee Paid) </td> </tr> </tbody> </table>	Hired BEFORE 1/1/2013:	Hired 1/1/2013 or AFTER:	CLASSIC Formula – 3% @ 50 Contributions: Employer: 19.536% (City Paid) Employee: 9% (Employee Paid)	CLASSIC Formula – 3% @ 50 Contributions: Employer: 19.536% (City Paid) Employee: 9% (Employee Paid) PEPRA PERS Member Formula – 2.7% @ 57 Contributions: Employer: 12.082% (City Paid) Employee: 11.50% (Employee Paid)	
Hired BEFORE 1/1/2013:	Hired 1/1/2013 or AFTER:				
CLASSIC Formula – 3% @ 50 Contributions: Employer: 19.536% (City Paid) Employee: 9% (Employee Paid)	CLASSIC Formula – 3% @ 50 Contributions: Employer: 19.536% (City Paid) Employee: 9% (Employee Paid) PEPRA PERS Member Formula – 2.7% @ 57 Contributions: Employer: 12.082% (City Paid) Employee: 11.50% (Employee Paid)				
<p>PEPRA PERS Member: Average of 3 highest years of service compensation Survivor Benefit: 4th Option Credit for Unused Sick Leave: Yes</p> <p>CLASSIC PERS Member: Single highest year compensation Survivor Benefit: 4th Option Credit for Unused Sick Leave: Yes</p> <p>Retiree Health Benefits: If hired prior to May 2003, City pays \$1,093 towards retiree health. Hired in May 2003 or after, City contribution is based on State vesting schedule.</p>					
Social Security	City Employees do not contribute to Social Security (FICA).				

Leaves

Bereavement Leave	Up to three (3) days for designated relatives. An additional two (2) days of PTO may be used as well.																					
Paid Time Off (PTO)	<p>A new employee will begin to accrue PTO immediately upon hire. An employee may use PTO as soon as it is accrued.</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Years of Service</th> <th style="text-align: center;">Per Year (hours)</th> <th style="text-align: center;">Per Pay Period (hours)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0-1</td> <td style="text-align: center;">234</td> <td style="text-align: center;">9.000</td> </tr> <tr> <td style="text-align: center;">1-2</td> <td style="text-align: center;">242</td> <td style="text-align: center;">9.308</td> </tr> <tr> <td style="text-align: center;">2-3</td> <td style="text-align: center;">250</td> <td style="text-align: center;">9.615</td> </tr> <tr> <td style="text-align: center;">3-4</td> <td style="text-align: center;">258</td> <td style="text-align: center;">9.923</td> </tr> <tr> <td style="text-align: center;">4-9</td> <td style="text-align: center;">274</td> <td style="text-align: center;">10.538</td> </tr> <tr> <td style="text-align: center;">9+</td> <td style="text-align: center;">298</td> <td style="text-align: center;">11.462</td> </tr> </tbody> </table>	Years of Service	Per Year (hours)	Per Pay Period (hours)	0-1	234	9.000	1-2	242	9.308	2-3	250	9.615	3-4	258	9.923	4-9	274	10.538	9+	298	11.462
Years of Service	Per Year (hours)	Per Pay Period (hours)																				
0-1	234	9.000																				
1-2	242	9.308																				
2-3	250	9.615																				
3-4	258	9.923																				
4-9	274	10.538																				
9+	298	11.462																				
Sick Leave	<p>Hours Earned Per Years of Service:</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Years of Service</th> <th style="text-align: center;">Per Year (hours)</th> <th style="text-align: center;">Per Pay Period (hours)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0-1</td> <td style="text-align: center;">56</td> <td style="text-align: center;">2.1539</td> </tr> <tr> <td style="text-align: center;">1+</td> <td style="text-align: center;">72</td> <td style="text-align: center;">2.7693</td> </tr> </tbody> </table> <p>If employed for ten (10) years or more, at retirement, a portion of sick leave can be cashed out and/or converted to retirement credit.</p>	Years of Service	Per Year (hours)	Per Pay Period (hours)	0-1	56	2.1539	1+	72	2.7693												
Years of Service	Per Year (hours)	Per Pay Period (hours)																				
0-1	56	2.1539																				
1+	72	2.7693																				

Probationary Period	<p>Lateral, Promotional, Non-Sworn: 12 months</p> <p>Police Officer hires not possessing a Basic POST Certificate: 18 months</p>
----------------------------	--