

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 for all hours worked. 7.5% of Base Pay for all hours worked for a Police Officer in acting status as a Police Sergeant.																							
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;">Monthly Amount</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>			Monthly Amount	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
	Monthly Amount																							
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> </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.												
<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 rate of pay for all hours worked.</td> </tr> <tr> <td>SWAT or Hostage Negotiator</td> <td>5% of base rate of pay for all hours worked.</td> </tr> <tr> <td>Detective</td> <td>5% of base hourly rate X 80 hours</td> </tr> <tr> <td>Corporal</td> <td>7.5% of base hourly rate X 80 hours.</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 rate of pay for all hours worked.	SWAT or Hostage Negotiator	5% of base rate of pay for all hours worked.	Detective	5% of base hourly rate X 80 hours	Corporal	7.5% of base hourly rate X 80 hours.	On-Call	\$1.25 per hour	Dog Handler	(See Exhibit B of the Police Service Dog Handler Agreement)
Trainer	5% of base rate of pay for all hours worked.												
SWAT or Hostage Negotiator	5% of base rate of pay for all hours worked.												
Detective	5% of base hourly rate X 80 hours												
Corporal	7.5% of base hourly rate X 80 hours.												
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												
Vision	City Paid												
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 1.45% tax paid by 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.
Uniform Allowance	Sworn Personnel and Community Services Officer, Police Technical Assets Coordinator, and Animal Control Officer: \$950 per year Non-Sworn (Except those identified above): \$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:
	Hired BEFORE 1/1/2013:
	<p>CLASSIC Formula – 2% @ 55</p> <p>Contributions: Employee: 7% (Employee Paid)</p>
	Hired 1/1/2013 or AFTER:
<p>CLASSIC Formula – 2% @ 55</p> <p>Contributions: Employee: 7% (Employee Paid)</p> <p>PEPRA PERS Member Formula – 2% @ 62</p> <p>Contributions: Employee: 6.25% (Employee Paid)</p>	
SWORN EMPLOYEES:	
Hired BEFORE 1/1/2013:	
<p>CLASSIC Formula – 3% @ 50</p> <p>Contributions: Employee: 9% (Employee Paid)</p>	
Hired 1/1/2013 or AFTER:	
<p>CLASSIC Formula – 3% @ 50</p> <p>Contributions: Employee: 9% (Employee Paid)</p> <p>PEPRA PERS Member Formula – 2.7% @ 57</p> <p>Contributions: Employee: 11.50% (Employee Paid)</p>	
<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;"> <thead> <tr> <th style="background-color: #d9e1f2;">Years of Service</th> <th style="background-color: #d9e1f2;">Per Year (hours)</th> <th style="background-color: #d9e1f2;">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;"> <thead> <tr> <th style="background-color: #d9e1f2;">Years of Service</th> <th style="background-color: #d9e1f2;">Per Year (hours)</th> <th style="background-color: #d9e1f2;">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>
----------------------------	--