

BENEFITS SUMMARY 2020

ROSEVILLE POLICE OFFICER'S ASSOCIATION (SWORN) (RPOA)

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| Salary Increases: | Last: January 2020 - 2% Increase | | | |
| Term of Agreement: | January 01, 2019 through December 31, 2021 | | | |
| Classic Member Retirement: Member of PERS agency or reciprocal agency as of 01/01/2013 | Public Employee Retirement System (PERS) Formula - 3% @ 50 Single Highest Year Compensation Contributions ~ Employer: 50.828% Employee: 9% EPMC: No Survivor Benefit: \$3.00 | | | |
| New Member Retirement: New member as of 01/1/2013 | Public Employee Retirement System (PERS) Formula – 2.7% @ 57 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 50.828% Employee: 13.25% EPMC: No Survivor Benefit: \$3.00 | | | |
| Social Security: | City Employees do not contribute to Social Security | | | |
| Deferred Comp: | 3% after 5 years of service | | | |
| Health and Welfare: | | Current | 12/01/2020 | 12/01/2021 |
| | Cafeteria Plan Flex Credit | \$1,347/mo. \$198/mo. \$90 for Family Medical <u>only</u> | \$1347/mo. \$228/mo. \$90 for Family Medical <u>only</u> | \$1347/mo. \$258/mo. \$90 for Family Medical <u>only</u> |
| Medicare: | 1.45% | | | |
| Retiree Health Benefits: | Tier 1 – Employees hired prior to 1/1/2005 Tier 2 – Employees hired <u>on or after</u> 1/1/2005 and prior to 03/01/2014 Tier 3 – Employee hired on or after 03/01/2014 See MOU for specifics: www.roseville.ca.us (RPOA) | | | |
| Life Insurance: | City Paid - Two times annual salary (\$.125/\$1000)/\$.025/\$1000 AD&D | | | |
| Dependent Life: | City Paid - Dependent Life \$5,000 Spouse and \$2,000 or \$500 (<6 months old) Dependent Child | | | |
| Supplemental Life: | Employee Paid - Supplemental Life Insurance (employee, spouse, dependent) | | | |
| Short Term Disability | Employee Paid - 7 day waiting period; 55% of your weekly earnings | | | |
| Long Term Disability: | Employee Paid - \$.413/\$100 of salary; 60 day waiting period; benefit is 60% of earnings with a maximum benefit of \$6000/month | | | |
| Service Term Bonus | For employees hired prior to January 1, 2016: Beginning of the 10 th year 2.5% of base salary Beginning of the 15 th year 5% of base salary | | | |

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| | <p>For employees hired on or after January 1, 2016 who receive a satisfactory or above annual performance review shall receive an annual lump sum performance bonus as follows:</p> <p>Beginning of the 10th year to completion of the 14th year – 2.5% of the annual base salary</p> <p>Beginning of the 15th year and every year thereafter – 5% of the annual base salary</p> |
| Educational Incentive: | <p><u>AA Degree or POST Intermediate Certificate:</u> 5% of base salary</p> <p><u>BA Degree or POST Advanced Certificate:</u> 12.5% of base salary</p> |
| Educational Reimbursement: | Tuition and fees connected with job-related educational courses up to \$250.00 per course, not to exceed \$750.00 per year |
| Vacation: | <p>Up to completion of 4th year: 12 days (96 hours)</p> <p>5th to completion of 9th year: 14 days (112 hours)</p> <p>10th to completion of 14th year: 16 days (128 hours)</p> <p>15th to completion of 19th year: 18 days (144 hours)</p> <p>20th + years: 20 days (160 hours)</p> |
| Personal Leave Time: | 45 hours per calendar year (may be cashed out) |
| Holidays: | 110 hours annually |
| Sick Leave: | 12 days per year (96 hours) – At retirement a portion of sick leave can be cashed out and/or converted to retirement credit |
| Work Schedule: | 3/11, 4/11 work schedule; Training day scheduled every 6 weeks |
| Special Programs: | On-duty physical fitness program; Assigned vehicle program |
| Special Assignments: | Canine, Motor, Investigations, Youth Officer, & SWAT |
| Uniform Allowance: | Uniforms and cleaning provided |
| Bilingual Pay: | Employees who are certified by the Human Resources Department as Spanish or Russian speaking will be paid \$100.00 per month (46.15 bi-weekly). At the discretion of the Department Head and upon certification by the Human Resources Department, employees may be compensated \$100.00 per month for other languages used during the course of employment. |
| Call Back: | 2 hours of overtime (minimum) |
| Probation Period: | Twelve months |
| Employee Assistance (EAP): | City Paid - \$2.18/month |