

BENEFITS SUMMARY 2017

ROSEVILLE POLICE ASSOCIATION (RPA)

Salary Increases:	Last: 02/06/2016 – 1.5%; Next: 01/2018 – 2%			
Term of Agreement:	November 6, 2013 to December 31, 2015			
Classic Member Retirement: Member of PERS agency or reciprocal agency as of 01/01/2013	Public Employee Retirement System (PERS) Formula – 2.7% @ 55 Single Highest Year Compensation Contributions ~ Employer: 24.666% Employee: 8% EPMC: No Survivor Benefit: \$3.00			
New Member Retirement: New member as of 01/1/2013	Public Employee Retirement System (PERS) Formula – 2% @ 62 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 24.666% Employee: 6.25% EPMC: No Survivor Benefit: \$3.00			
Social Security:	City Employees do not contribute to Social Security			
Deferred Comp:	3% City contribution after five (5) years of service			
Health and Welfare:		12/1/2016	1/1/2017	12/1/2018
	Cafeteria Plan	\$1296/mo.	\$1321/mo.	\$1347/mo.
	Flex Credit	\$168/mo.	\$168/mo.	\$168/mo.
Medicare:	1.45%			
Life Insurance: Dependent Life: Supplement Life:	City Paid - Two times annual salary (\$110/\$1000)/\$.025/\$1000 AD&D City Paid - Dependent Life \$5000 Spouse/\$2000 or \$500 Dependent Child Employee Paid – Supplemental life insurance (employee, spouse, dependents)			
Retiree Health Benefits	Tier 1 – Employees hired prior to 1/1/2004 Tier 2 – Employees hired <u>on or after</u> 1/1/2004 and prior to 10/01/2013 Tier 3 – Employee hired on or after 10/01/2013 See MOU for specifics: www.roseville.ca.us/hr/memoranda_of_understanding.asp (RPA)			
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			
Longevity:	For employees hired prior to January 1, 2016: Beginning of the 10 th year 2.5% of base salary Beginning of 15 th year an additional 2.5% of base salary For employees hired on or after January 1, 2016 who receive a <u>satisfactory or above annual performance review shall receive an annual lump sum performance bonus as follows:</u> Beginning of the 10 th year to completion of the 14 th year – 2.5% of the annual base salary Beginning of the 15 th year and every year thereafter – 5% of the annual base salary			

Educational Incentive/Special Pays:	Employees 2.5% of their base salary for certificates listed below. Where more than one certificate is listed per job class no additional payment will be made for a second certificate.	
	Animal Control Officer	Advanced CA State Humane Officer's Academy Certificate
	Animal Control Supervisor	POST
	Communications Supervisor	Emergency Medical Dispatch (EMD) Certificate
		POST Supervisor Certificate
	Community Services Officer I/II	Collision Investigation Certification
		Identity Theft Investigation
	Correctional Supervisor	POST Supervisor Certificate
	Crime Analyst	Crime and Intelligence Analysis Certificate
	Dispatcher I/II	Basic Tactical Dispatcher
		Intermediate POST Dispatch Certificate
		Emergency Medical Dispatch (EMD) Certificate
	Police Property & Evidence Clerk I/II	Certified Evidence and Property Specialist
	Police Property & Evidence Supervisor	POST Supervisor Certificate
Police Records Clerk I/II	Public Records Act Certification	
Police Scene Technician I/II	Crime Scene Analyst	
Public Safety Outreach & Community Relations Analyst	Crime Prevention Through Environmental Design Professional Certification	
Records Supervisor	POST Supervisor Certificate	
Educational Reimbursement:	Employees may be reimbursed for tuition and fees not to exceed the CSU full-time tuition rate per year for approved classes	
Shift Differential:	Employees receive 2.5% of the base hourly rate of eight hours or more where 50% of the shift falls between the hours of 10 p.m. and 7 a.m. Overtime hours will be judged independently but on the same standard. No shift differential will be paid on sick leave, vacation, CTO or any other time off or for allowable sleep time.	
Vacation:	Up to completion of 4 th year: 12 days (96 hours) 5 th to completion of 9 th year: 14 days (112 hours) 10 th to completion of 14 th year: 16 days (128 hours) 15 th to completion of 19 th year: 18 days (144 hours) 20 th + years: 20 days (160 hours)	
Personal Leave Time:	45 hours per calendar year (may be cashed out)	
Sick Leave:	12 days (96 hours) per year – At retirement a portion of sick leave can be cashed out and/or converted to retirement credit	
Uniform Allowance:	Uniforms and cleaning provided	
Bilingual Pay:	\$100 per month	
Probation Period:	Twelve Months	
Employee Assistance (EAP):	City Paid - \$2.18/month	