

BENEFITS SUMMARY 2017

ROSEVILLE POLICE ASSOCIATION (RPA)

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|---|--|------------------|-----------------|------------------|
| 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: | No City Contribution; \$.413/\$100 of salary; 60 day waiting period | | | |
| Longevity: | <p><u>For employees hired prior to January 1, 2016:</u> Beginning of the 10th year 2.5% of base salary Beginning of 15th year an additional 2.5% of base salary</p> <p><u>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:</u> Beginning of the 10th year to completion of the 14th year – 2.5% of the annual base salary Beginning of the 15th year and every year thereafter – 5% of the annual base salary</p> | | | |

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| Educational Incentive/Special Pays: | <p>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.</p> <table border="1" data-bbox="480 176 1482 1100"> <tr> <td data-bbox="480 176 980 243">Animal Control Officer</td> <td data-bbox="980 176 1482 243">Advanced CA State Humane Officer's Academy Certificate</td> </tr> <tr> <td data-bbox="480 243 980 277">Animal Control Supervisor</td> <td data-bbox="980 243 1482 277">POST</td> </tr> <tr> <td data-bbox="480 277 980 344" rowspan="2">Communications Supervisor</td> <td data-bbox="980 277 1482 344">Emergency Medical Dispatch (EMD) Certificate</td> </tr> <tr> <td data-bbox="980 344 1482 378">POST Supervisor Certificate</td> </tr> <tr> <td data-bbox="480 378 980 445" rowspan="2">Community Services Officer I/II</td> <td data-bbox="980 378 1482 411">Collision Investigation Certification</td> </tr> <tr> <td data-bbox="980 411 1482 445">Identity Theft Investigation</td> </tr> <tr> <td data-bbox="480 445 980 478">Correctional Supervisor</td> <td data-bbox="980 445 1482 478">POST Supervisor Certificate</td> </tr> <tr> <td data-bbox="480 478 980 546">Crime Analyst</td> <td data-bbox="980 478 1482 546">Crime and Intelligence Analysis Certificate</td> </tr> <tr> <td data-bbox="480 546 980 756" rowspan="3">Dispatcher I/II</td> <td data-bbox="980 546 1482 613">Basic Tactical Dispatcher</td> </tr> <tr> <td data-bbox="980 613 1482 680">Intermediate POST Dispatch Certificate</td> </tr> <tr> <td data-bbox="980 680 1482 756">Emergency Medical Dispatch (EMD) Certificate</td> </tr> <tr> <td data-bbox="480 756 980 823">Police Property & Evidence Clerk I/II</td> <td data-bbox="980 756 1482 823">Certified Evidence and Property Specialist</td> </tr> <tr> <td data-bbox="480 823 980 890">Police Property & Evidence Supervisor</td> <td data-bbox="980 823 1482 890">POST Supervisor Certificate</td> </tr> <tr> <td data-bbox="480 890 980 924">Police Records Clerk I/II</td> <td data-bbox="980 890 1482 924">Public Records Act Certification</td> </tr> <tr> <td data-bbox="480 924 980 957">Police Scene Technician I/II</td> <td data-bbox="980 924 1482 957">Crime Scene Analyst</td> </tr> <tr> <td data-bbox="480 957 980 1058">Public Safety Outreach & Community Relations Analyst</td> <td data-bbox="980 957 1482 1058">Crime Prevention Through Environmental Design Professional Certification</td> </tr> <tr> <td data-bbox="480 1058 980 1100">Records Supervisor</td> <td data-bbox="980 1058 1482 1100">POST Supervisor Certificate</td> </tr> </table> | 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 |
| 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: | <p>Employees may be reimbursed for tuition and fees not to exceed the CSU full-time tuition rate per year for approved classes</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Shift Differential: | <p>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.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Vacation: | <table data-bbox="480 1335 1482 1503"> <tr> <td>Up to completion of 4th year:</td> <td>12 days (96 hours)</td> </tr> <tr> <td>5th to completion of 9th year:</td> <td>14 days (112 hours)</td> </tr> <tr> <td>10th to completion of 14th year:</td> <td>16 days (128 hours)</td> </tr> <tr> <td>15th to completion of 19th year:</td> <td>18 days (144 hours)</td> </tr> <tr> <td>20th + years:</td> <td>20 days (160 hours)</td> </tr> </table> | 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) | | | | | | | | | | | | | | | | | | | | |
| 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: | <p>45 hours per calendar year (may be cashed out)</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sick Leave: | <p>12 days (96 hours) per year – At retirement a portion of sick leave can be cashed out and/or converted to retirement credit</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Uniform Allowance: | <p>Uniforms and cleaning provided</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bilingual Pay: | <p>\$100 per month</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Probation Period: | <p>Twelve Months</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee Assistance (EAP): | <p>City Paid - \$2.18/month</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |