BENEFITS SUMMARY 2015

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

Salary Increases:	Last: 01/10/2015 – 1.5%		
Term of Agreement:	January 8, 2014 through December 31, 2015		
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: 35.724% 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: 35.724% Employee: 12.25% EPMC: No Survivor Benefit: $3.00		
Social Security:	City Employees do not contribute to Social Security		
Deferred Comp:	No City Contribution; A plan is available if employees elect to participate		
Health and Welfare:		**January 1, 2014**	**December 1, 2015**
	Cafeteria Plan	$1248/mo.	$1272/mo.
	Flex Credit	$168/mo.	$168/mo.
Medicare:	1.45%		
Retiree Health Benefits:	Tier 1 – Employees hired prior to 1/1/2005 Tier 2 – Employees hired <u>on or after</u> 1/1/2005 and prior to 03/01/2014 Tier 3 – Employee hired on or after 03/01/2014 See MOU for specifics: www.roseville.ca.us/hr/memoranda_of_understanding.asp (RPOA)		
Life Insurance: **Dependent Life:** **Supplemental Life:**	City Paid - Two times annual salary ($.125/$1000)/$.025/$1000 AD&D City Paid - Dependent Life $5000 Spouse/$2000 or $500 Dependent Child. 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:	$.413/$100 of salary; 60 day waiting period		
Longevity:	Beginning of the 10th year 2.5% of base salary Beginning of the 15th year 5% of base salary (not compounded)		
Educational Incentive:	<u>AA Degree or POST Intermediate Certificate</u>: 5% of base salary <u>Degree or POST Advanced Certificate</u>: 12.5% of base salary		
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:	Up to completion of 4th year: 12 days (96 hours) 5th to completion of 9th year: 14 days (112 hours)		

	10th to completion of 14th year: 16 days (128 hours) 15th to completion of 19th year: 18 days (144 hours) 20th + years: 20 days (160 hours)
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:	$25/month (Spanish)
Call Back:	2 hours of overtime (minimum)
Probation Period:	Twelve months