

## Fire Employees Firefighter's Union Local #3847 Benefits Summary

<b>Term of Agreement</b>	<p>This is a summary of benefits only; refer to the MOU for more details.  <a href="https://www.rocklin.ca.us/sites/main/files/file-attachments/fire_mou_07.01.2022_to_06.30.2025.pdf?1663280946">https://www.rocklin.ca.us/sites/main/files/file-attachments/fire_mou_07.01.2022_to_06.30.2025.pdf?1663280946</a>            July 1, 2022 through June 30, 2025</p>										
<b>Compensation</b>											
<b>Salary Increases</b>	First full pay period in July 2024: All classifications will receive a 2.0% base salary increase.										
<b>Education Incentive</b>	<p>Employees may receive one degree plus one certificate amount.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding-left: 20px;">Associate's Degree or 60 Units</td> <td style="text-align: right;">\$275 per month</td> </tr> <tr> <td style="padding-left: 20px;">Bachelor's Degree</td> <td style="text-align: right;">\$325 per month</td> </tr> <tr> <td style="padding-left: 20px;">Master's Degree</td> <td style="text-align: right;">\$350 per month</td> </tr> <tr> <td style="padding-left: 20px;">Company Officer Certificate</td> <td style="text-align: right;">\$75 per month</td> </tr> <tr> <td style="padding-left: 20px;">Chief Officer Certificate</td> <td style="text-align: right;">\$125 per month</td> </tr> </table>	Associate's Degree or 60 Units	\$275 per month	Bachelor's Degree	\$325 per month	Master's Degree	\$350 per month	Company Officer Certificate	\$75 per month	Chief Officer Certificate	\$125 per month
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<b>Paramedic Certificate</b>	<p>\$500 per month.  <b>Note:</b> Employees who are receiving paramedic pay are not eligible for EMT pay.</p>										
<b>EMT Certified Pay</b>	<p>\$100 per month.  <b>Note:</b> Employees hired on or after February 1, 2014 are not eligible for EMT certified pay.</p>										
<b>Uniform Allowance</b>	\$950 per year, paid in equal payments each pay period.										
<b>Health and Welfare</b>											
<b>Cafeteria Plan Flex Dollars</b>	<p>The City shall contribute \$150 per month on behalf of the employee. Flex dollars can be used toward:</p> <ul style="list-style-type: none"> <li>Out of pocket costs for medical insurance premiums.</li> <li>Enhanced dental plan.</li> <li>Flex Spending Account.</li> <li>Dependent Care Account.</li> <li>Pre-tax American Fidelity Insurances: Accident-Only Insurance, Cancer Insurance, and Hospital Indemnity Insurance.</li> </ul>										
<b>Health/Retiree Health</b>	\$1,200 per month – City contribution towards CalPERS health insurance for active employees and retirees.										
<b>Dental</b>	<p>Basic (\$1,000 maximum) – City Paid.            Buy-Up (\$1,500 maximum) – Employee pays the difference in cost above the basic plan:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding-left: 40px;">Employee-Only: \$8.35 per month</td> <td style="padding-left: 100px;">Employee +Spouse: \$14.62 per month</td> </tr> <tr> <td style="padding-left: 40px;">Employee + Children: \$19.20 per month</td> <td style="padding-left: 100px;">Family: \$27.58 per month</td> </tr> </table>	Employee-Only: \$8.35 per month	Employee +Spouse: \$14.62 per month	Employee + Children: \$19.20 per month	Family: \$27.58 per month						
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<b>Vision</b>	City Paid.										

<b>Flexible Spending Accounts</b>	The City will make available a Flexible Spending Plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for: <ul style="list-style-type: none"> <li>• Health Care Expenses (\$3,050 max for 2023).</li> <li>• Dependent Care Expenses (\$5,000 max).</li> </ul>	
<b>Life and AD&amp;D</b>	\$50,000 (City Paid).	
<b>Short Term Disability (SDI)</b>	State Disability Insurance: 1.1% tax (currently) to maximum taxable wage limit (City Paid).	
<b>Reimbursements</b>		
<b>Tuition Reimbursement</b>	\$750 per fiscal year.	
<b>Deferred Compensation and Retirement</b>		
<b>Deferred Compensation</b>	All employees: Up to \$100 per month City match. PEPRA members: \$200 per month, non-matching.	
<b>Retirement System</b>	California Public Employee Retirement System (CalPERS)	
	<b>CLASSIC</b>	<b>PEPRA</b>
	<b>CLASSIC</b> PERS Safety Member Formula: 3% @ 50 Employee Contribution: 12%*	<b>PEPRA</b> PERS Member Formula: 2.7% @ 57 Employee Contribution: 16.75%*
	Survivor Benefit: 4 <sup>th</sup> Option	Survivor Benefit: 4 <sup>th</sup> Option
	Credit for unused sick leave: Yes	Credit for unused sick leave: Yes
	One year final compensation	Average of three highest years of service compensation
*3% Employee cost share agreement already included in the employee contribution.		
<b>Leaves</b>		
<b>Bereavement Leave</b>	56-Hour Workweek Employee: Up to 48 hours of paid leave. 40-Hour Workweek Employee: Up to 24 hours of paid leave. <b>Note:</b> Can be used only for covered relatives.	
<b>Holidays</b>	96 hours credited at the beginning of each calendar year.	
<b>Sick Leave</b>	56-Hour Workweek Employee = 144 hours per year. 40-Hour Workweek Employee = 96 hours per year. <b>Note:</b> Sick Leave may be accrued without limit and will be converted to service credit at retirement.	

Vacation	56-Hour Workweek Employees		40-Hour Workweek Employees	
	Years of Service	Hours per Year	Years of Service	Hours per Year
	0-1	178	98	0-1
1-2	213	122	1-2	
2-3	224	130	2-3	
3-4	235	138	3-4	
5	258	154	5	
10	291	178	10	
15	315	186	15	

  

<b>Probationary Period</b>	Initial: 12 months Promotional: 12 months
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