

Management Employees Benefits Summary*

Terms of Agreement	<p>This is a summary of benefits, refer to the Management and Confidential Resolution for more details.</p> <p>https://www.rocklin.ca.us/sites/main/files/file-attachments/exhibit_a_-_management_and_confidential_resolution.pdf?1695222250</p>					
Compensation						
Severance Pay for At-Will Employees	<p>Zero through ten years of service: 2 months' base salary.</p> <p>More than ten years of service: 3 months' base salary.</p>					
Salary Increases	<p>First full pay period in July 2024: All classifications will receive a 2.5% base salary increase.</p>					
Health and Welfare						
Cafeteria Plan Flex Dollars	<p>The City contributes \$300 per month in 2024; \$375 per month for 2025 on behalf of the employee for eligible pre-tax benefits:</p> <ul style="list-style-type: none"> Out of pocket costs for medical insurance premiums. Enhanced dental plan. Flexible Spending Account. Dependent Care Account. Pre-tax American Fidelity Insurances: Accident Only Insurance, Cancer Insurance, Hospital Indemnity Insurance. <p>Flex Dollars cannot be cashed out.</p>					
Health/Retiree Health	<p>\$1,200 per month – City contribution towards CalPERS health insurance for active employees and retirees.</p>					
Health Coverage Reduction Incentive	<p>Employees <u>not</u> enrolled in medical coverage may be eligible to receive incentive pay of \$225 - \$250 per month.</p>					
Dental	<p>Basic (\$1,000 maximum) – City Paid.</p> <p>Buy-Up (\$1,500 maximum) – Employee pays the difference in cost above the basic plan:</p> <table style="width: 100%; border: none;"> <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 + Child(ren): \$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 + Child(ren): \$19.20 per month	Family: \$27.58 per month
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Vision	<p>City Paid.</p>					
Flexible Spending Accounts	<p>The City will make available a Flexible Spending Plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for:</p> <ul style="list-style-type: none"> Health Care Expenses (\$3,200 for 2024). Dependent Care Expenses (\$5,000 max for 2024). 					
Life and AD&D Insurance	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr> <th style="width: 50%;">Hired BEFORE 07/01/2012</th> <th style="width: 50%;">Hired on or AFTER 07/01/2012</th> </tr> <tr> <td>\$200,000</td> <td>\$50,000 - \$100,000</td> </tr> </table>		Hired BEFORE 07/01/2012	Hired on or AFTER 07/01/2012	\$200,000	\$50,000 - \$100,000
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Long Term Disability (LTD)	<p>Up to 60% of pre-disability earnings, up to the maximum of \$6,000/month; 90-day waiting period – City paid.</p>					
Short Term Disability (SDI)	<p>State Disability Insurance: 1.1% tax (currently) to maximum taxable wage limit – City Paid.</p>					

Reimbursements													
Tuition Reimbursement	\$750 per calendar year maximum.												
Deferred Compensation & Retirement													
Deferred Compensation	457(b) Plan:												
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	401(a) Plan: Available at time of hire; employee contributions only.												
Social Security	Medicare: 1.45% tax paid by employer and 1.45% tax paid by employee. FICA: The City does not contribute.												
Retirement System	California Public Employee Retirement System (CalPERS).												
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	*2% Employee cost share agreement already included in the employee contribution.												
Leaves													
Bereavement Leave	Up to 24 hours paid for designated relatives.												
Holidays	10 days per year. Note: A mandatory holiday furlough may be scheduled between the Christmas and New Year's holidays.												
Sick Leave	12 days (96 hours) per year.												
Vacation	<u>Days Earned Per Years of Service:</u>												
	1 year 15 days 5 years 20 days												
	2 years 16 days 10 years 23 days												
	3 years 17 days 15 years 25 days												
	4 years 18 days 20+ years 27 days												
Management Leave	48 to 80 hours of management leave per fiscal year, depending on classification.												
Probationary Period	Management employees are at-will												

*Department Directors may receive additional benefits per employment contract.