

BENEFITS SUMMARY 2026

ROSEVILLE POLICE ASSOCIATION (RPA)

Salary Increases:	Last: January 2026 – 2.5% Next: January 2027		
Term of Agreement:	January 1, 2024 to December 31, 2027		
Classic Member	Public Employee Retirement System (PERS)		
	Formula – 2.7% @ 55 Single Highest Year Compensation Contributions ~ Employer: 11.18% Employee: 8% EPMC: No Survivor Benefit: \$3.00		
Retirement: Member of PERS agency or reciprocal agency as of 01/01/2013			
New Member	Public Employee Retirement System (PERS)		
	Formula – 2% @ 62 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 11.18% Employee: 7.75% EPMC: No Survivor Benefit: \$3.00		
Retirement: New member as of 01/1/2013			
Social Security:	City Employees do not contribute to Social Security		
Deferred Comp:	3% City contribution after five (5) years of service		
Health and Welfare:	Cafeteria	\$1347/mo	
	Flex Plan Credit	EE Only \$200/mo	EE+1 \$688/mo
Medicare:	1.45%		
Life Insurance: Dependent Life: Supplement Life:	City Paid - Two times annual salary (\$.057/\$1000)/\$.020/\$1000 AD&D City Paid Dependent Life \$5,000 Spouse and \$2,000 Dependent Child (birth to age 26) 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 (RPA)		
Short Term Disability:	Employee Paid – 7 day waiting period; 66.7% of your weekly earnings.		
Long Term Disability:	Employee Paid- \$.267/\$100 of salary; 60 day waiting period; benefit is 60% of earnings with a maximum benefit of \$6000/month		
Longevity:	<u>For employees hired prior to January 1, 2016:</u> Beginning of the 10 th year 2.5% of base salary Beginning of 15 th year an additional 2.5% of base salary <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 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 Supervisor Certificate
	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 (Employees hired on or before October 1, 2013 are eligible to receive 2.5% for EMD certificate pay.)
	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 Investigations
Public Safety Outreach & Community Relations Coordinator	Crime Prevention Through Environmental Design Professional Certification	
Public Safety Program Coordinator	POST Supervisor Certificate Crime Prevention Through Environmental Design Advanced 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:	<p><u>Swing Shift:</u> Employees receive 2.5% of the base hourly rate of ten hours or more where 50% of the shift falls between the hours of 4 p.m. and 10 p.m.</p> <p><u>Grave Shift:</u> Employees receive 5% of the base hourly rate of ten hours or more where 50% of the shift falls between the hours of 10 p.m. and 6 a.m.</p> <p>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:	<p>Up to completion of 4th year: 12 days (96 hours)</p> <p>5th to completion of 9th year: 14 days (112 hours)</p> <p>10th to completion of 14th year: 16 days (128 hours)</p> <p>15th to completion of 19th year: 18 days (144 hours)</p> <p>20th + years: 20 days (160 hours)</p>	
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: \$3.67/month