

BENEFITS SUMMARY 2026

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

Salary Increases:	Last: January 2026 Officers 6.75% Sergeants 4.74% Next: January 2027 2.5%	
Term of Agreement:	January 1, 2026 through December 31, 2029	
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: 23.66% 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: 23.6% Employee: 15.25% EPMC: No Survivor Benefit: \$3.00	
Social Security:	City Employees do not contribute to Social Security	
Deferred Comp:	3% after 5 years of service	
Health and Welfare:	City Flex Plan Credit (combined with the Cafeteria Allowance) covers:	
	EE Only	Up to 100% of the Kaiser employee only premium, plus \$180 for dental/vision.
	EE+1	Up to 85% of the Kaiser employee plus one dependent premium, plus \$180 for dental/vision.
	EE+ Family	Up to 80% of the Kaiser family premium, plus \$180 for dental/vision.
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 (RPOA)	
Life Insurance:	City Paid - Two times annual salary (\$.057/\$1000)/\$.020/\$1000 AD&D	
Dependent Life:	City Paid - Dependent Life \$5,000 Spouse and \$2,000 Dependent Child (birth to age 26)	
Supplemental Life:	Employee Paid - Supplemental Life Insurance (employee, spouse, dependent)	
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	

Service Term Bonus	For employees hired prior to January 1, 2016: Beginning of the 10 th year 2.5% of base salary Beginning of the 15 th year 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:	<u>AA Degree or POST Intermediate Certificate: BA</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	
Shift Differential:	Swing Shift: Employees receive 2.5% of the base pay Grave Shift: Employees receive 5% of the base pay	
Vacation:	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:	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	
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:	Employees who are certified by the Human Resources Department as Spanish or Russian speaking will be paid \$100.00 per month (46.15 bi-weekly). At the discretion of the Department Head and upon certification by the Human Resources Department, employees may be compensated \$100.00 per month for other languages used during the course of employment.	
Call Back:	2 hours of overtime (minimum)	
Probation Period:	Twelve months	
Employee Assistance (EAP):	City Paid - \$13.24/month	