



City Council Staff Report

Subject: Rocklin Municipal Code 2.48 – Police Salaries Update

Date: January 27, 2026

Submitted By: Tameka Usher, Director of Administrative Services

Department: Administrative Services - Human Resources

Recommendation:

Adopt a Resolution of the City Council of the City of Rocklin to Approve the Revised Salary Schedule for the Rocklin Police Officers' Association.

Background:

On December 15, 1980, the Rocklin City Council adopted Resolution No. 80-117 declaring the passing of “Measure C” related to Rocklin Police Department salaries and ordained Municipal Ordinance No. 440 (or Rocklin Municipal Code (RMC) Chapter 2.48), which states:

The Council shall, on January 1st annually, determine the existing average salaries for the Auburn Police Department, Lincoln Police Department, Roseville Police Department, and Placer County Sheriff's Office, operating within the county of Placer for each class of position employed by those agencies.

Effective February 1, 1981, and effective February 1st of each year thereafter, the Council shall adjust and determine that the average salary for each class of position in the Rocklin Police Department as set forth in this chapter is at least equal to the average of the salaries for the comparable positions in the Auburn Police Department, Lincoln Police Department, Roseville Police Department, and Placer County Sheriff's Office.

RMC Chapter 2.48 includes the following classifications: Sergeant, Police Officer, Dispatch Supervisor (Public Safety Dispatcher Supervisor), and Dispatch Clerk (Public Safety Dispatcher II).

Staff conducted a base salary study of the comparable positions, and presented the following summary of the study results to City Council at the December 9, 2025 City Council Meeting:

Classification	Rocklin PD Average	Local Agency Average ¹	Rocklin % Above/Below Average
Sergeant	\$137,598.50	\$125,425.44	9.71%
Police Officer	\$111,923.00	\$101,342.18	10.44%
Dispatch Supervisor	\$96,711.00	\$99,337.55	-2.64%
Public Safety Dispatcher II	\$83,687.50	\$80,793.56	3.58%

¹ Methodology defined in City of Rocklin Municipal Code 2.48

Per the chart above, the Dispatcher Supervisor (Public Safety Dispatch Supervisor) salary is below the average of the comparable positions.

Therefore, staff recommends that the City Council consider and approve the Public Safety Dispatch Supervisor salary increase of 2.64% so that it is at least equal to the average of the salaries for the comparable positions in the Auburn Police Department, Lincoln Police Department, Roseville Police Department, and Placer County Sheriff's Office, in accordance with RMC Chapter 2.48. Staff further recommends that the City Council consider and approve the retroactive payment of the base salary increase to January 24, 2026, which is the start of the pay period that includes February 1.

The Memorandum of Understanding between the City of Rocklin and the Rocklin Police Officers' Association, Section II - Compensation, Article 11. Salaries, Subsection 11.1.2 Salary Adjustments, states "Salary increases for all classifications within the RPOA bargaining unit shall be based on Measure C (Chapter 2.48 of the Rocklin Municipal Code) or negotiated salary increases contained in this MOU, whichever is greater. In no event shall an employee receive both a Measure C salary increase and a negotiated salary increase. " Therefore, the Public Safety Dispatch Supervisor classification will not be eligible to receive the following negotiated salary adjustment:

- Effective the first full pay period of July 2026, all classifications will receive a 2.0% base salary increase.

Title 2 of the California Code of Regulations, section 570.5, requires the pay schedules to be adopted at a public meeting.

Fiscal Impact:

The estimated fiscal impact resulting from the staff recommendation is \$4,000 and will be absorbed within the Police Department's Operating Budget.

ATTACHMENTS:

1. [Resolution](#)
2. [Resolution Exhibit A - Rocklin Police Officers' Association Salary Schedule](#)