



City Council Staff Report

Subject: 2025-2028 Memoranda of Understanding with Rocklin Police Officers' Association and the Rocklin Police Officers' Association - Public Safety Managers' Bargaining Unit

Date: October 14, 2025

Submitted By: Tameka Usher, Director of Administrative Services

Department: Administrative Services - Human Resources

Recommendation:

- A. Adopt a Resolution of the City Council of the City of Rocklin Adopting the Negotiated Memorandum of Understanding Between the City of Rocklin and the Rocklin Police Officers' Association, for the term of July 1, 2025 - June 30, 2028 and Updated Salary Schedule.
- B. Adopt a Resolution of the City Council of the City of Rocklin Adopting the Negotiated Memorandum of Understanding Between the City of Rocklin and the Rocklin Police Officers' Association- Public Safety Manager Bargaining Unit, for the term of July 1, 2025 - June 30, 2028 and Updated Salary Schedule.

Background:

Rocklin Police Officers' Association

Title 2 of the California Code of Regulations, Section 570.5 requires the City's salary schedules to be adopted at a public meeting. The term of the current Memorandum of Understanding (MOU) between the City of Rocklin (City) and Rocklin Police Officers' Association (POA), ended on June 30, 2025.

Pursuant to the Meyers-Milius-Brown Act (Government Code sections 3500 et seq.), representatives of the POA and the City have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment for the represented employees. The City and the POA jointly prepared a successor MOU for the term of July 1, 2025, through June 30, 2028, reflecting mutually agreed-upon revisions to certain terms and conditions, which were reached via tentative agreement on June 30, 2025. Staff recommends the City Council adopt a Resolution (Attachment 1) approving the MOU and the associated updated salary schedule.

Subject to the provisions in the MOU, those revised terms and conditions with a City cost impact are summarized below, along with the estimated annual cost.

1. Effective October 18, 2025, the City will increase base wages for all classifications in this unit by 2.0%. Estimated cost \$257,400.
2. Effective the first full pay period of July 2026, the City will increase base wages for all classifications in this unit by 2.0%. Estimated cost \$526,900.
3. Effective the first full pay period of July 2027, the City will increase base wages for all classifications in this unit by 2.0%. Estimated cost \$838,100.
4. Effective the first full pay period of January 2028, the City will increase base wages for all classifications in this unit by 1.0%. Estimated cost \$74,100.
5. Effective October 18, 2025, the City will increase the Education Incentive Pay for all eligible employees in classification in this unit. Estimated cost for the duration of the contract \$714,400.
6. Effective January 1, 2026, the City will contribute 100% of the 2026 Kaiser Employee +1 medical premium. Estimated maximum cost for the duration of the contract \$2,755,269, assuming that all employees select an equivalent cost medical plan.
7. Effective November 15, 2025, increase the health opt-out incentive to \$350 for employee only; and \$325 for employees + one and family. Employees are only eligible if they do not select a City medical plan and show proof of other equivalent medical coverage and are enrolled in the minimum required dental and vision plans sponsored by the City. Estimated cost \$57,600.

Other Terms and Conditions which are recommended for update, and which have little or unknown direct cost impact include, but are not limited to:

- Increase salary upon promotion from 5% to a minimum of 10%.
- For the salary survey agencies, the City will add the City of Citrus Heights, City of Davis, City of West Sacramento, and Placer County.
- Agreement to continue negotiating retirement medical benefits for employees hired on or after July 1, 2025.
- Agreement to use the updated performance evaluation documents.
- Additional “housekeeping” language changes are included in the recommended MOU.

Rocklin Police Officers’ Association - Public Safety Managers

Title 2 of the California Code of Regulations, Section 570.5 requires the City's salary schedules to be adopted at a public meeting. The term of the current Memorandum of Understanding (MOU) between the City of Rocklin (City) and Rocklin Police Officers’ Association – Public Safety Manager (PSM) Bargaining Unit, ended on June 30, 2025.

Pursuant to the Meyers-Milias-Brown Act (Government Code sections 3500 et seq.), representatives of the POA and the City have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment for the represented employees. The City and the PSM jointly prepared a successor MOU for the term of July 1, 2025, through June 30, 2028, reflecting mutually agreed-upon revisions to certain terms and conditions, which were reached via tentative agreement on June 30, 2025. Staff recommends the City Council adopt a Resolution (Attachment 5) approving the MOU and the associated updated salary schedule.

Subject to the provisions in the MOU, those revised terms and conditions with a City cost impact are summarized below, along with the estimated annual cost.

1. Effective October 18, 2025, the City will increase base wages for all classifications in this unit by 2.0%. Estimated cost \$18,900.

2. Effective the first full pay period of July 2026, the City will increase base wages for all classifications in this unit by 2.0%. Estimated cost \$38,500.
3. Effective the first full pay period of July 2027, the City will increase base wages for all classifications in this unit by 2.0%. Estimated cost \$60,100.
4. Effective the first full pay period of January 2028, the City will increase base wages for all classifications in this unit by 1.0%. Estimated cost \$5,100.
5. Effective October 18, 2025, the City will add Education Incentive Pay for all eligible employees in classifications in this unit. Estimated cost for the duration of the contract \$23,400.
6. Effective January 1, 2026, the City will contribute 100% of the 2026 Kaiser Employee +1 medical premium. Estimated maximum cost for the duration of the contract \$95,009 assuming that all employees select an equivalent cost medical plan.
7. Effective November 15, 2025, increase the health opt-out incentive to \$350 for employee only; and \$325 for employees + one and family. Employees are only eligible if they do not select a City medical plan and show proof of other equivalent medical coverage and are enrolled in the minimum required dental and vision plans sponsored by the City. Estimated cost is zero because all PSM employee currently elect the City's medical benefits.

Other Terms and Conditions which are recommended for update, and which have little or unknown direct cost impact include, but are not limited to:

- Increase salary upon promotion from 5% to a minimum of 10%.
- For the salary survey agencies, the City will add the City of Citrus Heights, City of Davis, City of West Sacramento, and Placer County.
- Revised Management Leave to allow up to one-half (1/2) of any unused management leave based on the employee's accrual rate to be cashed out at the end of each calendar year.
- Agreement to continue negotiating retirement medical benefits for employees hired on or after July 1, 2025.
- Agreement to use the updated performance evaluation documents.
- Additional "housekeeping" language changes are included in the recommended MOU.

Fiscal Impact:

Rocklin Police Officers' Association

The total estimated fiscal impact of the three year MOU is \$5,223,768, broken down as follows:

- Year 1: \$1,433,156
- Year 2: \$1,702,656
- Year 3: \$2,087,956

Rocklin Police Officers' Association - Public Safety Managers

The total estimated fiscal impact of the three year MOU is \$241,010, broken down as follows:

- Year 1: \$58,370
- Year 2: \$77,970
- Year 3: \$104,670

Sufficient funds are available in the Fiscal Years 2025/26 & 2026/27 Operating Budgets for the first two years' costs; costs for Year 3 will be included in during subsequent budget preparation.

ATTACHMENTS:

1. Resolution A
2. Resolution A- Exhibit 1- POA Salary Schedule
3. Resolution A- Exhibit 2- RPOA MOU
4. RPOA MOU - 25-28 redline
5. Resolution B
6. Resolution B- Exhibit 1- PSM 1 Salary Schedule
7. Resolution B- Exhibit 2- PSM MOU
8. PSM 25-28 MOU redline