

MANAGEMENT/CONFIDENTIAL

Salary Increases:	Last: January 2022 – 3% Next: January 2025 – 2.5%		
Term of Agreement:	January 1, 2024 through December 31, 2027		
Classic Member Retirement: Member of PERS agency or reciprocal agency as of 01/01/2013	<u>Miscellaneous</u>	<u>Public Safety</u>	
	Public Employee Retirement System (PERS) Formula – 2.7% @ 55 Single Highest Year Compensation Contributions ~ Employer: 32.530% Employee: 8% EPMC: Yes – 6.197% Survivor Benefit: \$3.00	Public Employee Retirement System (PERS) Formula - 3% @ 50 Single Highest Year Compensation Contributions ~ Employer: 50.828% Employee: 9% EPMC: Yes - 9% Survivor Benefit: \$3.00	
New Member Retirement: New member of PERS as of 01/1/2013	<u>Miscellaneous</u>	<u>Public Safety- Police</u>	
	Public Employee Retirement System (PERS) Formula – 2% @ 62 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 32.530% Employee: 7% EPMC: No Survivor Benefit: \$3.00	Public Employee Retirement System (PERS) Formula – 2.7% @ 57 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 50.828% Employee: 9% EPMC: No Survivor Benefit: \$3.00	
			<u>Public Safety-Fire *</u> *Hired prior to 10/21/2015 California Employee Retirement System (CalPERS) Formula – 2.7% @ 57 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 50.828% Employee: 14% EPMC: No Survivor Benefit: \$3.00
			<u>Public Safety-Fire *</u> *Hired on/after 10/21/2015 California Employee Retirement System (CalPERS) Formula – 2.7% @ 57 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 50.828% Employee: 13.25% 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:	Cafeteria	\$1347/mo		
	Flex Plan Credit	EE Only \$200/mo	EE+1 \$513/mo	EE+Family \$918/mo
Retiree Health Benefits:	Tier 1 – Employees hired prior to 1/1/2004 Tier 2 – Employees hired on or after 1/1/2004, but before 1/1/2014 Tier 3 – Employee hired on or after 1/1/2014 See Terms, Conditions & Understandings for specifics: www.roseville.ca.us (Management/Confidential)			
Medicare:	1.45%			
Life Insurance:	City Paid - Two times annual salary (\$.057/\$1000)/\$.025/\$1000 AD&D			
Dependent Life:	City Paid - Dependent Life \$5000 Spouse and \$2000 Dependent Child (birth to 26 years old)			
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:	\$.172/\$100 of salary; 60 day waiting period – City Paid after Five (5) years of service; benefit is 60% of earnings with a maximum benefit of \$6000/month			
Longevity:	<p>Confidential Employees: Beginning of the 10th year to completion of the 14th year 2.5% of base salary</p> <p>Employees hired on or after January 1, 2016 who receive a satisfactory or above annual performance review shall be eligible for an annual lump sum performance bonus as follows: Beginning of the 10th year to end of 14th year 2.5% of base salary Beginning of the 15th year and every year thereafter 5.0% of base salary</p> <p>Management Employees (not including those specified in provision A.2, A.3, B.2 and B.3) who receive a satisfactory or above annual performance review shall be eligible for an annual lump sum performance bonus as follows: Beginning of the 10th year to end of 14th year 2.5% of base salary Beginning of the 15th year and every year thereafter 5.0% of base salary</p> <p>Assistant Fire Chief, Fire Division Chief & Fire Battalion Chief: Beginning of 10th year to end of 14th year 2.5% of base salary Beginning of 15th year to end of 19th year 5.0% of base salary Beginning of 20th year and every year thereafter 7.5% of base salary</p> <p>Police Lieutenants and Captains: Beginning of 10th year to end of 14th year 2.5% of base salary Beginning of 15th year and every year thereafter 5% of base salary</p>			
Educational Reimbursement:	Employees may be reimbursed for tuition and fees not to exceed the CSU full-time tuition rate per year for approved classes			
Management Leave:	Management Employees: Up to 100 hours annually; based on department recommendation. Cash out is available up to 50 hours (based on an annual proration).			
Personal Leave:	Confidential Employees: 45 hours each calendar year. Cash out available.			
Vacation:	<p>Up to completion of 4th year: 12 days (96 hours) 5th to completion of 9th year: 14 days (112 hours) 10th to completion of 14th year: 16 days (128 hours) 15th to completion of 19th year: 18 days (144 hours) 20th + years: 20 days (160 hours)</p> <p>Fire Management: Up to completion of 4th year: 12 days (96 hours) 5th to completion of 9th year: 15 days (120 hours) 10th to completion of 14th year: 17 days (135 hours) 15th to completion of 19th year: 19 days (152 hours) 20th + years: 21 days (168 hours)</p>			
Holidays:	Regular -10 days (80 hours)			

	Floating - 2 day (16 hours)
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
Bilingual Pay:	\$100/mo.
Probation Period:	Twelve months
Employee Assistance (EAP): (EAP):	City Paid: \$1.88/month