

## BENEFITS SUMMARY 2017

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)				
<b>Salary Increases:</b>	<b>Last:</b> 01/9/16 – 2% <b>Next:</b> 01/2018 – 2%			
<b>Term of Agreement</b>	January 9, 2016 through December 31, 2018			
<b>Classic Member</b>  <b>Retirement:</b> <b>Member of PERS</b> <b>agency or reciprocal</b> <b>agency as of</b> <b>01/01/2013</b>	Public Employee Retirement System (PERS) Formula – 2.7% @ 55 Single Highest Year Compensation Contributions ~ Employer: 24.666% Employee: 8% EPMC: Yes – 6.197% Survivor Benefit: \$3.00			
<b>New Member</b>  <b>Retirement:</b> <b>New member as of</b> <b>01/1/2013</b>	Public Employee Retirement System (PERS) Formula – 2% @ 62 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 24.666% Employee: 6.25% EPMC: No Survivor Benefit: \$3.00			
<b>Social Security:</b>	City Employees do not contribute to Social Security			
<b>Deferred Compensation:</b>	Option for \$100 to go towards health insurance or deferred comp; 3% City Contribution after five (5) years of continuous service			
<b>Health and Welfare:</b>	Cafeteria Flex Credit	<b>12/2016</b> \$1296/mo. \$168/mo.	<b>12/2017</b> \$1321/mo. \$168/mo.	<b>12/1/18</b> \$1347/mo. \$168/mo.
<b>Medicare:</b>	1.45%			
<b>Retiree Health Benefits:</b>	Tier 1 – Employees hired prior to 1/1/2004 Tier 2 – Employees hired <u>on or after</u> 1/1/2004 and prior to 1/1/2014 Tier 3 – Employee hired on or after 1/1/2014 See MOU for specifics: <a href="http://www.roseville.ca.us/hr/memoranda_of_understanding.asp">www.roseville.ca.us/hr/memoranda_of_understanding.asp</a> (IBEW)			
<b>Life Insurance:</b> <b>Dependent life:</b> <b>Supplemental Life</b>	City Paid - Two times annual salary (\$.125/\$1000)/\$.025/\$1000 AD&D City Paid - Dependent Life \$5000 Spouse/\$2000 or \$500 Dependent Child Employee Paid – Supplemental life insurance (employee, spouse, dependent)			
<b>Short Term Disability</b>	Employee Paid – 7 day waiting period; 55% of your weekly earnings			
<b>Long Term Disability:</b>	\$.413/\$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			
<b>Longevity:</b>	For employees hired before May 5, 2012, beginning of the 10th year 2.5% of base salary and every year thereafter Beginning of the 15 <sup>th</sup> year 2.5% of base salary and every year thereafter			
<b>Educational Incentive/ Certificate Pay:</b>	Power Engineer I/II: CA Professional Engineer Certificate - 5%  Electric System Dispatcher and Senior Electric System Dispatcher: NERC Certificate-3%			

<b>Educational Incentive/ Certificate Pay (continued)</b>	<p><u>Electric /Environmental Department staff:</u> Crane Certification 2.5%; Electric management staff will designate up to 5 eligible employees and EU staff will designate up to 3 eligible employees in maintenance</p> <p><u>Water and Wastewater Classifications:</u> Up to eight members from each division will receive 2.5% additional pay for maintaining a Class A driver's license</p> <p><u>Senior Water Distribution Worker (Maximum 4%)</u> Cross Connection Control Specialist – 1% Backflow Tester Certification – 1 % Distribution Operator Grade 4 or Grade 5 (DPH) - (cumulative) – 1% Treatment Operator Grade 1, 2, 3, 4, or 5 (DPH) (non-cumulative) – 1% Crane Certification (max six staff in series to be appointed by EU management) - 2.5%</p> <p><u>Water Distribution Worker II (Maximum 4%):</u> Cross Connection Control Specialist – 1% Backflow Tester Certification – 1 % Conservation Certification – 1% Distribution Operator Grade 3, 4 or 5 (DPH)(cumulative) – 1% Treatment Operator Grade 1, 2, 3, 4, or 5 (non-cumulative) – 1% Crane Certification (max six staff in series to be appointed by EU management) - 2.5%</p> <p><u>Sr. Wastewater Utility Maintenance Worker (Maximum 4%):</u> CWEA Grade 3 or Grade 4 (cumulative) – 1% Collection System Maintenance – 1% Environmental Compliance Inspection – 1% Crane Certification (max six staff in series to be appointed by EU Mgmt. staff) 2.5%</p> <p><u>Wastewater Utility Maintenance Worker II (Maximum 4%):</u> CWEA Grade 2, Grade 3 or Grade 4 (cumulative) – 1% Collection System Maintenance – 1% Environmental Compliance Inspection – 1% Crane Certification (max six staff in series to be appointed by EU Mgmt. staff) – 2.5%</p> <p><u>Water Conservation Worker II</u> Water Use Efficiency Practitioner Grade 1, 2, 3 (AWWA) (cumulative) – 1% Distribution Operator Grade 2 (DPH) – 1%</p> <p><u>Water Conservation Worker I</u> Water Use Efficiency Practitioner Grade 1, 2 (AWWA) (non-cumulative) – 1% Distribution Operator Grade 1,2 (DPH) (non-cumulative) – 1% Certified Landscape Irrigation Auditor (CLIA) – 1%</p> <p><u>Water Conservation Specialist</u> Water Use Efficiency Practitioner Grade 2, 3 (AWWA) (cumulative) – 1% Distribution Operator Grade 2 (DPH) – 1%</p>
<b>Educational Reimbursement:</b>	Tuition and fees connected with job-related educational courses up to \$150.00 per course, not to exceed \$300.00 per year
<b>Personal Leave</b>	45 hours per calendar year
<b>Vacation:</b>	Up to completion of 4 <sup>th</sup> year: 12 days (96 hours) 5 <sup>th</sup> to completion of 9 <sup>th</sup> year: 14 days (112 hours) 10 <sup>th</sup> to completion of 14 <sup>th</sup> year: 16 days (128 hours) 18 days (144 hours) 20 days (160 hours)

	15 <sup>th</sup> to completion of 19 <sup>th</sup> year: 20 <sup>th</sup> + years:
<b>Holidays:</b>	Regular: 11 days (88 hours) Floating: 1 day (8 hours) Shift workers: 110 hours
<b>Sick Leave:</b>	12 days (96 hours) per year – At retirement a portion of sick leave can be cashed out and/or converted to retirement credit
<b>Standby Pay</b>	Monday-Friday Standby 1 ½ hours straight time rate/day Saturday, Sunday & Holiday Standby 3 hours straight time rate/ day Weekly Standby 13.5 hours straight time rate/week
<b>Uniform Allowance:</b>	Employees required to wear uniform that is not provided will receive annually \$235 in jean allowance. City will cover replacement and maintenance as needed of safety boots up to \$250. Climbing Boot replacement and maintenance will be provided up to \$400.
<b>Meal Allowance:</b>	\$20.00 meal allowance/All Overtime (emergency or scheduled) worked contiguously (before or after) to an employee's regularly scheduled shift for a minimum of two (2) hours shall entitle the employee to one (1) meal allowance for each additional four (4) hours of contiguous overtime worked.
<b>Call Back:</b>	Minimum of two (2) hours and will be compensated in accordance with Article II (Overtime) of the MOU
<b>Bilingual Pay:</b>	\$100/month for Spanish speaking
<b>Probation Period:</b>	Twelve months
<b>Employee Assistance (EAP):</b>	City Paid - \$2.18/month