

MANAGEMENT/CONFIDENTIAL

Salary Increases:	Last: 01/09/16 – 2% Next: January 2018 - 2%		
Term of Agreement:	January 1, 2016 through December 31, 2018		
Classic Member Retirement: Member of PERS agency or reciprocal agency as of 01/01/2013	Miscellaneous		Public Safety
	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		Public Employee Retirement System (PERS) Formula - 3% @ 50 Single Highest Year Compensation Contributions ~ Employer: 39.056% Employee: 9% EPMC: Yes Survivor Benefit: \$3.00
New Member Retirement: New member as of 01/1/2013	Miscellaneous		Public Safety
	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		Public Employee Retirement System (PERS) Formula – 2.7% @ 57 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 39.056% Employee: 12.25% EPMC: No Survivor Benefit: \$3.00
Social Security:	City Employees do not contribute to Social Security		
Deferred Comp:	01/2017 2% after 5 years of service; 01/2018 3% after 5 years of service		
Health and Welfare:	Cafeteria Plan	12/01/16	12/01/17
	Flex Credit	\$1296/mo. \$168/mo.	\$1321/mo. \$168/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/hr/memoranda_of_understanding.asp (Management/Confidential)		
Medicare:	1.45%		
Life Insurance:	City Paid - Two times annual salary (\$.125/\$1000)/\$.025/\$1000 AD&D		
Dependent Life:	City Paid - Dependent Life \$5000 Spouse/\$2000 or \$500 Dependent Child		
Supplemental Life:	Employee Paid – Supplemental life insurance (employee, spouse, dependent)		
Short Term Disability	Employee Paid – 7 day waiting period; 55% of your weekly earnings		
Long Term Disability:	\$.266/\$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:	Confidential Employees: Beginning of the 10th year 2.5% of base salary		
	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 19 th year 5.0% of base salary Beginning of 20th year and every year thereafter 7.5% of base salary		

	Police Lieutenants and Captains: Beginning of 10th year to end of 14 th year 2.5% of base salary Beginning of 15th year and every year thereafter 5% of base salary
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 pro-ration).
Personal Leave:	Confidential Employees: 40 hours each calendar year. Cash out available.
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) Fire Management: Up to completion of 4 th year: 12 days (96 hours) 5 th to completion of 9 th year: 15 days (120 hours) 10 th to completion of 14 th year: 17 days (135 hours) 15 th to completion of 19 th year: 19 days (152 hours) 20 th + years: 21 days (168 hours)
Holidays:	Regular -11 days (88 hours) Floating - 1 day (8 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):	City Paid: \$2.18/month