

BENEFITS SUMMARY 2017

INTERNATIONAL UNION OF OPERATING ENGINEERS STATIONARY ENGINEERS LOCAL 39

Salary Increases:	Last: 2/6/16 – 2% Next: 1/2018 – 2%			
Term of Agreement:	February 3, 2016 – December 31, 2018			
Classic Member Retirement: Member of PERS agency or reciprocal agency as of 01/01/2013	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			
New Member Retirement: New member as of 01/1/2013	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			
Social Security:	City Employees do not contribute to Social Security			
Deferred Comp:	3% City contribution after five (5) years of service			
Health and Welfare:	Cafeteria Flex Credit	12/2016 \$1296/mo. \$168/mo.	12/2017 \$1321/mo. \$168/mo.	12/1/18 \$1347/mo. \$168/mo.
Medicare:	1.45%			
Retiree Health Benefits:	Tier 1 – Employees hired prior to 1/1/2005 Tier 2 – Employees hired <u>on or after</u> 1/1/2005 and prior to 1/1/2014 Tier 3 – Employee hired on or after 1/1/2014 See MOU for specifics: www.roseville.ca.us/hr/memoranda_of_understanding.asp (Local 39)			
Life Insurance: Dependent Life: Supplemental Life:	City Paid – Two times annual salary City Paid – Dependent Life Spouse \$5000, Children \$2000 or \$500 Employee Paid – Supplemental Life Insurance (employee, spouse, dependent)			
Long Term Disability:	\$.448/\$100 of salary; 60 day waiting period - City Paid after five (5) years of service			
Longevity:	<p><u>For employees hired prior to February 6, 2016:</u> Beginning of the 10th year 2.5% of base salary Beginning of 15th year an additional 2.5% of base salary</p> <p><u>For employees hired on or after February 6, 2016 who receive a satisfactory or above annual performance review shall receive an annual lump sum performance bonus as follows:</u> Beginning of the 10th year to completion of the 14th year – 2.5% of the annual base salary</p>			

Educational Incentive/ Certificate Pay:	Beginning of the 15 th year and every year thereafter – 5% of the annual base salary																
	<u>Engineering Classifications:</u> Professional Engineer Certificate - 5%																
	<u>Natural Resource Specialist:</u> Arborist Certification - 2.5%																
	<u>Sr. Parks Maintenance Worker/Park Maintenance Worker II:</u> Playground Safety Inspector Certification or Certified Pesticide Applicator Certification – 1.5%																
	<small>(Sr. Parks Maintenance Worker/Park Maintenance Worker II is eligible for compensation for one of these two certificates, depending on assignment)</small>																
	Certified Pool Operator Certificate – 2.5%																
	<small>(A minimum of two but not more than four will be designated.)</small>																
	Class B Driver’s License – 2.5% (3 employees will be designated)																
	<u>Streets Maintenance Worker II/Sr. Street Maintenance Worker</u> Certified Pesticide Applicator Certificate - 1.5% (As designated by Department Head)																
	<u>Refuse Truck Driver I/II</u> Class A commercial driver’s license with applicable endorsements - 2.5% (Maximum of 3 designated)																
Crane Certification – 2.5% (2 employees will be designated in E.U.)																	
Water/Wastewater Certifications:																	
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Shift Differential:	Employees receive 2.5% of the base hourly rate of eight hours or more where 50% of the shift falls between the hours of 10 p.m. and 6 a.m. No shift differential will be paid on sick leave, vacation, CTO or any other time off or for overtime or allowable sleep time.										
Educational Reimbursement:	Employees may be reimbursed for tuition and fees not to exceed \$1500 per fiscal year.										
Personal Leave	45 hours per calendar year. In 2016, 30 hours may be cashed out. In 2017, 40 hours may be cashed out.										
Vacation:	<p>Up to completion of 4th year: 12 days 5th to completion of 9th year: 14 days 10th to completion of 14th year: 16 days 15th to completion of 19th year: 18 days 20th + years: 20 days</p> <p>Each full-time classified employee in the Treatment Plants working a twenty-four hour shift shall accrue vacation leave with pay as follows:</p> <table> <tr> <td>1 – 4 years</td> <td>6 shifts (144 hrs)</td> </tr> <tr> <td>5 - 9 years</td> <td>7 shifts (168 hrs)</td> </tr> <tr> <td>10 - 14 years</td> <td>8 shifts (192 hrs)</td> </tr> <tr> <td>15 - 19 years</td> <td>9 shifts (216 hrs)</td> </tr> <tr> <td>20 + years</td> <td>10 shifts (240 hrs)</td> </tr> </table>	1 – 4 years	6 shifts (144 hrs)	5 - 9 years	7 shifts (168 hrs)	10 - 14 years	8 shifts (192 hrs)	15 - 19 years	9 shifts (216 hrs)	20 + years	10 shifts (240 hrs)
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Holidays:	Regular -11 days (88 hours) Floating - 1 day (8 hours) 110 hours for shift workers Treatment Plant shift workers - 6 shifts (144 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										
Standby:	Monday – Friday: 1.5 hours straight time per day; Saturday, Sunday & Holiday: 3 hours straight time per day; Weekly: 13.5 hours straight time per week										
Meal Allowance:	Employee is paid a \$20.00 meal allowance for working at least 2 hours of emergency overtime contiguously (before or after) to their regularly scheduled shift										
Uniform Allowance:	\$300 per year or City provides shirts/pants and pays for maintenance \$200 Safety Boot/Show allowance to designated classifications listed in MOU										
Bilingual Pay:	At the discretion of the Department Head and upon certification by the Human Resources Department, employees may be compensated \$100.00 per month bilingual pay for other languages used including sign language during the course of employment.										
Probation Period:	Twelve months										
Employee Assistance (EAP):	City Paid - \$2.18/month										