

BENEFITS SUMMARY 2017

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)				
Salary Increases:	Last: 01/9/16 – 2% Next: 01/2018 – 2%			
Term of Agreement	January 9, 2016 through 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 Compensation:	Option for \$100 to go towards health insurance or deferred comp; 3% City Contribution after five (5) years of continuous service			
Health and Welfare:		12/2016	12/2017	12/1/18
	Cafeteria	\$1296/mo.	\$1321/mo.	\$1347/mo.
	Flex Credit	\$168/mo.	\$168/mo.	\$168/mo.
Medicare:	1.45%			
Retiree Health Benefits:	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: www.roseville.ca.us/hr/memoranda_of_understanding.asp (IBEW)			
Life Insurance: Dependent life: Supplemental Life	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)			
Short Term Disability	Employee Paid – 7 day waiting period; 55% of your weekly earnings			
Long Term Disability:	\$.413/\$100 of salary; 60 day waiting period - City Paid after five (5) years of service			
Longevity:	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 th year 2.5% of base salary and every year thereafter			
Educational Incentive/ Certificate Pay:	<u>Power Engineer I/II:</u> CA Professional Engineer Certificate - 5% <u>Electric System Dispatcher and Senior Electric System Dispatcher:</u> NERC Certificate-3%			

Educational Incentive/ Certificate Pay (continued)	<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>
Educational Reimbursement:	Tuition and fees connected with job-related educational courses up to \$150.00 per course, not to exceed \$300.00 per year
Personal Leave	45 hours per calendar year
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 days (160 hours)

	20 th + years:
Holidays:	Regular: 11 days (88 hours) Floating: 1 day (8 hours) Shift workers: 110 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
Uniform Allowance:	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.
Meal Allowance:	\$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.
Call Back:	Minimum of two (2) hours and will be compensated in accordance with Article II (Overtime) of the MOU
Bilingual Pay:	\$100/month for Spanish speaking
Probation Period:	Twelve months
Employee Assistance (EAP):	City Paid - \$2.18/month