

## **BENEFITS SUMMARY 2014**

## ROSEVILLE FIREFIGHTERS ASSOCIATION (RFF)

Salary Increases:	Last: 07/12/14 – 2%		
Term of Agreement:	November 20, 2013 through December 31, 2014		
Classic Member	Public Safety Public Employee Retirement System	Miscellaneous Public Employee Retirement System	
Retirement:	(PERS) Formula - 3% @ 50	(PERS) Formula – 2.7% @ 55	
Member of PERS	Single Highest Year Compensation Contributions ~	Single Highest Year Compensation Contributions ~	
agency or reciprocal agency as of	Employer: 35.724% (Employees	Employer: 22.455%	
01/01/2013	Contribute 9%)	Employee: 8%	
01/01/2013	Employee: 9% (City Paid 9%)	EPMC: No	
	EPMC: Yes	Survivor Benefit: \$3.00	
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	Public Safety	Miscellaneous	
New Member		Public Employee Retirement System (PERS)	
Retirement:	Formula – 2.7% @ 57	Formula – 2% @ 62	
New member as of	Highest Average Annual	Highest Average Annual	
01/1/2013	Compensation over a three year	Compensation over a three year	
	period Contributions ~	period Contributions ~	
	Employer: 35.724%	Employer: 22.455%	
	Employee: 12.25%	Employee: 6.25% (Employees	
	EPMC: No	Contribute 6.25%)	
	Survivor Benefit: \$3.00	EPMC: No	
	, , , , , , , , , , , , , , , , , , , ,	Survivor Benefit: \$3.00	
Social Security:	City Employees do not contribute to S	ocial Security	
Deferred Comp:	No City Contribution; A plan is available if employees elect to participate		
Health and Welfare:	Cafeteria Plan \$1248/mo. Flex Credit \$168/mo.		
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		
Retiree Health	Tier 1 – Employees hired prior to 1/1/2004		
Benefits:	Tier 2 – Employees hired on or after 1/1/2004 and before 1/1/2012		
	Tier 3 – Employee hired on or after 1/1/2012 See MOU for specifics: <a href="www.roseville.ca.us/hr/memoranda_of_understanding.asp">www.roseville.ca.us/hr/memoranda_of_understanding.asp</a> (RFF)		
Long Term Disability:	No City Contribution; \$.434/\$100 of salary; 60 day waiting period		
Longevity:	Beginning of the 10 <sup>th</sup> year 2.5% of base salary		
	Beginning of the 15 <sup>th</sup> year 5% of base		
	Beginning of the 20 <sup>th</sup> year 7.5% (not compounded)		
Educational Incentive/	AA Degree or CSFM Fire Officer's Certificate: 5%		
Certificate Pay:	BA Degree or CSFM Chief Fire Officer's Certificate: 10% (degree with		
	CSFM Officer's cert. cumulative/ incentive not to exceed 12.5% increasing		
	to 15% 11/01/14)		
	Hazardous Materials Technician/Specialist Certification and assigned to		
	HMRT receive 2.5% of base pay bi-weekly		

	Hazardous Materials Technician/Specialist Certification and assigned to the		
	Task Force receive 5% base pay bi-weekly		
	Rescue Task Force Certification and assigned to the TASK Force receives		
	5%, possesses certificates but not assigned to TASK Force 2.5-%		
Paramedic Pay:	Captains: 4% of base pay		
	Engineers: 5% of base pay		
	Paramedics: Included in base pay		
Vacation:	Shift Workers:		
	Up to completion of 4 <sup>th</sup> year: 6 shifts		
	5 <sup>th</sup> to completion of 9 <sup>th</sup> year: 8 shifts		
	10 <sup>th</sup> to completion of 14 <sup>th</sup> year: 9 shifts		
	15 <sup>th</sup> to completion of 19 <sup>th</sup> year: 10 shifts		
	20 <sup>th</sup> + years: 11 shifts		
	20 + years.		
	N. 01.77.14		
	Non-Shift Workers:		
	Up to completion of 4 <sup>th</sup> year: 12 days		
	5 <sup>th</sup> to completion of 9 <sup>th</sup> year: 15 days		
	10 <sup>th</sup> to completion of 14 <sup>th</sup> year: 17 days		
	15 <sup>th</sup> to completion of 19 <sup>th</sup> year: 19 days		
	20 <sup>th</sup> + years: 21 days		
Holidays:	Shift Workers: 168 hours		
	Non-Shift Workers: 96 hours		
Sick Leave:	6 shifts per year – At retirement a portion of sick leave can be cashed out		
	and/or converted to retirement credit		
Uniform Allowance:	Uniforms and cleaning provided		
Probation Period:	After completion of Fire Academy- Twelve (12) months (New Hires only)		