BENEFITS SUMMARY 2014

MANAGEMENT/CONFIDENTIAL

Salary Increases:	**Last:** 07/02/11 – 3%	**Next:** 07/12/14 – 1.5% 01/10/15 – 1.5%
Term of Agreement:	October 19, 2013 through December 31, 2015	
Retirement: **Member of PERS agency or reciprocal agency as of 01/01/2013**	Miscellaneous Public Employee Retirement System (PERS) Formula – 2.7% @ 55 Single Highest Year Compensation Contributions ~ Employer: 21.752% (Employees Contribute 6.197%) Employee: 8% (Employees Contribute 1.083%; City Contributes 6.197%) EPMC: Yes – 6.197% Survivor Benefit: $3.00	Public Safety Public Employee Retirement System (PERS) Formula - 3% @ 50 Single Highest Year Compensation Contributions ~ Employer: 34.311% (Employees Contribute 9%) Employee: 9% (City Paid 9%) EPMC: Yes Survivor Benefit: $3.00
Retirement: **New member as of 01/1/2013**	Miscellaneous Public Employee Retirement System (PERS) Formula – 2% @ 62 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 20.230% Employee: 6.25% EPMC: No Survivor Benefit: $3.00	Public Safety Public Employee Retirement System (PERS) Formula – 2.7% @ 57 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 31.298% Employee: 12.5% EPMC: No Survivor Benefit: $3.00
Social Security:	City Employees do not contribute to Social Security	
Deferred Comp:	No City Contribution; 457 and 401A plans are available if employees elect to participate	
Health and Welfare:	**January 1, 2014** Cafeteria $1248/mo. Flex Credit $168/mo.	**December 1, 2015** $1272/mo. $168/mo.
Retiree Health Benefits	Tier 1 – Employees hired prior to 1/1/2004 Tier 2 – Employees hired on or after 1/1/2004, but before 1/1/2014 Tier 3 – Employee hired on or after 1/1/2014 See Terms, Conditions & Understandings for specifics: www.roseville.ca.us/hr/memoranda_of_understanding.asp (Management/Confidential)	
Medicare:	1.45%	
Life Insurance: **Dependent Life:**	City Paid - Two times annual salary ($.125/$1000)/$.025/$1000 AD&D City Paid - Dependent Life $5000 Spouse/$2000 or $500 Dependent Child	
Long Term Disability:	$.266/$100 of salary; 60 day waiting period – City Paid after Five (5) years of service	
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 19th 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 14th 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 40 hours (based on an annual pro-ration).
Personal Leave:	Confidential Employees: 40 hours each calendar year. Cash out available.
Vacation:	Up to completion of 4th year: 12 days (96 hours) 5th to completion of 9th year: 14 days (112 hours) 10th to completion of 14th year: 16 days (128 hours) 15th to completion of 19th year: 18 days (144 hours) 20th + years: 20 days (160 hours) Fire Management: Up to completion of 4th year: 12 days (96 hours) 5th to completion of 9th year: 15 days (120 hours) 10th to completion of 14th year: 17 days (135 hours) 15th to completion of 19th year: 19 days (152 hours) 20th + 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:	Management Employees: Twelve months Confidential Employees: Six months