

BENEFITS SUMMARY 2014

INTERNATIONAL UNION OF OPERATING ENGINEERS STATIONARY ENGINEERS LOCAL 39

Salary Increases:	Last: 07/12/14 – 1.5%	Next: 01/10/15 – 1.5%									
Term of Agreement:	December 14, 2013 – December 31, 2015										
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: 22.455% (Employees Contribute 6.197%) Employee: 8% (Employees Contribute 1.803%; City Contributes 6.197%) 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: 22.455% Employee: 6.25% (Employees Contribute 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:		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 35%; text-align: center;">January 1, 2014</th> <th style="width: 35%; text-align: center;">December 1, 2015</th> </tr> </thead> <tbody> <tr> <td>Cafeteria</td> <td style="text-align: center;">\$1284/mo.</td> <td style="text-align: center;">\$1284/mo.</td> </tr> <tr> <td>Flex Credit</td> <td style="text-align: center;">\$132/mo.</td> <td style="text-align: center;">\$156/mo.</td> </tr> </tbody> </table>		January 1, 2014	December 1, 2015	Cafeteria	\$1284/mo.	\$1284/mo.	Flex Credit	\$132/mo.	\$156/mo.
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Cafeteria	\$1284/mo.	\$1284/mo.									
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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)										
Long Term Disability:	\$.448/\$100 of salary; 60 day waiting period - City Paid after five (5) years of service										
Longevity:	Beginning of the 10th year 2.5% of base salary Beginning of 15 th year an additional 2.5% of base salary										
Educational Incentive/ Certificate Pay:	<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% (Sr. Parks Maintenance Worker/Park Maintenance Worker II is eligible for compensation for one of these two certificates, depending on assignment) <u>Park Maintenance Workers/Sr. Parks Maintenance Workers</u> Certified Pool Operator Certificate – 2.5% (2 to 4 will be designated) (Management will designate a minimum of two but not more than four Park Maintenance Workers I/II and/or										

Senior Parks Maintenance Workers.)

Class B Driver's License – 2.5% (3 will be designated)
 Crane Certification – 2.5% (2 will be designated in E.U.)
 Water/Wastewater Certifications:

	<u>Water Treatment Plant Operator</u>	<u>%</u>
Water Treatment Plant Operator 3	<u>Water Treatment Plant Operator 4,5 (DPH) (cumulative)</u>	<u>1%</u>
	<u>Distribution Operator Grade 2, 3 (DPH) (non-cumulative)</u>	<u>1%</u>
Water Treatment Plant Operator 2	<u>Water Treatment Plant Operator 3,4,5 (DPH) (cumulative)</u>	<u>1%</u>
	<u>Distribution Operator Grade 2, 3 (DPH) (non-cumulative)</u>	<u>1%</u>

	<u>Wastewater Treatment Plant Operator</u>	<u>%</u>
Wastewater Treatment Grade 3 Operator, Shift Operator	<u>Wastewater Treatment Plant Operator Certificate 4, 5 (SWRCB) (cumulative)</u>	<u>1%</u>
	<u>CWEA Collections Grade 1 (DPH)</u>	<u>1%</u>
	<u>Laboratory Certification, Level 1 (CWEA)</u>	<u>1%</u>
Wastewater Treatment Grade 2 Operator	<u>Wastewater Treatment Plant Operator Certificate 3, 4, 5 (SWRCB) (cumulative)</u>	<u>1%</u>
	<u>CWEA Collections Grade 1</u>	<u>1%</u>
	<u>Laboratory Certification, Level 1 (CWEA)</u>	<u>1%</u>

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	40 hours per calendar year (30 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> <tbody> <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> </tbody> </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:	1 hour straight time per workday; 1.5 hours straight time per non-workday (\$20 minimum)
Meal Allowance:	Employee is paid a \$12.00 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 Boot allowance to designated classifications listed in MOU
Bilingual Pay:	\$100 per month for Spanish speaking
Probation Period:	Six months