BENEFITS SUMMARY 2015

INTERNATIONAL UNION OF OPERATING ENGINEERS
STATIONARY ENGINEERS
LOCAL 39

Salary Increases:	**Last:** 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% 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: 22.455% 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:		**January 1, 2014**	**December 1, 2015**
	Cafeteria	$1284/mo.	$1284/mo.
	Flex Credit	$132/mo.	$156/mo.
Medicare:	1.45%		
Retiree Health Benefits:	Tier 1 – Employees hired prior to 1/1/2005 Tier 2 – Employees hired on or after 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:	Beginning of the 10th year 2.5% of base salary Beginning of 15th year an additional 2.5% of base salary		
Educational Incentive/ Certificate Pay:	Engineering Classifications: Professional Engineer Certificate - 5% Natural Resource Specialist: Arborist Certification - 2.5% Sr. Parks Maintenance Worker/Park Maintenance Worker II: 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)

Park Maintenance Workers/Sr. Parks Maintenance Workers
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:

	Water Treatment Plant Operator	**%**
Water Treatment Plant Operator 3	Water Treatment Plant Operator 4,5 (DPH) (cumulative) Distribution Operator Grade 2, 3 (DPH) (non-cumulative)	1% 1%
Water Treatment Plant Operator 2	Water Treatment Plant Operator 3,4,5 (DPH) (cumulative) Distribution Operator Grade 2, 3 (DPH) (non-cumulative)	1% 1%

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

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:	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 Each full-time classified employee in the Treatment Plants working a twenty-four hour shift shall accrue vacation leave with pay as follows: 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)
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