BENEFITS SUMMARY 2015

ROSEVILLE FIREFIGHTERS ASSOCIATION (RFF)

Salary Increases:	**Last:** 07/12/14 – 2%	
Term of Agreement:	November 20, 2013 through December 31, 2014	
Classic Member **Retirement:** **Member of PERS agency or reciprocal agency as of 01/01/2013**	Public Safety Public Employee Retirement System (PERS) Formula - 3% @ 50 Single Highest Year Compensation Contributions ~ Employer: 35.724% Employee: 9% EPMC: Yes Survivor Benefit: $3.00	Miscellaneous Public Employee Retirement System (PERS) Formula – 2.7% @ 55 Single Highest Year Compensation Contributions ~ Employer: 22.455% Employee: 8% EPMC: No Survivor Benefit: $3.00
New Member **Retirement:** **New member as of 01/1/2013**	Public Safety Public Employee Retirement System (PERS) Formula – 2.7% @ 57 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 35.724% Employee: 12.25% EPMC: No Survivor Benefit: $3.00	Miscellaneous 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:	No City Contribution; A plan is available if employees elect to participate	
Health and Welfare:	Cafeteria Plan $1248/mo. Flex Credit $168/mo.	
Medicare:	1.45%	
Life Insurance: **Dependent Life:** **Supplemental Life:**	City Paid - Two times annual salary ($.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)	
Retiree Health Benefits:	Tier 1 – Employees hired prior to 1/1/2004 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: www.roseville.ca.us/hr/memoranda_of_understanding.asp (RFF)	
Supplemental Life:	Employee Paid – 7 day waiting period; 55% of your weekly earnings	
Long Term Disability:	No City Contribution; $.434/$100 of salary; 60 day waiting period	
Longevity:	Beginning of the 10th year 2.5% of base salary Beginning of the 15th year 5% of base salary Beginning of the 20th year 7.5% (not compounded)	
Educational Incentive/ Certificate Pay:	AA Degree or CSFM Fire Officer's Certificate: 5% 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 4th year: 6 shifts 5th to completion of 9th year: 8 shifts 10th to completion of 14th year: 9 shifts 15th to completion of 19th year: 10 shifts 20th + years: 11 shifts Non-Shift Workers: Up to completion of 4th year: 12 days 5th to completion of 9th year: 15 days 10th to completion of 14th year: 17 days 15th to completion of 19th year: 19 days 20th + 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