BENEFITS SUMMARY 2014

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)

Salary Increases:	Last: 07/12/2014 – 1.5%	Next: 01/10/15 – 1.5%
Term of Agreement	October 19, 2013 through 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 Compensation:	Option for $100 to go towards health insurance or deferred comp; 3% City Contribution after five (5) years of service	
Health and Welfare:	Cafeteria Plan Allowance - $1248 per month Flex Plan Credit - $168 per month	
Medicare:	1.45%	
Retiree Health Benefits:	Tier 1 – Employees hired prior to 1/1/2004 Tier 2 – Employees hired on or after 1/1/2004 and prior to 1/1/2014 Tier 3 – Employee hired on or after 1/1/2014 See MOU for specifics: www.roseville.ca.us/hr/memoranda_of_understanding.asp (IBEW)	
Life Insurance: **Dependent life:**	City Paid - Two times annual salary ($.125/$1000)/$.025/$1000 AD&D City Paid - Dependent Life $5000 Spouse/$2000 or $500 Dependent Child	
Long Term Disability:	$.448/$100 of salary; 60 day waiting period - City Paid after five (5) years of service	
Longevity:	For employees hired before May 5, 2012, beginning of the 10th year 2.5% of base salary and every year thereafter Beginning of the 15th year 2.5% of base salary and every year thereafter	
Educational Incentive/ Certificate Pay:	Assistant Power Engineer and Power Engineer: Professional Engineer Certificate - 5% Electric System Dispatcher and Senior Electric System Dispatcher: NERC Certificate-3% Electric /Environmental Department staff: Crane Certification 2.5%; Electric management staff will designate up to 5	

Educational Incentive/ Certificate Pay (continued)	eligible employees and EU staff will designate up to 3 eligible employees in maintenance <u>Water and Wastewater Classifications:</u> Up to six members from each division will receive 2.5% additional pay for maintaining a Class A driver's license <u>Senior Water Distribution Worker (Maximum 4%)</u> Cross Connection Control Specialist – 1% Backflow Tester Certification – 1 % Distribution Operator Grade 4 or Grade 5 (DPH) - (cumulative) – 1% Treatment Operator Grade 1, 2, 3, 4, or 5 (DPH) (non-cumulative) – 1% Crane Certification (max six staff in series to be appointed by EU management) – 2.5% <u>Water Distribution Worker II (Maximum 4%):</u> Cross Connection Control Specialist – 1% Backflow Tester Certification – 1 % Conservation Certification – 1% Distribution Operator Grade 3, 4 or 5 (DPH)(cumulative) – 1% Treatment Operator Grade 1, 2, 3, 4, or 5 (non-cumulative) – 1% Crane Certification (max six staff in series to be appointed by EU management) - 2.5% <u>Sr. Wastewater Utility Maintenance Worker (Maximum 4%):</u> CWEA Grade 3 or Grade 4 (cumulative) – 1% Collection System Maintenance – 1% Environmental Compliance Inspection – 1% Crane Certification (max six staff in series to be appointed by EU mgmt staff) 2.5% <u>Wastewater Utility Maintenance Worker II (Maximum 4%):</u> CWEA Grade 2, Grade 3 or Grade 4 (cumulative) – 1% Collection System Maintenance – 1% Environmental Compliance Inspection – 1% Crane Certification (max six staff in series to be appointed by EU mgmt staff) – 2.5% <u>Water Conservation Worker II</u> Water Use Efficiency Practitioner Grade 1, 2, 3 (AWWA) (cumulative) – 1% Distribution Operator Grade 2 (DPH) – 1% <u>Water Conservation Worker I</u> Water Use Efficiency Practitioner Grade 1, 2 (AWWA) (non-cumulative) – 1% Distribution Operator Grade 1,2 (DPH) (non-cumulative) – 1% Certified Landscape Irrigation Auditor (CLIA) – 1% <u>Water Conservation Specialist</u> Water Use Efficiency Practitioner Grade 2, 3 (AWWA) (cumulative) – 1% Distribution Operator Grade 2 (DPH) – 1%
Educational Reimbursement:	Tuition and fees connected with job-related educational courses up to $150.00 per course, not to exceed $300.00 per year
Personal Leave	80 hours per calendar year (may be cashed out)
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)
Holidays:	Regular: 11 days (88 hours) Floating: 1 day (8 hours) Shift workers: 110 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
Uniform Allowance:	Combined safety boot & jean allowance $460 or $410 designated by classification as described in MOU / Safety Boot only allowance $175 or $125 by classifications described in MOU
Meal Allowance:	$16.00 meal allowance/All Overtime (emergency or scheduled) worked contiguously (before or after) to an employee's regularly scheduled shift for a minimum of two (2) hours shall entitle the employee to one (1) meal allowance for each additional four (4) hours of contiguous overtime worked.
Call Back:	Minimum of two (2) hours and will be compensated in accordance with Article II (Overtime) of the MOU
Bilingual Pay:	$100/month for Spanish speaking
Probation Period:	Six months