

**MANAGEMENT/CONFIDENTIAL**

<b>Salary Increases:</b>	<b>Last:</b> 01/09/16 – 2% <b>Next:</b> January 2018 - 2%													
<b>Term of Agreement:</b>	January 1, 2016 through December 31, 2018													
<b>Classic Member</b>  <b>Retirement:</b> <b>Member of PERS</b> <b>agency or reciprocal</b> <b>agency as of</b> <b>01/01/2013</b>	<b>Miscellaneous</b> Public Employee Retirement System (PERS) Formula – 2.7% @ 55 Single Highest Year Compensation Contributions ~ Employer: 24.666% Employee: 8% EPMC: Yes – 6.197% Survivor Benefit: \$3.00	<b>Public Safety</b> Public Employee Retirement System (PERS) Formula - 3% @ 50 Single Highest Year Compensation Contributions ~ Employer: 39.056% Employee: 9% EPMC: Yes Survivor Benefit: \$3.00												
<b>New Member</b>  <b>Retirement:</b> <b>New member as of</b> <b>01/1/2013</b>	<b>Miscellaneous</b> Public Employee Retirement System (PERS) Formula – 2% @ 62 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 24.666% Employee: 6.25% EPMC: No Survivor Benefit: \$3.00	<b>Public Safety</b> Public Employee Retirement System (PERS) Formula – 2.7% @ 57 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 39.056% Employee: 12.25% EPMC: No Survivor Benefit: \$3.00												
<b>Social Security:</b>	City Employees do not contribute to Social Security													
<b>Deferred Comp:</b>	01/2017 2% after 5 years of service; 01/2018 3% after 5 years of service													
<b>Health and Welfare:</b>	Cafeteria Plan Flex Credit	<table border="1"> <thead> <tr> <th></th> <th><b>12/01/16</b></th> <th><b>12/01/17</b></th> <th><b>12/01/18</b></th> </tr> </thead> <tbody> <tr> <td></td> <td>\$1296/mo.</td> <td>\$1321/mo.</td> <td>\$1347/mo.</td> </tr> <tr> <td></td> <td>\$168/mo.</td> <td>\$168/mo.</td> <td>\$168/mo.</td> </tr> </tbody> </table>		<b>12/01/16</b>	<b>12/01/17</b>	<b>12/01/18</b>		\$1296/mo.	\$1321/mo.	\$1347/mo.		\$168/mo.	\$168/mo.	\$168/mo.
	<b>12/01/16</b>	<b>12/01/17</b>	<b>12/01/18</b>											
	\$1296/mo.	\$1321/mo.	\$1347/mo.											
	\$168/mo.	\$168/mo.	\$168/mo.											
<b>Retiree Health Benefits</b>	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: <a href="http://www.roseville.ca.us/hr/memoranda_of_understanding.asp">www.roseville.ca.us/hr/memoranda_of_understanding.asp</a> (Management/Confidential)													
<b>Medicare:</b>	1.45%													
<b>Life Insurance:</b> <b>Dependent Life:</b> <b>Supplemental Life:</b>	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)													
<b>Short Term Disability</b>	Employee Paid – 7 day waiting period; 55% of your weekly earnings													
<b>Long Term Disability:</b>	\$.266/\$100 of salary; 60 day waiting period – City Paid after Five (5) years of service													
<b>Longevity:</b>	Confidential Employees: Beginning of the 10th year 2.5% of base salary  <b>Assistant Fire Chief, Fire Division Chief &amp; Fire Battalion Chief:</b> Beginning of 10th year to end of 14th year      2.5% of base salary Beginning of 15th year to end of 19 <sup>th</sup> year      5.0% of base salary Beginning of 20th year and every year thereafter      7.5% of base salary <b>Police Lieutenants and Captains:</b>													

	Beginning of 10th year to end of 14 <sup>th</sup> year                      2.5% of base salary Beginning of 15th year and every year thereafter    5% of base salary
<b>Educational Reimbursement:</b>	Employees may be reimbursed for tuition and fees not to exceed the CSU full-time tuition rate per year for approved classes
<b>Management Leave:</b>	Management Employees: Up to 100 hours annually; based on department recommendation. Cash out is available up to 50 hours (based on an annual pro-ration).
<b>Personal Leave:</b>	Confidential Employees: 40 hours each calendar year. Cash out available.
<b>Vacation:</b>	Up to completion of 4 <sup>th</sup> year:                      12 days (96 hours) 5 <sup>th</sup> to completion of 9 <sup>th</sup> year:                      14 days (112 hours) 10 <sup>th</sup> to completion of 14 <sup>th</sup> year:                      16 days (128 hours) 15 <sup>th</sup> to completion of 19 <sup>th</sup> year:                      18 days (144 hours) 20 <sup>th</sup> + years:                                              20 days (160 hours)  Fire Management: Up to completion of 4 <sup>th</sup> year:                      12 days (96 hours) 5 <sup>th</sup> to completion of 9 <sup>th</sup> year:                      15 days (120 hours) 10 <sup>th</sup> to completion of 14 <sup>th</sup> year:                      17 days (135 hours) 15 <sup>th</sup> to completion of 19 <sup>th</sup> year:                      19 days (152 hours) 20 <sup>th</sup> + years:                                              21 days (168 hours)
<b>Holidays:</b>	Regular -11 days (88 hours) Floating - 1 day (8 hours)
<b>Sick Leave:</b>	12 days (96 hours) per year – At retirement a portion of sick leave can be cashed out and/or converted to retirement credit
<b>Bilingual Pay:</b>	\$100/mo.
<b>Probation Period:</b>	Twelve months
<b>Employee Assistance (EAP):</b>	City Paid: \$2.18/month