

BENEFITS SUMMARY 2015

MANAGEMENT/CONFIDENTIAL

	October 19, 2013 through Decembe Miscellaneous Public Employee Retirement System (PERS) Formula – 2.7% @ 55	Public	Public Safety Employee Retirement System (PERS)	
Classic Member	Miscellaneous Public Employee Retirement System (PERS) Formula – 2.7% @ 55	Public	Public Safety Employee Retirement System (PERS)	
Member of PERS	Single Highest Year Compensation Contributions ~ Employer: 22.455% Employee: 8% EPMC: Yes – 6.197% Survivor Benefit: \$3.00	Single Contrib Emp Emp EPM	la - 3% @ 50 Highest Year Compensation putions ~ loyer: 35.724% loyee: 9% IC: Yes vor Benefit: \$3.00	
Retirement: New member as of 01/1/2013	Miscellaneous Public Employee Retirement System (PERS) Formula – 2% @ 62 Highest Average Annual Compensation over a three year perio Contributions ~ Employer: 22.455% Employee: 6.25% EPMC: No Survivor Benefit: \$3.00	Formu Highes a three Contrik Emp Emp EPM Survi	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	
Social Security:	City Employees do not contribute to Social Security			
Deferred Comp:	No City Contribution; 457 and 401A plans are available if employees elect to participate			
Health and Welfare:	January 1, 2014 Cafeteria \$1248/mo. Flex Credit \$168/mo.	\$	December 1, 2015 61272/mo. 6168/mo.	
Retiree Health Benefits	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: www.roseville.ca.us/hr/memoranda_of_understanding.asp (Management/Confidential)			
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)			
Short Term Disability	Employee Paid – 7 day waiting period; 55% of your weekly earnings			
Long Term Disability:	\$.266/\$100 of salary; 60 day waiting period – City Paid after Five (5) years of service			
Longevity:	Confidential Employees: Beginning of Assistant Fire Chief, Fire Division (Beginning of 10th year to end of 14th Beginning of 15th year to end of 19th Beginning of 20th year and every ye	chief & Fire year year	Battalion Chief: 2.5% of base salary 5.0% of base salary	

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