

MANAGEMENT/CONFIDENTIAL

Salary Increases:	Last: 07/12/14 – 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	Miscellaneous 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	Public Safety Public Employee Retirement System (PERS) Formula - 3% @ 50 Single Highest Year Compensation Contributions ~ Employer: 35.724% (Employees Contribute 9%) Employee: 9% (City Paid 9%) EPMC: Yes Survivor Benefit: \$3.00
New Member 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 period Contributions ~ Employer: 22.455% Employee: 6.25% (Employees Contribute 6.25%) EPMC: No Survivor Benefit: \$3.00	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 \$1272/mo. \$168/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:	City Paid - Two times annual salary (\$.125/\$1000)/\$.025/\$1000 AD&D	
Dependent Life:	City Paid - Dependent Life \$5000 Spouse/\$2000 or \$500 Dependent Child	
Long Term Disability:	\$.266/\$100 of salary; 60 day waiting period – City Paid after Five (5) years of service	
Longevity:	Confidential Employees: Beginning of the 10th year 2.5% of base salary Assistant Fire Chief, Fire Division Chief & Fire Battalion Chief: Beginning of 10th year to end of 14th year 2.5% of base salary Beginning of 15th year to end of 19 th year 5.0% of base salary	

	Beginning of 20th year and every year thereafter 7.5% of base salary Police Lieutenants and Captains: Beginning of 10th year to end of 14 th year 2.5% of base salary Beginning of 15th year and every year thereafter 5% of base salary
Educational Reimbursement:	Employees may be reimbursed for tuition and fees not to exceed the CSU full-time 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)
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 leave can be cashed out and/or converted to retirement credit
Bilingual Pay:	\$100/mo.
Probation Period:	Management Employees: Twelve months Confidential Employees: Six months