

BENEFITS SUMMARY 2020

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)				
Salary Increases:	Last: 04/27/2019			
Term of Agreement	April 27, 2019 – April 30, 2022			
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: 32.530% Employee: 8% 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: 32.530% Employee: 7% EPMC: No Survivor Benefit: \$3.00			
Social Security:	City Employees do not contribute to Social Security			
Deferred Compensation:	Option for \$100/mo. to go towards health insurance or deferred comp; 3% City Contribution after five (5) years of continuous service			
Health and Welfare:		Current	12/01/2020	12/01/2021
	Cafeteria	\$1,347/mo.	\$1347/mo.	\$1347/mo.
	Flex Credit	\$198/mo.	\$228/mo.	\$258/mo.
		\$90 for Family	\$90 for Family	\$90 for Family
		Medical <u>only</u>	Medical <u>only</u>	Medical <u>only</u>
Medicare:	1.45%			
Retiree Health Benefits:	Tier 1 – Employees hired prior to 1/1/2004 Tier 2 – Employees hired <u>on or after</u> 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 (IBEW)			
Life Insurance: Dependent life: Supplemental Life	City Paid - Two times annual salary (\$.125/\$1,000)/\$.025/\$1,000 AD&D City Paid - Dependent Life \$5,000 Spouse and \$2,000 or \$500 (<6 months old) Dependent Child Employee Paid – Supplemental life insurance (employee, spouse, dependent)			
Short Term Disability	A voluntary employee paid benefit – 7 day waiting period; 55% of your weekly earnings with a maximum benefit of \$1,075/week			
Long Term Disability:	\$.413/\$100 of salary; 60 day waiting period - City Paid after five (5) years of service; benefit is 60% of earnings with a maximum benefit of \$6,000/month			
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 15 th year 2.5% of base salary and every year thereafter			
Educational Incentive/ Certificate Pay:	Power Engineer I/II: CA Professional Engineer Certificate - 5%			

Educational Incentive/ Certificate Pay (continued)	<u>NERC Certificate:</u> 3% added to base hourly rate for Electric System Dispatcher and Senior Electric System Dispatcher
	<u>DOT Tanker Endorsement:</u> 1% added to base hourly pay rate where designated by management
	<u>USA Locator Certification:</u> 1% added to base hourly pay rate where designated by management
	<u>Crane Certification:</u> 2.5% added to base hourly pay rate where designated by management
	<u>Class A Driver's License (Water and Wastewater Classifications only):</u> 2.5% added to base hourly pay rate where designated by management
	<u>Senior Water Distribution Worker (Maximum 5%):</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 I-II (Maximum 5%):</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 appointed by EU management) - 2.5%
	<u>Sr. Wastewater Utility Maintenance Worker (Maximum 5%):</u> CWEA Grade 3 or Grade 4 (cumulative) – 1% Collection System Maintenance – 1% Environmental Compliance Inspection – 1% Crane Certification (max six staff in series appointed by EU Mgmt. staff) - 2.5%
	<u>Wastewater Utility Maintenance Worker II (Maximum 5%):</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 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	45 hours per calendar year
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)
Holidays:	Regular: 10 days (80 hours) Floating: 2 days (16 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
Standby Pay	Monday-Friday Standby 1 ½ hours straight time rate/day Saturday, Sunday & Holiday Standby 3 hours straight time rate/ day Weekly Standby 13.5 hours straight time rate/week
Uniform Allowance:	Employees required to wear uniform that is not provided will receive annually \$235 in jean allowance. City will cover replacement and maintenance as needed of safety boots up to \$250. Climbing Boot replacement and maintenance will be provided up to \$400.
Meal Allowance:	\$20.00 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:	Twelve months
Employee Assistance (EAP):	City Paid - \$2.18/month