CITY OF ROSEVILLE CALIFORNIA

BENEFITS SUMMARY 2020

INTERNATIONAL UNION OF OPERATING ENGINEERS STATIONARY ENGINEERS LOCAL 39

Salary Increases:	**Last:** January 2020 - 2%			
Term of Agreement:	June 8, 2019 – December 31, 2021			
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 Comp:	3% City contribution after five (5) years of service			
Health and Welfare:	Cafeteria Flex Credit	**Current** $1,347/mo. $198/mo. $90 for Family Medical only	**12/01/2020** $1347/mo. $228/mo. $90 for Family Medical only	**12/01/2021** $1347/mo. $258/mo. $90 for Family Medical only
Medicare:	1.45%			
Retiree Health Benefits:	Tier 1 – Employees hired prior to 1/1/2005 Tier 2 – Employees hired on or after 1/1/2005 and prior to 1/1/2014 Tier 3 – Employee hired on or after 1/1/2014 See MOU for specifics: www.roseville.ca.us (Local 39)			
Life Insurance: **Dependent Life:** **Supplemental Life:**	City Paid - Two times annual salary ($.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)			
State Disability Insurance	Employee paid benefit – 7 day waiting period			
Long Term Disability:	$.448/$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 $6000/month			
Longevity:	For employees hired prior to February 6, 2016: Beginning of the 10th year 2.5% of base salary			

<table>
<tr><td></td><td>Beginning of 15th year an additional 2.5% of base salary

<u>For employees hired on or after February 6, 2016 who receive a satisfactory or above annual performance review shall receive an annual lump sum performance bonus as follows:</u>
Beginning of the 10th year to completion of the 14th year – 2.5% of the annual base salary

Beginning of the 15th year and every year thereafter – 5% of the annual base salary</td></tr>
<tr><td>Educational Incentive/ Certificate Pay:</td><td><u>Engineering Classifications</u>:
Professional Engineer Certificate - 5%

<u>Natural Resource Specialist:</u>
Arborist Certification - 2.5%

<u>Sr. Parks Maintenance Worker/Park Maintenance Worker II</u>:
Playground Safety Inspector Certification or Certified Pesticide Applicator Certification – 1.5%
(Sr. Parks Maintenance Worker/Park Maintenance Worker II is eligible for compensation for one of these two certificates, depending on assignment)
Certified Pool Operator Certificate – 2.5%
(A minimum of two but not more than four will be designated.)
Class B Driver’s License – 2.5% (3 employees will be designated)

<u>Streets Maintenance Worker II/Sr. Street Maintenance Worker</u>
Certified Pesticide Applicator Certificate - 1.5% (As designated by Department Head)

<u>Refuse Truck Driver I/II</u>
Class A commercial driver’s license with applicable endorsements - 2.5% (Maximum of 3 designated)

Crane Certification – 2.5% (2 employees will be designated in E.U.)

Water/Wastewater Certifications:

<table>
<tr><td></td><td><u>Water Treatment Plant Operator</u></td><td><u>%</u></td></tr>
<tr><td>Water Treatment Plant Operator 3</td><td><u>Water Treatment Plant Operator 4,5 (DPH) (cumulative)</u>

<u>Distribution Operator Grade 2, 3 (DPH) (non-cumulative)</u></td><td><u>1%</u>

<u>1%</u></td></tr>
<tr><td>Water Treatment Plant Operator 2</td><td><u>Water Treatment Plant Operator 3,4,5 (DPH) (cumulative)</u>

<u>Distribution Operator Grade 2, 3 (DPH) (non-cumulative)</u></td><td><u>1%</u>

<u>1%</u></td></tr>
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<table>
<tr><td></td><td><u>Wastewater Treatment Plant Operator</u></td><td><u>%</u></td></tr>
<tr><td>Wastewater Treatment Grade 3 Operator, Shift Operator</td><td><u>Wastewater Treatment Plant Operator Certificate 4, 5 (SWRCB) (cumulative)</u>

<u>CWEA Collections Grade 1 (DPH)</u></td><td><u>1%</u>

<u>1%</u></td></tr>
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<tr><td></td><td>Laboratory Certification, Level 1 (CWEA)</td><td>1%</td></tr>
<tr><td>Wastewater Treatment Grade 2 Operator</td><td>Wastewater Treatment Plant Operator Certificate 3, 4, 5 (SWRCB) (cumulative)

CWEA Collections Grade 1

Laboratory Certification, Level 1 (CWEA)</td><td>1%

1%

1%</td></tr>
</table>
See MOU for more specifics: www.roseville.ca.us/hr/memoranda_of_understanding.asp (Local 39).</td></tr>
<tr><td>Shift Differential:</td><td>Employees receive 2.5% of the base hourly rate of eight hours or more where 50% of the shift falls between the hours of 10 p.m. and 6 a.m. No shift differential will be paid on sick leave, vacation, CTO or any other time off or for overtime or allowable sleep time.</td></tr>
<tr><td>Educational Reimbursement:</td><td>Employees may be reimbursed for tuition and fees not to exceed $1500 per fiscal year.</td></tr>
<tr><td>Personal Leave</td><td>45 hours per calendar year. 45 hours may be cashed out.</td></tr>
<tr><td>Vacation:</td><td>Up to completion of 4th year: 12 days
5th to completion of 9th year: 14 days
10th to completion of 14th year: 16 days
15th to completion of 19th year: 18 days
20th + years: 20 days

Each full-time classified employee in the Treatment Plants working a twenty-four hour shift shall accrue vacation leave with pay as follows:

1 – 4 years 6 shifts (144 hrs)
5 - 9 years 7 shifts (168 hrs)
10 - 14 years 8 shifts (192 hrs)
15 - 19 years 9 shifts (216 hrs)
20 + years 10 shifts (240 hrs)</td></tr>
<tr><td>Holidays:</td><td>Regular -10 days (80 hours)
Floating – 2 days (16 hours)
110 hours for shift workers
Treatment Plant shift workers - 6 shifts (144 hours)</td></tr>
<tr><td>Sick Leave:</td><td>12 days (96 hours) per year – At retirement a portion of sick leave can be cashed out and/or converted to retirement credit</td></tr>
<tr><td>Standby:</td><td>Monday – Friday: 1.5 hours straight time per day; Saturday, Sunday & Holiday: 3 hours straight time per day; Weekly: 13.5 hours straight time per week</td></tr>
<tr><td>Meal Allowance:</td><td>Employee is paid a $20.00 meal allowance for working at least 2 hours of emergency overtime contiguously (before or after) to their regularly scheduled shift</td></tr>
<tr><td>Uniform Allowance:</td><td>$300 per year or City provides shirts/pants and pays for maintenance
$200 Safety Boot/Show allowance to designated classifications listed in MOU</td></tr>
<tr><td>Bilingual Pay:</td><td>At the discretion of the Department Head and upon certification by the Human Resources Department, employees may be compensated $100.00 per month bilingual pay for other languages used including sign language during the course of employment.</td></tr>
<tr><td>Probation Period:</td><td>Twelve months</td></tr>
<tr><td>Employee Assistance (EAP):</td><td>City Paid - $2.18/month</td></tr>
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