

## BENEFITS SUMMARY 2017

### ROSEVILLE FIREFIGHTERS ASSOCIATION (RFF)

<b>Salary Increases:</b>	<b>Last:</b> 01/7/2017 – 2%			
<b>Term of Agreement:</b>	January 7, 2017 through December 31, 2018			
<b>Classic Member</b>  <b>Retirement:</b> <b>Member of PERS agency or reciprocal agency as of 01/01/2013</b>	<u>Public Safety</u> Public Employee Retirement System (PERS) Formula - 3% @ 50 Single Highest Year Compensation Contributions ~ Employer: 39.056% Employee: 9% EPMC: Yes - 9% Survivor Benefit: \$3.00	<u>Miscellaneous</u> Public Employee Retirement System (PERS) Formula – 2.7% @ 55 Single Highest Year Compensation Contributions ~ Employer: 24.666% Employee: 8% EPMC: No Survivor Benefit: \$3.00		
<b>New Member</b>  <b>Retirement:</b> <b>New member as of 01/1/2013</b>	<u>Public Safety</u> 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	<u>Miscellaneous</u> 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>Social Security:</b>	City Employees do not contribute to Social Security			
<b>Deferred Comp:</b>	3% after completion of 5 years of service			
<b>Health and Welfare:</b>	Cafeteria Plan Flex Credit	<b>12/1/2016</b> \$1296/mo. \$168/mo.	<b>12/1/17</b> \$1321/mo. \$168/mo.	<b>12/1/2018</b> \$1347/mo. \$168/mo.
<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>Retiree Health Benefits:</b>	Tier 1 – Employees hired prior to 1/1/2004 Tier 2 – Employees hired <u>on or after</u> 1/1/2004 and before 1/1/2012 Tier 3 – Employee hired on or after 1/1/2012 Tier 4 – Employee hired on or after 8/15/2015 See MOU for specifics: <a href="http://www.roseville.ca.us/hr/memoranda_of_understanding.asp">www.roseville.ca.us/hr/memoranda_of_understanding.asp</a> (RFF)			
<b>Short Term Disability:</b>	Employee Paid – 7 day waiting period; 55% of your weekly earnings			
<b>Long Term Disability:</b>	No City Contribution; \$.413/\$100 of salary; 60 day waiting period			
<b>Longevity:</b>	Beginning of the 10 <sup>th</sup> year 2.5% of base salary Beginning of the 15 <sup>th</sup> year 5% of base salary Beginning of the 20 <sup>th</sup> year 7.5% (not compounded)			

<b>Educational Incentive/ Certificate Pay:</b>	<p><b><u>Education Incentives:</u></b> AA Degree: 5% BA Degree: 10%</p> <p><b><u>CSFM Certificates:</u></b> <b>All:</b> Chief Fire Officer Certification obtained prior to 12/31/18 5% base pay bi-weekly <b>Captain:</b> Company Officer Certificate; or Fire Officer Certificate if obtained prior to 12/31/16 5% base pay bi-weekly <b>Fire Engineer:</b> Fire Apparatus Driver/Operator Pump Apparatus Certificate; or Fire Officer Certificate if obtained prior to 12/31/16 5% base pay bi-weekly <b>Fire Fighter / Paramedic I/II:</b> Fire Fighter II Certificate; or Fire Officer Certificate if obtained prior to 12/31/16 5% base pay bi-weekly <b>Fire Inspection Supervisor, Fire Inspector, Fire &amp; Environmental Safety Inspector I/II:</b> Fire Inspector I Certificate; or Fire Prevention Officer if obtained prior to 12/31/16 5% base pay bi-weekly</p> <p><b>Education Incentives and CSFM Certificates are not to exceed a combined total of 15%</b></p> <p><b><u>Task Force Incentive:</u></b> Hazardous Materials Technician/Specialist Certification and assigned to HMRT receive 2.5% of base pay bi-weekly Hazardous Materials Technician/Specialist Certification and assigned to the Task Force receive 5% base pay bi-weekly Rescue Task Force Certification and assigned to the TASK Force receives 5%, possesses certificates but not assigned to TASK Force 2.5-%</p>
<b>Paramedic Pay:</b>	<p>Captains: 4% of base pay Engineers: 5% of base pay Paramedics: Included in base pay</p> <p>Fire Captains will receive 4% NWCG Engine Boss Certification pay. Any Captain who receives the Paramedic incentive pay is ineligible for the Engine Boss Certification pay.</p> <p>Effective the first full pay period in October 2016, new or promoted employees in the classification of Fire Captain and Fire Captains not receiving Paramedic Incentive pay by this same date will not be eligible for the 4% Paramedic Incentive pay.</p>
<b>Vacation:</b>	<p>Shift Workers:</p> <p>Up to completion of 4<sup>th</sup> year: 6 shifts 5<sup>th</sup> to completion of 9<sup>th</sup> year: 8 shifts 10<sup>th</sup> to completion of 14<sup>th</sup> year: 9 shifts 15<sup>th</sup> to completion of 19<sup>th</sup> year: 10 shifts 20<sup>th</sup> + years: 11 shifts</p> <p>12 days 5<sup>th</sup> to completion of 9<sup>th</sup> year: 15 days</p> <p>14 days 10<sup>th</sup> to completion of 14<sup>th</sup> year: 17 days 21 days</p> <p>16 days</p>

	15 <sup>th</sup> to completion of 19 <sup>th</sup> year: 18 days 20 <sup>th</sup> + years: 20 days
<b>Holidays:</b>	Shift Workers: 168 hours Non-Shift Workers: 96 hours
<b>Sick Leave:</b>	6 shifts per year – At retirement a portion of sick leave can be cashed out and/or converted to retirement credit
<b>Uniform Allowance:</b>	\$1,000 Annually
<b>Probation Period:</b>	After completion of Fire Academy - Twelve (12) months
<b>Employee Assistance (EAP):</b>	City Paid - \$2.18/month