

## BENEFITS SUMMARY 2026

<b>INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)</b>				
<b>Salary Increases:</b>	<b>Last:</b> May 2025			
<b>Term of Agreement</b>	May 1, 2022- April 30, 2026			
<b>Classic Member</b>  <b>Retirement:</b> <b>Member of PERS</b> <b>agency or reciprocal</b> <b>agency as of</b> <b>01/01/2013</b>	Public Employee Retirement System (PERS) Formula – 2.7% @ 55 Single Highest Year Compensation Contributions ~ Employer: 10.86% Employee: 8% EPMC: Yes – 6.197% Survivor Benefit: \$3.00			
<b>New Member</b>  <b>Retirement:</b> <b>New member as of</b> <b>01/1/2013</b>	Public Employee Retirement System (PERS) Formula – 2% @ 62 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 10.86% Employee: 7.75% EPMC: No Survivor Benefit: \$3.00			
<b>Social Security:</b>	City Employees do not contribute to Social Security			
<b>Deferred Compensation:</b>	Option for \$100/mo. to go towards health insurance or deferred comp; 3% City Contribution after five (5) years of continuous service			
<b>Health and Welfare:</b>	Cafeteria   \$1347/mo			
	Flex Plan Credit	<b>EE Only</b> \$230/mo	<b>EE+1</b> \$683/mo	<b>EE+Family</b> \$1,143/mo
<b>Medicare:</b>	1.45%			
<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 prior to 1/1/2014 Tier 3 – Employee hired on or after 1/1/2014 See MOU for specifics: <a href="http://www.roseville.ca.us">www.roseville.ca.us</a> (IBEW)			
<b>Life Insurance:</b> <b>Dependent life:</b> <b>Supplemental Life</b>	City Paid - Two times annual salary (\$.057/\$1,000)/\$.020/\$1,000 AD&D City Paid - Dependent Life \$5,000 Spouse and \$2,000 Dependent Child (birth to age 26) Employee Paid – Supplemental life insurance (employee, spouse, dependent)			
<b>Short Term Disability</b>	A voluntary employee paid benefit – 7 day waiting period; 66.7% of your weekly earnings with a maximum benefit of \$1,620/week			
<b>Long Term Disability:</b>	\$.290/\$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			
<b>Longevity:</b>	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 <sup>th</sup> year 2.5% of base salary and every year thereafter			
<b>Educational Incentive/ Certificate Pay:</b>	<u>Power Engineer I/II and Power Plant Engineer I/II:</u> CA Professional Engineer (PE) license - 5% <u>IMSA Traffic Signal Level III Certificate:</u>			

**Educational Incentive/  
Certificate Pay  
(continued)**

1% added to base hourly rate for Electronic Technician I/II or Senior Electronic Technician

Fiber Optic Installer Certificate:

2% added to base hourly rate for Electronic Technician I/II or Senior Electronic Technician

CompTIA Server+ Certificate:

2% added to base hourly rate for Electronic Technician I/II or Senior Electronic Technician

DOT Tanker Endorsement:

1% added to base hourly pay rate where designated by management

USA Locates Certification:

1% added to base hourly pay rate where designated by management

Crane Certification:

2.5% added to base hourly pay rate where designated by management

Class A Driver's License:

3% added to base hourly pay rate where designated by management

CWEA Mechanical Technologist (Grade 2,3):

1% added to base hourly pay rate for grade 2 and 2% for grade 3 where designated by management

CWEA Electrical/Instrumental Technologist (Grade 2,3):

1% added to base hourly pay rate for grade 2 and 2% for grade 3 where designated by management

Senior Water Distribution Worker (Maximum 3%)

Cross Connection Control Specialist – 1%

Backflow Tester Certification – 1%

Distribution Operator Grade 4 or Grade 5 (SWRCB) - (cumulative) – 1%

Treatment Operator Grade 1, 2, 3, 4, or 5 (SWRCB) (non-cumulative) – 1%

Water Sampler Certification – 1%

Water Distribution Worker I/II (Maximum 3%):

Cross Connection Control Specialist – 1%

Backflow Tester Certification – 1%

Conservation Certification – 1%

Distribution Operator Grade 3, 4 or 5 (SWRCB)(cumulative) – 1%

Treatment Operator Grade 1, 2, 3, 4, or 5 (non-cumulative) – 1%

Water Conservation Worker II

Water Use Efficiency Practitioner Grade 1, 2, 3 (AWWA) (cumulative) – 1%

Qualified Water Efficient Landscaper (QWEL) – 1%

Distribution Operator Grade 2 (DPH) – 1% (Employees appointed after 5/1/22 are not eligible)

Water Conservation Worker I

Water Use Efficiency Practitioner Grade 1, 2 (AWWA) (non-cumulative) – 1%

Qualified Water Efficient Landscaper (QWEL) -1%

Distribution Operator Grade 1,2 (SWRCB) (non-cumulative) – 1%

Certified Landscape Irrigation Auditor (CLIA) – 1%

Water Conservation Specialist

Water Use Efficiency Practitioner Grade 2, 3 (AWWA) (cumulative) – 1%

Qualified Water Efficient Landscaper (QWEL) – 1%

Distribution Operator Grade 2 (SWRCB) – 1%

<b>Educational Reimbursement:</b>	Tuition and fees connected with job-related educational courses up to \$150.00 per course, not to exceed \$300.00 per year										
<b>Personal Leave</b>	45 hours per calendar year										
<b>Vacation:</b>	<table> <tr> <td>Up to completion of 4<sup>th</sup> year:</td> <td>12 days (96 hours)</td> </tr> <tr> <td>5<sup>th</sup> to completion of 9<sup>th</sup> year:</td> <td>14 days (112 hours)</td> </tr> <tr> <td>10<sup>th</sup> to completion of 14<sup>th</sup> year:</td> <td>16 days (128 hours)</td> </tr> <tr> <td>15<sup>th</sup> to completion of 19<sup>th</sup> year:</td> <td>18 days (144 hours)</td> </tr> <tr> <td>20<sup>th</sup> + years:</td> <td>20 days (160 hours)</td> </tr> </table>	Up to completion of 4 <sup>th</sup> year:	12 days (96 hours)	5 <sup>th</sup> to completion of 9 <sup>th</sup> year:	14 days (112 hours)	10 <sup>th</sup> to completion of 14 <sup>th</sup> year:	16 days (128 hours)	15 <sup>th</sup> to completion of 19 <sup>th</sup> year:	18 days (144 hours)	20 <sup>th</sup> + years:	20 days (160 hours)
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<b>Holidays:</b>	<p>Regular: 10 days (80 hours)</p> <p>Floating: 2 days (16 hours)</p> <p>Shift workers: 110 hours</p>										
<b>Sick Leave:</b>	12 days (96 hours) per year – At retirement a portion of sick leave can be cashed out and/or converted to retirement credit										
<b>Standby Pay</b>	<table> <tr> <td>Monday-Friday Standby</td> <td>2 hours straight time rate/day</td> </tr> <tr> <td>Saturday, Sunday Standby</td> <td>4 hours straight time rate/day</td> </tr> <tr> <td>Weekly Standby</td> <td>18 hours straight time rate/day</td> </tr> <tr> <td>Holiday Standby</td> <td>6 hours straight time rate/week</td> </tr> </table>	Monday-Friday Standby	2 hours straight time rate/day	Saturday, Sunday Standby	4 hours straight time rate/day	Weekly Standby	18 hours straight time rate/day	Holiday Standby	6 hours straight time rate/week		
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<b>Uniform Allowance:</b>	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.										
<b>Meal Allowance:</b>	\$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.										
<b>Call Back:</b>	Minimum of two (2) hours and will be compensated in accordance with Article II (Overtime) of the MOU										
<b>Bilingual Pay:</b>	\$100/month for Spanish speaking										
<b>Probation Period:</b>	Twelve months										
<b>Employee Assistance (EAP):</b>	City Paid - \$3.67/month										