

## BENEFITS SUMMARY 2026

<b>INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)</b>	
<b>Salary Increases:</b>	<b>Last:</b> April 2026 <b>Next:</b> May 2027
<b>Term of Agreement</b>	April 18, 2026- April 30, 2030
<b>Classic Member</b>	Public Employee Retirement System (PERS) Formula – 2.7% @ 55 Single Highest Year Compensation Contributions ~ Employer: 11.18% Employee: 8% EPMC: Yes – 6.197% Survivor Benefit: \$3.00
<b>Retirement: Member of PERS agency or reciprocal agency as of 01/01/2013</b>	
<b>New Member</b>	Public Employee Retirement System (PERS) Formula – 2% @ 62 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 11.18% Employee: 7.75% EPMC: No Survivor Benefit: \$3.00
<b>Retirement: New member as of 01/1/2013</b>	
<b>Social Security:</b>	City Employees do not contribute to Social Security
<b>Deferred Compensation:</b>	\$100/mo. to go towards deferred comp; 3% City Contribution after five (5) years of continuous service
<b>Health and Welfare:</b>	City Flex Plan Credit (combined with the Cafeteria Allowance) covers:
	<b>EE Only</b> Up to 100% of the Kaiser employee only premium, plus \$180 for dental/vision.
	<b>EE+1</b> Up to 85% of the Kaiser employee plus one dependent premium, plus \$180 for dental/vision.
	<b>EE+ Family</b> Up to 80% of the Kaiser family premium, plus \$180 for dental/vision.
<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: Dependent life: Supplemental Life</b>	City Paid - Two times annual salary (\$0.057/\$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>	<p><u>Power Engineer I/II and Power Plant Engineer I/II:</u> CA Professional Engineer (PE) license - 5%</p> <p><u>Electric Technician I/II and Senior Electric Technician (Maximum 3%):</u> IMSA Traffic Signal Level III Certificate – 1% CompTIA Server+ or CompTIA Security+ certification- 2% CompTIA Network+ certification- 1% Fiber Optic Installer Certificate- 2%</p> <p><u>DOT Tanker Endorsement:</u> 1% added to base hourly pay rate where designated by management</p> <p><u>USA Locates Certification:</u> 1% added to base hourly pay rate where designated by management</p> <p><u>Crane Certification:</u> 2.5% added to base hourly pay rate where designated by management</p> <p><u>Class A Driver's License:</u> 3% added to base hourly pay rate where designated by management</p> <p><u>CWEA Mechanical Technologist (Grade 2,3):</u> 1% added to base hourly pay rate for grade 2 and 2% for grade 3 where designated by management</p> <p><u>CWEA Electrical/Instrumental Technologist (Grade2,3):</u> 1% added to base hourly pay rate for grade 2 and 2% for grade 3 where designated by management</p> <p><u>Senior Water Distribution Worker (Maximum 3%):</u> 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%</p> <p><u>Water Distribution Worker I/II (Maximum 3%):</u> Cross Connection Control Specialist – 1% Backflow Tester Certification – 1 % Distribution Operator Grade 3, 4 or 5 (SWRCB)(cumulative) – 1% Treatment Operator Grade 1, 2, 3, 4, or 5 (non-cumulative) – 1%</p> <p><u>Water Conservation Worker II (Maximum 3%):</u> Water Use Efficiency Practitioner Grade 1, 2, 3 (AWWA) (non-cumulative) – 1% Qualified Water Efficient Landscaper (QWEL) – 1% National Commercial Water Auditor Training (NCWAT)- 1% Distribution Operator Grade 2 (SWRCB) – 1% (Employees appointed after 5/1/22 are not eligible)</p> <p><u>Water Conservation Worker I (Maximum 3%):</u> Water Use Efficiency Practitioner Grade 1, 2 (AWWA) (non-cumulative) – 1% Qualified Water Efficient Landscaper (QWEL) -1% National Commercial Water Auditor Training (NCWAT)- 1%</p> <p><u>Water Conservation Specialist (Maximum 3%):</u> Water Use Efficiency Practitioner Grade 2, 3 (AWWA) (non-cumulative) – 1% Qualified Water Efficient Landscaper (QWEL) – 1% Distribution Operator Grade 2 (SWRCB) – 1%</p>

	<p>National Commercial Water Auditor Training (NCWAT)- 1%</p> <p><u>Senior Wastewater Collection (Maximum 3%)</u>  CWEA Grade 3 or Grade 4 (cumulative) -1%  Collection System Maintenance- 1%</p> <p><u>Wastewater Collection Worker I and II (Maximum 3%)</u>  CWEA Grade , Grade 3 or Grade 4 (cumulative)- 1%  Collection System Maintenance- 1%</p>
<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>	Up to completion of 4th year: 12 days (96 hours) 5th to completion of 9th year: 14 days (112 hours) 10th to completion of 14th year: 16 days (128 hours) 15th to completion of 19th year: 18 days (144 hours) 20th + years: 20 days (160 hours)
<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>	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
<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 \$325. Climbing Boot replacement and maintenance will be provided up to \$550.
<b>Meal Allowance:</b>	\$30.00 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