BENEFITS SUMMARY 2026

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)

Salary Increases:	**Last:** April 2026 **Next:** May 2027	
Term of Agreement	April 18, 2026- April 30, 2030	
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: 11.18% 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: 11.18% Employee: 7.75% EPMC: No Survivor Benefit: $3.00	
Social Security:	City Employees do not contribute to Social Security	
Deferred Compensation:	$100/mo. to go towards deferred comp; 3% City Contribution after five (5) years of continuous service	
Health and Welfare:	City Flex Plan Credit (combined with the Cafeteria Allowance) covers:	
	EE Only	Up to 100% of the Kaiser employee only premium, plus $180 for dental/vision.
	EE+1	Up to 85% of the Kaiser employee plus one dependent premium, plus $180 for dental/vision.
	EE+ Family	Up to 80% of the Kaiser family premium, plus $180 for dental/vision.
Medicare:	1.45%	
Retiree Health Benefits:	Tier 1 – Employees hired prior to 1/1/2004 Tier 2 – Employees hired on or after 1/1/2004 and prior to 1/1/2014 Tier 3 – Employee hired on or after 1/1/2014 See MOU for specifics: www.roseville.ca.us (IBEW)	
Life Insurance: Dependent life: Supplemental Life	City Paid - Two times annual salary ($.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)	
Short Term Disability	A voluntary employee paid benefit – 7 day waiting period; 66.7% of your weekly earnings with a maximum benefit of $1,620/week	
Long Term Disability:	$.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	

Revised: April 10, 2026

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 15th year 2.5% of base salary and every year thereafter
Educational Incentive/ Certificate Pay:	Power Engineer I/II and Power Plant Engineer I/II: CA Professional Engineer (PE) license - 5% Electric Technician I/II and Senior Electric Technician (Maximum 3%) IMSA Traffic Signal Level III Certificate – 1% CompTIA Server+ or CompTIA Security+ certification- 2% CompTIA Network+ certification- 1% Fiber Optic Installer Certificate- 2% 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 (Grade2,3): 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 % 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 (Maximum 3%) 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) Water Conservation Worker I (Maximum 3%) Water Use Efficiency Practitioner Grade 1, 2 (AWWA) (non-cumulative) – 1% Qualified Water Efficient Landscaper (QWEL) -1% National Commercial Water Auditor Training (NCWAT)- 1% Water Conservation Specialist (Maximum 3%) Water Use Efficiency Practitioner Grade 2, 3 (AWWA) (non-cumulative) – 1% Qualified Water Efficient Landscaper (QWEL) – 1% Distribution Operator Grade 2 (SWRCB) – 1%

	National Commercial Water Auditor Training (NCWAT)- 1% <u>Senior Wastewater Collection (Maximum 3%)</u> CWEA Grade 3 or Grade 4 (cumulative) -1% Collection System Maintenance- 1% <u>Wastewater Collection Worker I and II (Maximum 3%)</u> CWEA Grade , Grade 3 or Grade 4 (cumulative)- 1% Collection System Maintenance- 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 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)
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 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
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 $325. Climbing Boot replacement and maintenance will be provided up to $550.
Meal Allowance:	$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.
Call Back:	Minimum of two (2) hours and will be compensated in accordance with Article II (Overtime) of the MOU.
Probation Period:	Twelve months