

**INTERNATIONAL UNION OF OPERATING ENGINEERS  
STATIONARY ENGINEERS  
LOCAL 39**

<b>Salary Increases:</b>	<b>Last:</b> January 2026 – Labor Market Adjustments <b>Next:</b> January 2027 - 3%			
<b>Term of Agreement:</b>	January 1, 2024 – December 31, 2027			
<b>Classic Member Retirement: Member of PERS agency or reciprocal agency as of 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 Retirement: New member as of 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 Comp:</b>	3% City contribution after five (5) years of service			
<b>Health and Welfare:</b>	Cafeteria   \$1347/mo			
	Flex Plan Credit	<b>EE Only</b> \$200/mo	<b>EE+1</b> \$688/mo	<b>EE+Family</b> \$1,143mo
<b>Medicare:</b>	1.45%			
<b>Retiree Health Benefits:</b>	Tier 1 – Employees hired prior to 1/1/2005 Tier 2 – Employees hired <u>on or after</u> 1/1/2005 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> (Local 39)			
<b>Life Insurance:</b>	City Paid - Two times annual salary (\$.057/\$1,000)/\$.020/\$1,000 AD&D			
<b>Dependent Life:</b>	City Paid - Dependent Life \$5,000 Spouse and \$2,000 Dependent Child (birth to 26 years of age)			
<b>Supplemental Life:</b>	Employee Paid – Supplemental life insurance. (employee, spouse, dependent)			
<b>State Disability Insurance</b>	Employee paid benefit – 7 day waiting period			
<b>Long Term Disability:</b>	\$.267/\$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			
<b>Longevity:</b>	<u>For employees hired prior to February 6, 2016:</u> Beginning of the 10 <sup>th</sup> year 2.5% of base salary Beginning of 15 <sup>th</sup> year an additional 2.5% of base salary			

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:

Beginning of the 10<sup>th</sup> year to completion of the 14<sup>th</sup> year – 2.5% of the annual base salary

Beginning of the 15<sup>th</sup> year and every year thereafter – 5% of the annual base salary

**Educational Incentive/  
Certificate Pay:**

Building Inspector I/II, Senior Building Inspector, Building Plans Examiner I/II and/or Senior Building Plans Examiner:

CASp certification- 2.5%

(Up to three will be designated.)

Chief Building Official Certification- 2.5%

Building Inspector I/II and/or Senior Building Inspector:

Internal Code Council (ICC) Combination Inspector (C%) Certification- 1.5%

(Up to four will be designated.)

Building Plans Examiner I/II and/or Senior Building Plans Examiner:

ICC Combination Plans Examiner (C3) Certification- 1.5%

(Up to three will be designated.)

Building Maintenance Worker I/II and/or Senior Building Maintenance Worker:

Registered as a Certified Electrician with State of California Division of Labor Standards Enforcement Electrician Certification Unit – 2.5%

(Up to two will be designated.)

Engineering Certifications:

California Professional Engineer Certificate (PE) - 5%, where it is not a requirement of the classification.

Natural Resource Specialist:

Arborist Certification - 2.5%

Sr. Parks Maintenance Worker/Park Maintenance Worker II: 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.)

Streets Maintenance Worker II/Sr. Street Maintenance Worker

Certified Pesticide Applicator Certificate - 1.5% (As designated by Department Head)

Refuse Truck Driver I/II

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:

	<u>Water Treatment Plant Operator</u>	<u>%</u>
<u>Water Treatment Plant Operator 3</u>	<u>Water Treatment Plant Operator 4.5 (DPH) (cumulative)</u>	<u>1%</u>

	Distribution Operator Grade 2, 3 (DPH) (non-cumulative)	1%
<b>Water Treatment Plant Operator 2</b>	Water Treatment Plant Operator 3,4,5 (DPH) (cumulative)	1%
	Distribution Operator Grade 2, 3 (DPH) (non-cumulative)	1%

<b>Wastewater Treatment Plant Operator</b>		<b>%</b>
<b>Wastewater Treatment Plant Operator 4</b>	Wastewater Treatment Plant Operator Certificate 5 (SWRCB)	1%
<b>Wastewater Treatment Grade 3 Operator, Shift Operator</b>	Wastewater Treatment Plant Operator Certificate 4, 5 (SWRCB) (cumulative)	1%
	CWEA Collections Grade 1 (DPH)	1%
	Laboratory Certification Level 1 (CWEA)	1%
<b>Wastewater Treatment Grade 2 Operator</b>	Wastewater Treatment Plant Operator Certificate 3, 4, 5 (SWRCB) (cumulative)	1%
	CWEA Collections Grade 1	1%
	Laboratory Certification Level 1 (CWEA)	1%

See MOU for more specifics: [www.roseville.ca.us/hr/memoranda\\_of\\_understanding.asp](http://www.roseville.ca.us/hr/memoranda_of_understanding.asp) (Local 39).

<b>Shift Differential:</b>	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.										
<b>Educational Reimbursement:</b>	Employees may be reimbursed for tuition and fees not to exceed \$1500 per fiscal year.										
<b>Personal Leave</b>	45 hours per calendar year. 45 hours may be cashed out.										
<b>Vacation:</b>	<p>Up to completion of 4<sup>th</sup> year: 12 days  5<sup>th</sup> to completion of 9<sup>th</sup> year: 14 days  10<sup>th</sup> to completion of 14<sup>th</sup> year: 16 days  15<sup>th</sup> to completion of 19<sup>th</sup> year: 18 days  20<sup>th</sup> + years: 20 days</p> <p>Each full-time classified employee in the Treatment Plants working a twenty-four hour shift shall accrue vacation leave with pay as follows:</p> <table> <tr> <td>1 – 4 years</td> <td>6 shifts (144 hrs)</td> </tr> <tr> <td>5 - 9 years</td> <td>7 shifts (168 hrs)</td> </tr> <tr> <td>10 - 14 years</td> <td>8 shifts (192 hrs)</td> </tr> <tr> <td>15 - 19 years</td> <td>9 shifts (216 hrs)</td> </tr> <tr> <td>20 + years</td> <td>10 shifts (240 hrs)</td> </tr> </table>	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)
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<b>Holidays:</b>	Regular -10 days (80 hours) Floating – 2 days (16 hours) Treatment Plant shift workers - 6 shifts (144 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:</b>	Monday – Friday: 2 hours straight time rate per day; Saturday & Sunday: 4 hours straight time rate per day; Holiday: 6 hours straight time rate per day; Weekly: 18 hours straight time rate per week
<b>Meal Allowance:</b>	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
<b>Uniform Allowance:</b>	\$400 per year or City provides shirts/pants and pays for maintenance. \$300 Safety Boot/Shoe allowance to designated classifications listed in MOU
<b>Bilingual Pay:</b>	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.
<b>Probation Period:</b>	Twelve months
<b>Employee Assistance (EAP):</b>	City Paid - \$3.67/month