

ROSEVILLE FIREFIGHTERS ASSOCIATION (RFF)

Salary Increases:	Last: January 2025		
Term of Agreement:	January 1, 2022 through December 31, 2025		
Classic Member Retirement: Member of CalPERS agency or reciprocal agency as of 01/01/2013	<u>Public Safety</u> California Public Employee Retirement System (CalPERS) Formula - 3% @ 50 Single Highest Year Compensation Contributions ~ Employer: 24.75% Employee: 9% EPMC: Yes - 9% Survivor Benefit: \$3.00		<u>Miscellaneous</u> California Public Employee Retirement System (CalPERS) Formula – 2.7% @ 55 Single Highest Year Compensation Contributions ~ Employer: 11.49% Employee: 8% EPMC: No Survivor Benefit: \$3.00
	New Member Retirement: New member as of 01/1/2013	<u>Public Safety *</u> *Hired prior to 10/21/2015 California Employee Retirement System (CalPERS) Formula – 2.7% @ 57 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 24.75% Employee: 14.5% EPMC: No Survivor Benefit: \$3.00	
<u>Public Safety *</u> *Hired on/after 10/21/2015 California Employee Retirement System (CalPERS) Formula – 2.7% @ 57 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 56.49% Employee: 14% EPMC: No Survivor Benefit: \$3.00			
Social Security:	City Employees do not contribute to Social Security		
Deferred Comp:	3% after completion of 5 years of service		
Health and Welfare:	Cafeteria	\$1347/mo	
	Flex Plan Credit	EE Only \$200/mo	EE+1 \$638/mo
			EE+Family \$1,068/mo
Medicare:	1.45%		
Life Insurance:	City Paid - Two times annual salary (\$.057/\$1000)/\$.020/\$1000 AD&D City		
Dependent Life:	Paid - Dependent Life \$5,000 Spouse and \$2,000 Dependent Child (birth to age 26)		
Supplemental Life:	Employee Paid: Supplemental life insurance (employee, spouse, dependent)		

Retiree Health Benefits:	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: www.roseville.ca.us (RFF)
Short Term Disability:	Employee Paid – 7 day waiting period; 66.7% of your weekly earnings
Long Term Disability:	No City Contribution; \$.274/\$100 of salary; 60 day waiting period; benefit is 60% of earnings with a maximum benefit of \$6000/month
Longevity:	Beginning of the 10 th year 2.5% of base salary Beginning of the 15 th year 5% of base salary Beginning of the 20 th year 7.5% (not compounded)
Educational Incentive/ Certificate Pay:	<p><u>Education Incentives:</u> AA Degree: 5% BA Degree: 10%</p> <p><u>CSFM Certificates:</u> All: Chief Fire Officer Certification obtained prior to 12/31/18 5% base pay bi-weekly Captain: Company Officer Certificate; or Fire Officer Certificate if obtained prior to 12/31/16 5% base pay bi-weekly Fire Engineer: Fire Apparatus Driver/Operator Pump Apparatus Certificate; or Fire Officer Certificate if obtained prior to 12/31/16 5% base pay bi-weekly Firefighter / Paramedic I/II: Fire Fighter II Certificate; or Fire Officer Certificate if obtained prior to 12/31/16 5% base pay bi-weekly Fire and Environmental Inspection Supervisor & Fire and Environmental Safety Inspector I/II: Fire Inspector I Certificate; or Fire Prevention Officer if obtained prior to 12/31/16 5% base pay bi-weekly</p> <p>Education Incentives and CSFM Certificates are not to exceed a combined total of 15%</p> <p><u>Task Force Incentive:</u> 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>
Paramedic Pay:	Captains: 4% of base pay/January 2023: 5% Engineers: 5% of base pay Paramedics: Included in base pay <p>Fire Captains will receive 4% NWCG Engine Boss Certification pay (January 23 5%). 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>

Vacation:	<u>24 Hour Shift Workers:</u>	
	Up to completion of 4 th year:	6 shifts
	5 th to completion of 9 th year:	8 shifts
	10 th to completion of 14 th year:	9 shifts
	15 th to completion of 19 th year:	10 shifts
	20 th + years:	11 shifts
	<u>Non-Shift Workers:</u>	
Up to completion of 4 th year:	12 days	
5 th to completion of 9 th year:	15 days	
10 th to completion of 14 th year:	17 days	
15 th to completion of 19 th year:	19 days	
20 th + years:	21 days	
Holidays:	24 Hour Shift Workers:	168 hours
	Non-Shift Workers:	96 hours
Sick Leave:	6 shifts per year – At retirement a portion of sick leave can be cashed out and/or converted to retirement credit	
Uniform Allowance:	\$1,000 Annually	
Probation Period:	Twelve months	
Employee Assistance(EAP):	City Paid - \$11.03/month	

