

BENEFITS SUMMARY 2026

ROSEVILLE FIREFIGHTERS ASSOCIATION (RFF)

Salary Increases:	Last: March 2026 Next: January 2027	
Term of Agreement:	January 1, 2026 through December 31, 2029	
Classic Member Retirement: Member of CalPERS agency or reciprocal agency as of 01/01/2013	<u>Public Safety</u>	<u>Miscellaneous</u>
	California Public Employee Retirement System (CalPERS) Formula - 3% @ 50 Single Highest Year Compensation Contributions ~ Employer: 23.66% Employee: 9% EPMC: No Survivor Benefit: \$3.00	California Public Employee Retirement System (CalPERS) Formula – 2.7% @ 55 Single Highest Year Compensation Contributions ~ Employer: 11.18% 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	<u>Miscellaneous</u>
	California Employee Retirement System (CalPERS) Formula – 2.7% @ 57 Highest Average Annual Compensation over a three year period Contributions ~ Employer: 23.66% Employee: 15.25% EPMC: No Survivor Benefit: \$3.00	California Public Employee Retirement System (CalPERS) 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
	<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: 23.66% Employee: 15.25% 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:	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%	

Life Insurance: Dependent Life: Supplemental Life:	City Paid - Two times annual salary (\$.057/\$1000)/\$.020/\$1000 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)
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:	Employee Paid; \$.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: Effective 1/9/27, completion of the training required for the Fire Apparatus Driver/Operator Pump Apparatus Certificate by date of application and certification within 12 months of appointment will become a minimum qualification and this 5% Fire Apparatus Driver/Operator Pump Apparatus Certificate pay will cease to be paid in exchange for rank separation in Chapter 2, Article I A in MOU. 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 Education Incentives and CSFM Certificates are not to exceed a combined total of 15% <u>Task Force Incentive:</u> Hazardous Materials Technician/Specialist Certification and assigned to HMRT receive no more than 2.5% of base hourly rate. Hazardous Materials Technician/Specialist Certification and assigned to the Task Force receive no more than 5% base hourly rate Rescue Task Force Certification and assigned to the TASK Force receive no more than 5% of base hourly rate.</p>
Paramedic Pay:	Captains: 4% of base pay/January 2023: 5% Engineers: 5% of base pay Paramedics: Included in base pay 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. 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.

Vacation:	<u>24 Hour Shift Workers:</u>	
	Up to completion of 4 th year:	7 shifts
	5 th to completion of 9 th year:	9 shifts
	10 th to completion of 14 th year:	10 shifts
	15 th to completion of 19 th year:	11 shifts
	20 th + years:	12 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:	\$1,300 Annually	
Probation Period:	Twelve months	
Employee Assistance(EAP):	City Paid - \$13.24 month	

