

**ADDENDUM TO  
TERMS, CONDITIONS AND UNDERSTANDINGS OF COMPENSATION AND EMPLOYMENT FOR  
MANAGEMENT/CONFIDENTIAL EMPLOYEES**

The City Council of the City of Roseville established the salary, benefits and other provisions related to the employment of the City's Management/Confidential employees during the period of January 1, 2024, through December 31, 2027. Whereas, the City Manager, and, where delegated, the Human Resources Director, are authorized to administer and manage the City workforce, personnel, and its personnel system, this administrative Addendum provides clarifying language as to the applicability and issuance of Service Term/Performance Bonuses.

In the furtherance of effective personnel management and Council priorities, the following provisions have been changed in the Terms, Conditions and Understandings of Compensation and Employment for Management/Confidential Employees, under **Article VII. Retiree Health Benefits, provision D, below:**

- D. For Employees Hired on or After January 1, 2014 (Tier 3)
1. Employees hired on or after January 1, 2014 shall have no vested right in any post-employment medical benefits provided by the City of Roseville. Instead, upon hire, those employees shall contribute one percent (1%) of their base salary each pay period to a City sponsored Retirement Health Savings (RHS) account and shall contribute an additional one percent (1%) per pay period per year annually, up to a maximum of five percent (5%) per pay period annually thereafter, to be used to fund the employee's medical costs upon retirement or separation from the City.
  2. After five (5) years of ~~cumulative~~-continuous service with the City of Roseville, and beginning on the first pay period of the sixth year of service, the City shall contribute a flat dollar amount equal to \$100 per month to be deposited to the employee's RHS account up until the employee's retirement date or separation from the City. After retirement or separation from service with the City, employees may draw from the City contribution to this account, for all covered medical expenses pursuant to Section 213 of the IRS Code including participation in non-City sponsored plans.

Except as provided here, all wages, hours, and other terms and conditions of employment presently in the City's Terms, Conditions and Understandings of Compensation and Employment for Management/Confidential Employees remain in full force and effect.

City of Roseville



Dominick Casey, City Manager

6-19-2024

Date