

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

Salary Increases:	Last: January 2022 - 3% Next: January 2025			
Term of Agreement:	January 1, 2024 – December 31, 2027			
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: 32.530% 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: 32.530% Employee: 7% EPMC: No Survivor Benefit: \$3.00			
Social Security:	City Employees do not contribute to Social Security			
Deferred Comp:	3% City contribution after five (5) years of service			
Health and Welfare:	Cafeteria \$1347/mo			
	Flex Plan Credit	EE Only \$200/mo	EE+1 \$513/mo	EE+Family \$918/mo
Medicare:	1.45%			
Retiree Health Benefits:	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: www.roseville.ca.us (Local 39)			
Life Insurance:	City Paid - Two times annual salary (\$.057/\$1,000)/\$.020/\$1,000 AD&D			
Dependent Life:	City Paid - Dependent Life \$5,000 Spouse and \$2,000 Dependent Child (birth to 26 years of age)			
Supplemental Life:	Employee Paid – Supplemental life insurance. (employee, spouse, dependent)			
State Disability Insurance	Employee paid benefit – 7 day waiting period			
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 \$6000/month			
Longevity:	<u>For employees hired prior to February 6, 2016:</u> Beginning of the 10 th year 2.5% of base salary Beginning of 15 th 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 10th year to completion of the 14th year – 2.5% of the annual base salary

Beginning of the 15th 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 Classifications:

Professional Engineer Certificate - 5%

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.)

Class B Driver's License – 2.5% (3 employees 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>

		<u>Distribution Operator Grade 2, 3 (DPH) (non-cumulative)</u>	<u>1%</u>										
	Water Treatment Plant Operator 2	<u>Water Treatment Plant Operator 3,4,5 (DPH) (cumulative)</u>	<u>1%</u>										
		<u>Distribution Operator Grade 2, 3 (DPH) (non-cumulative)</u>	<u>1%</u>										
	<u>Wastewater Treatment Plant Operator</u>		<u>%</u>										
	Wastewater Treatment Plant Operator 4	<u>Wastewater Treatment Plant Operator Certificate 5 (SWRCB)</u>	<u>1%</u>										
	Wastewater Treatment Grade 3 Operator, Shift Operator	<u>Wastewater Treatment Plant Operator Certificate 4, 5 (SWRCB) (cumulative)</u>	<u>1%</u>										
		<u>CWEA Collections Grade 1 (DPH)</u>	<u>1%</u>										
		<u>Laboratory Certification, Level 1 (CWEA)</u>	<u>1%</u>										
	Wastewater Treatment Grade 2 Operator	<u>Wastewater Treatment Plant Operator Certificate 3, 4, 5 (SWRCB) (cumulative)</u>	<u>1%</u>										
		<u>CWEA Collections Grade 1</u>	<u>1%</u>										
<u>Laboratory Certification, Level 1 (CWEA)</u>		<u>1%</u>											
See MOU for more specifics: www.roseville.ca.us/hr/memoranda_of_understanding.asp (Local 39).													
Shift Differential:	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.												
Educational Reimbursement:	Employees may be reimbursed for tuition and fees not to exceed \$1500 per fiscal year.												
Personal Leave	45 hours per calendar year. 45 hours may be cashed out.												
Vacation:	<p>Up to completion of 4th year: 12 days 5th to completion of 9th year: 14 days 10th to completion of 14th year: 16 days 15th to completion of 19th year: 18 days 20th + 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 style="width: 100%; border: none;"> <tr> <td style="width: 50%;">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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Holidays:	Regular -10 days (80 hours) Floating – 2 days (16 hours) Treatment Plant shift workers - 6 shifts (144 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:	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
Meal Allowance:	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
Uniform Allowance:	\$400 per year or City provides shirts/pants and pays for maintenance. \$300 Safety Boot/Shoe allowance to designated classifications listed in MOU
Bilingual Pay:	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.
Probation Period:	Twelve months
Employee Assistance (EAP):	City Paid - \$1.88/month