

**Bargaining Unit 5  
Non-Management Fire  
International Association of Firefighters A.F.L.C.I.O.  
Fresno City Firefighters Association, Local 753 (IAFF)**

Benefit	Description
<b>Health &amp; Welfare: medical, dental and vision</b> (Employee and dependents)	As of 07/01/2011: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$985.00 City Contributes \$788.00 Employee Contributes \$197.00
<b>Retirement *</b>	Tier I: Employees hired before 8/27/90 (55% @50 w/20 yrs.) Tier II: Employees hired <u>after</u> 8/27/90 City contribution = 20.98% Employee contribution = 9.00% (40% @50 w/20 yrs.) DROP
<b>Life Insurance</b>	None
<b>Long Term Disability</b>	None
<b>Deferred Compensation</b>	Savings/Mutual Funds As of July 1, 2005: City contributes 36.00 per pay period (employee must be enrolled in Deferred Compensation Plan)
<b>Holidays</b>	13 hours per month = 6.5 shifts per year (working shift = 24 hours)
<b>Vacation</b> (Available after 6 months)	1 - 9 years = 6 shifts per year 10 - 19 years = 7.5 shifts per year 20 - 29 years = 10 shifts per year 30+ years = 12 shifts per year
<b>Sick Leave</b> (Available after 6 months)	12 hours per month
<b>Family Sick Leave</b>	Up to 72 hours of accrued sick leave per fiscal year
<b>Uniform Allowance</b>	\$1,100 per year
<b>Bilingual</b>	\$100 per month
<b>Workers' Compensation</b>	100% of compensation
<b>Health Reimbursement Arrangement (HRA)</b>	To pay premiums for post-retirement medical insurance

**LEGEND:**

*	Net rate for City is 23.94%= partially offset by surplus investment earnings Safety/Fire Tier I = Vested after completing 10 years of service Safety/Fire Tier II = Vested after completing 5 years of service	Net rate for C Safety/Fire T Safety/Fire T
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