

Benefits By Bargaining Unit as of 12/31/2015

UNIT	HEALTH PLAN	RETIREMENT	HEALTH REIMBURSEMENT ARRANGEMENT	LIFE INSURANCE	DISABILITY	DEFERRED COMPENSATION	HOLIDAYS	VACATION LEAVE (Days per Year)	SICK LEAVE	SUPPLEMENTAL SICK	ANNUAL LEAVE (Days/Year)	ADMINISTRATIVE LEAVE	UNIFORM ALLOWANCE	BILINGUAL PAY
Unit 1: Blue Collar Non-supervisory, Local 39	Health & Welfare Trust Plan	General Retirement	Sick Leave Cash Out	None provided	State Disability Insurance	No City Contribution	Holidays = 10 Birthday = 1	1 - 4 yrs = 12 5 - 7 yrs = 15 8 - 19 = 17 20+ yrs = 22	8 hrs/mo	N/A	N/A	None	City contracted, cost shared 50/50	\$50/mo
Unit 2: Confidential Management, Unrepresented	Health & Welfare Trust Plan	General Retirement	Sick Leave Cash Out, Supplemental Sick Leave	Annual salary rounded to nearest 1,000	Long Term Disability	Salary ranges E6 through E13 receive \$50/mo	Holidays = 10 Birthday = 1 Personal = 1	1 - 9 yrs = 15 10+ yrs = 20 ***	8 hrs/mo ***	40 hrs/fiscal yr with max accrual of 80 hrs	Hired before 8/31/14 1 - 9 yrs = 23.25 10+ yrs = 28.25 Hired on or after 8/31/14 1-9 yrs = 20.00 10+ yrs = 24.00 ***	60 hrs/fiscal yr	None	\$100/mo
Unit 3: White Collar Non-supervisory, FCEA	Health & Welfare Trust Plan	General Retirement	Sick Leave Cash Out, Supplemental Sick Leave	None provided	State Disability Insurance	No City Contribution	Holidays = 10 Birthday = 1 Personal = 2 ID Techs & CSOs receive an addl 1.33 hrs/mo	1 - 4 yrs = 12 5 - 9 yrs = 13 10 - 19 yrs = 15 20+ yrs = 20	8 hrs/mo	40 hrs/fiscal yr	N/A	N/A	If required = \$30/mo CSO's/Fire Prev Insp/Life Skills Instr = \$65.83/mo ADC (Recs), PD Data Trans, & Rangemaster /Armorer = \$41.66/mo	\$75/mo
Unit 4: Police Non-management	Health & Welfare Trust Plan	Safety Retirement	Sick Leave Cash Out, Holiday Leave	Bomb Squad, Helicopter Crew-\$250,000	None provided	No City Contribution	8.66 hrs/mo = 13 days/yr	1 - 4 yrs = 12.75 5 - 9 yrs = 13.75 10 - 15 yrs = 15.75 16 - 19 yrs = 17.75 20 - 24 yrs = 20.75 25 - 29 yrs = 22.75 30+ yrs = 25.75	7.5 hrs/mo	N/A	N/A	N/A	\$1,200/yr	\$100/mo
Unit 5: Fire Non-management, IAFF	Health & Welfare Trust Plan	Safety Retirement	Sick Leave Cash Out	None provided	None provided	No City Contribution	13 hrs/mo = 6.5 shifts/yr (shift = 24 hrs.)	1 - 9 yrs = 6 shifts 10 - 19 yrs = 8 shifts 20 - 29 yrs = 10 shifts 30+ yrs = 12 shifts	12 hrs/mo	N/A	N/A	N/A	\$1,100/yr	\$100/mo
Unit 6: Bus Drivers, ATU	Health & Welfare Trust Plan	General Retirement	Sick Leave Cash Out	None provided	State Disability Insurance	No City Contribution	Holidays = 11 Birthday = 1	1 - 4 yrs = 12 5 - 7 yrs = 15 8 - 19 yrs = 17 20+ yrs = 22	8 hrs/mo	N/A	N/A	None	\$530/yr.	\$75/mo
Unit 7: Crafts Non-supervisory, IBEW	Health & Welfare Trust Plan	General Retirement	Sick Leave Cash Out	None provided	State Disability Insurance	No City Contribution	Holidays = 10 Birthday = 1	1 - 4 yrs = 12 5 - 9 yrs = 13 10 - 19 yrs = 15 20+ yrs = 20	8 hrs/mo	N/A	N/A	None	City contracted, cost shared 50/50	\$50/mo
Unit 9: Police Management	Health & Welfare Trust Plan	Safety Retirement	Sick Leave Cash Out, All other leave balances	Annual salary rounded to nearest 1,000 Bomb Squad \$250,000	Long Term Disability	City contributes \$55.39 per pay period	8.667 hrs/mo	25.75	7.5 hrs/mo	N/A	N/A	60 hrs/fiscal yr Up to additional 32 hrs @ dept. discretion	\$1,200/yr	None
Unit 10: Fire Management, IAFF	Health & Welfare Trust Plan	Safety Retirement	Sick Leave Cash Out	Annual salary rounded to nearest 1,000	Long Term Disability	No City Contribution	12 hrs/mo = 6 shifts/yr (shift = 24 hrs)	12 shifts/yr	12 hrs/mo = 6 shifts/yr	N/A	N/A	Bat. Chiefs = 72 hrs/fiscal yr Deputy Chiefs = 90 hrs/fiscal yr Up to additional 32 hrs @ Fire Chief's discretion	\$840/yr	\$100/mo

UNIT	HEALTH PLAN	RETIREMENT	HEALTH REIMBURSEMENT ARRANGEMENT	LIFE INSURANCE	DISABILITY	DEFERRED COMPENSATION	HOLIDAYS	VACATION LEAVE (Days per Year)	SICK LEAVE	SUPPLEMENTAL SICK	ANNUAL LEAVE (Days/Year)	ADMINISTRATIVE LEAVE	UNIFORM ALLOWANCE	BILINGUAL PAY
Unit 13: Supervisors, CFPEA	Health & Welfare Trust Plan	General Retirement	Sick Leave Cash Out, Supplemental Sick Leave	Annual salary rounded to nearest 1,000	Long Term Disability	No City Contribution	Holidays = 10 Birthday = 1 Personal = 1	N/A	N/A	40 hrs/fiscal yr with max accrual of 80 hrs	Hired before 6/29/15 1 - 9 yrs = 23.25 10+ yrs = 28.25 Hired on or after 6/29/15 1-9 yrs = 20.00 10+ yrs = 24.00	60 hrs/fiscal yr Up to additional 32 hrs @ dept. discretion	None	\$75/mo
Unit 14: Management, CFMEA	Health & Welfare Trust Plan	General Retirement	Sick Leave Cash Out, Supplemental Sick Leave	Annual salary rounded to nearest 1,000	Long Term Disability	No City Contribution	Holidays = 10 Birthday = 1 Personal = 1	N/A	N/A	40 hrs/fiscal yr with max accrual of 80 hrs	Hired before 12/30/13 1 - 9 yrs = 23.25 10+ yrs = 28.25 Hired on or after 12/30/13 1-9 yrs = 20.00 10+ yrs = 24.00	60 hrs./fiscal yr	None	None
Unit 15: Airport Safety Supervisors, FAPSS/OE3	Health & Welfare Trust Plan	Safety Retirement	Sick Leave Cash Out	Annual salary rounded to nearest 1,000	Long Term Disability	No City Contribution	8 hrs/mo	Hired before 6/29/15 1 - 9 yrs = 10 10+ yrs = 13.33 (12 hr shifts) Hired on/after 6/29/15 1 - 9 yrs = 8 10+ yrs = 10	8 hrs/mo	40 hrs/fiscal yr with max accrual of 80 hrs	N/A	None	\$790/yr	\$100/mo
***	Unit 2, Annual Leave based on affirmative election by individual employees hired before 7/1/2000, otherwise applies to all employees hired after 7/1/2000													