

CITY OF FRESNO, EMPLOYEE BENEFITS SUMMARY - ALL UNITS FY17

UNIT	HEALTH PLAN	RETIREMENT	HEALTH REIMBURSEMENT ARRANGEMENT (HRA)	LIFE INSURANCE	DISABILITY	DEFERRED COMPENSATION	HOLIDAYS	VACATION LEAVE (Hours/Month or Shifts/Year)	SICK LEAVE	SUPPLEMENTAL SICK	ANNUAL LEAVE (Hours/Month)	ADMINISTRATIVE LEAVE	UNIFORM ALLOWANCE	BILINGUAL PAY
Unit 1: Blue Collar Non-Supervisory, Local 39	Health & Welfare Trust Plan	General Retirement	Sick Leave Cash Out	\$250,000 for off premises flying for Aviation Mechanic/Aviation Mechanic Leadworker	State Disability Insurance	No City Contribution	Holidays = 10 Birthday = 1 Personal = 1	1 - 4 yrs = 8 hrs 5 - 7 yrs = 10 hrs 8 - 19 yrs = 11.33 hrs 20+ yrs = 14.66 hrs	8 hrs/mo cap 900	N/A	N/A	None	City contracted costs 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	Up to \$50/mo for Salary Ranges E10-E17 No City Contribution for all other ranges	Holidays = 10 Birthday = 1 Personal = 1	1 - 9 yrs = 10 hrs 10+ yrs = 13.33 hrs Not available to employees hired after 7/1/2000	8 hrs/mo Not available to employees hired after 7/1/2000	40 hrs/fiscal yr 80 hr maximum accrual	Hired before 8/31/2014 1 - 9 yrs = 15.5 10+ yrs = 18.83 Hired after 8/31/2014 1 - 9 yrs = 13.33 10+ yrs = 16	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 = 1 Crime Scene Technicians & Emergency Service Dispatchers receive an addl 1.33 hrs/mo	1 - 4 yrs = 8 hrs 5 - 9 yrs = 8.667 hrs 10 - 19 yrs = 10 hrs 20+ yrs = 13.334 hrs	8 hrs/mo	40 hrs/fiscal yr 80 hr maximum accrual	N/A	N/A	If required \$30/mo \$66/mo Community Services Officers and Fire Prevention Inspectors \$41.66 Admin Clks assigned to Records, PD Data Trans, Rangemaster/Armorer, Crime Scene Techs assigned to PD Crime Scene Bureau	\$75/mo
Unit 4: Police Non-Supervisory, FPOA	Health & Welfare Trust Plan	Safety Retirement	Sick Leave Cash Out, Holiday Leave	Bomb Squad, Helicopter Crew \$250,000	None provided	No City Contribution	8.667 hrs/mo in lieu of holidays	1 - 4 yrs = 9 hrs 5 - 9 yrs = 9.667 hrs 10 - 14 yrs = 11 hrs 15 - 19 yrs = 12.334 hrs 20 - 24 yrs = 14.334 hrs 25 - 29 yrs = 15.667 hrs 30+ yrs = 17.667 hrs	8 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/year (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 = 8 hrs 5 - 7 yrs = 10 hrs 8 - 19 yrs = 11.33 hrs 20+ yrs = 14.66 hrs	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 Personal = 1	1 - 4 yrs = 8 hrs 5 - 7 yrs = 10 hrs 8 - 19 yrs = 11.33 hrs 20+ yrs = 14.66 hrs	8 hrs/mo	N/A	N/A	None	None	\$50/mo

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Unit 9: Police Management, FPOA	Health & Welfare Trust Plan	Safety Retirement	Sick Leave Cash Out, Vacation leave balance	Annual salary rounded to nearest 1,000, \$150,000 max Bomb Squad \$250,000	Long Term Disability	City contributes \$55.39 per pay period	8.667 hrs/mo	17.167 hrs	7.5 hrs/mo	N/A	N/A	60 hrs/fiscal yr Up to addl 32 hrs @ Police Chief's 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, \$150,000 max	Long Term Disability	No City Contribution	13 hrs/mo = 6.5 shifts/year (shift = 24 hrs)	24 hrs	12 hrs/mo	N/A	N/A	Bat Chiefs = 72 hrs/fiscal yr Deputy Chiefs = 90 hrs/fiscal yr Fire Chief may grant up to addl 32 hrs	\$840/yr	\$100/mo
Unit 11: Airport Safety Officers, FAPSO/OE3	Health & Welfare Trust Plan	Safety Retirement	N/A	None provided	None provided	None provided	8 hrs/mo	1 - 9 yrs = 8 hrs 10+ yrs = 10 hrs	8 hrs/mo	N/A	N/A	N/A	\$790/yr	\$100/mo
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 80 hr maximum accrual	Hired before 6/29/2015 1 - 9 yrs = 15.5 10+ yrs = 18.83 Hired after 6/29/2015 1 - 9 yrs = 13.33 10+ yrs = 16	60 hrs/fiscal yr Up to addl 32 hrs @ Department's 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 80 hr maximum accrual	Hired before 12/30/2013 1 - 9 yrs = 15.5 10+ yrs = 18.83 Hired after 12/30/2013 1 - 9 yrs = 13.33 10+ yrs = 16	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 6/29/2015 1 - 9 yrs = 10 hrs 10+ yrs = 13.33 hrs Hired after 6/29/2015 1 - 9 yrs = 8 hrs 10+ yrs = 10 hrs	8 hrs/mo	40 hrs/fiscal yr 80 hr maximum accrual	N/A	None	\$790/yr	\$100/mo