

CITY OF FRESNO, EMPLOYEE BENEFITS SUMMARY - FISCAL YEAR 2018

| 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) | MANAGEMENT LEAVE | UNIFORM ALLOWANCE | BILINGUAL PAY |
|--|-----------------------------|--------------------|--|--|----------------------------|---|---|---|--|---------------------------------------|---|------------------|---|---------------|
| Unit 1: Non-Supervisory Blue Collar, 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 900 cap | N/A | N/A | None | City contracted costs shared 50/50 | \$50/mo |
| Unit 2: Non-Represented Management and Confidential Classes | Health & Welfare Trust Plan | General Retirement | Sick Leave Cash Out, Supplemental Sick Leave | Annual salary rounded to nearest 1,000 \$150,000 max | Long Term Disability | Up to \$50/mo for Salary Ranges E6-E22 No City Contribution for all other ranges | Holidays = 10 Birthday = 1 Personal = 1 | 1 - 9 yrs = 10 hrs 10+ yrs = 13.33 hrs <i>Not available to employees hired after 7/1/2000</i> | 8 hrs/mo <i>Not available to employees hired after 7/1/2000</i> | 40 hrs/fiscal yr 80 hr max accrual | Hired before 8/31/2014 1 - 9 yrs = 15.5 10+ yrs = 18.83 Hired on or after 8/31/2014 1 - 9 yrs = 13.33 10+ yrs = 16 | 60 hrs/fiscal yr | None | \$100/mo |
| Unit 3: Non-Supervisory White Collar, 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 Emergency Service Dispatchers & Police Identification Bureau Technicians receive an addl 1.33 hrs/mo | 1 - 4 yrs = 8 hrs 5 - 9 yrs = 10 hrs 10 - 19 yrs = 11.33 hrs 20+ yrs = 14.66 hrs | 8 hrs/mo | 40 hrs/fiscal yr 80 hr max accrual | N/A | N/A | If required \$30/mo \$41.66/mo Admin Clks assigned to Records, Police Data Trans, Rangemaster/Armorer, and Crime Scene Techs assigned to PD Crime Scene Bureau \$66/mo Community Services Officers and Fire Prevention Inspectors, Property Evidence Technician | \$100/mo |

CITY OF FRESNO, EMPLOYEE BENEFITS SUMMARY - FISCAL YEAR 2018

| 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) | MANAGEMENT LEAVE | UNIFORM ALLOWANCE | BILINGUAL PAY |
|--|-----------------------------|--------------------|---|---|----------------------------|---|---|--|------------|-------------------|----------------------------|--|-------------------|---------------|
| Unit 4: Non-Supervisory Police, FPOA | Health & Welfare Trust Plan | Safety Retirement | Sick Leave Cash Out, Holiday Leave | Bomb Squad, Helicopter Crew/Observer \$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: Non-Management Fire, 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 | \$1,200/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: Non-Supervisory Groups and Crafts, 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 |
| 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 | 8 hrs/mo | N/A | N/A | Lieutenants and Captains = 72 hrs/fiscal yr Deputy Chiefs = 90 hrs/fiscal yr | \$1,500/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 | Battalion Chiefs = 90 hrs/fiscal yr Deputy Chiefs = 108 hrs/fiscal yr Fire Chief may grant up to addl 32 hrs | \$1,500/yr | \$100/mo |

CITY OF FRESNO, EMPLOYEE BENEFITS SUMMARY - FISCAL YEAR 2018

| 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) | MANAGEMENT LEAVE | UNIFORM ALLOWANCE | BILINGUAL PAY |
|--|-----------------------------|--------------------|--|---|----------------------|-----------------------|---|---|------------|---------------------------------------|---|---|-------------------|---------------|
| Unit 11: Airport Public Safety Officers | 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 | \$1,000/yr | \$100/mo |
| Unit 13: Exempt Supervisory and Professional, 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 ESD Supervisors receive an addl 1.33 hrs/mo | N/A | N/A | 40 hrs/fiscal yr 80 hr max | Hired before 6/29/2015 1 - 9 yrs = 15.5 10+ yrs = 18.83 Hired on or 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 Confidential, CFMEA | Health & Welfare Trust Plan | General Retirement | Sick Leave Cash Out, Supplemental Sick Leave | Annual salary rounded to nearest 1,000 \$150,000 max | Long Term Disability | No City Contribution | Holidays = 10 Birthday = 1 Personal = 1 | N/A | N/A | 40 hrs/fiscal yr 80 hr max accrual | Hired before 12/30/2013 1 - 9 yrs = 15.5 10+ yrs = 18.83 Hired on or after 12/30/2013 1 - 9 yrs = 13.33 10+ yrs = 16 | 60 hrs/fiscal yr | None | \$100/mo |
| Unit 15: Airport Public Safety Supervisors, FAPSS | 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 on or after 6/29/2015 1 - 9 yrs = 8 hrs 10+ yrs = 10 hrs | 8 hrs/mo | 40 hrs/fiscal yr 80 hr max accrual | N/A | None | \$1,000/yr | \$100/mo |