

**CITY OF FRESNO, EMPLOYEE BENEFITS SUMMARY -2019**

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	EMPLOYEE INCENTIVE TIME OFF
<b>Unit 1 - Non-Supervisory Blue Collar (Local 39)</b>	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 = 2	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	City contracted costs shared 50/50	\$50/mo	N/A
<b>Unit 2 - Non-Represented Management and Confidential Classes</b>	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  <b>Not available to employees hired after 7/1/2000</b>	8 hrs/mo  <b>Not available to employees hired after 7/1/2000</b>	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	N/A
<b>Unit 3 - Non-Supervisory White Collar (FCEA)</b>	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 & Crime Scene Techs 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  \$66/mo Community Services Officers and Fire Prevention Inspectors, Property & Evidence Technician	\$100/mo	N/A
<b>Unit 4 - Non-Management Police (FPOA)</b>	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	N/A
<b>Unit 5 - Fire Non-Management (IAFF)</b>	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	N/A

**CITY OF FRESNO, EMPLOYEE BENEFITS SUMMARY -2019**

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	EMPLOYEE INCENTIVE TIME OFF
<b>Unit 6 - Bus Drivers and Student Drivers (ATU)</b>	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	N/A
<b>Unit 7 - Non-Supervisory Groups and Crafts (IBEW)</b>	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	in measurement period work 430 hrs but less than 440 receive 4 hours worked 440 hours up to 480 receive 8 hours
<b>Unit 9 - Police Management</b>	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	N/A
<b>Unit 10 - Fire Management</b>	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	N/A
<b>Unit 11 - Airport Public Safety Officers</b>	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	N/A
<b>Unit 13 - Exempt Supervisory and Professional (CFPEA)</b>	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 Emergency Service Dispatchers Supervisors receive an addl 1.33 hrs/mo	N/A	N/A	40 hrs/fiscal yr 80 hr max accrual	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	N/A

**CITY OF FRESNO, EMPLOYEE BENEFITS SUMMARY -2019**

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	EMPLOYEE INCENTIVE TIME OFF
<b>Unit 14 - Management Classes (CFMEA)</b>	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	N/A
<b>Unit 15 - Airport Public Safety Supervisors (FAPSS)</b>	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	N/A