

CITY OF FRESNO, EMPLOYEE BENEFITS SUMMARY - 2020

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
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 = 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 cost shared 50/50	\$50/mo	N/A
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	N/A	N/A	40 hrs/fiscal yr 80 hr max accrual	1 - 9 yrs = 15.5 10+ yrs = 18.83	60 hrs/fiscal yr	None	\$100/mo	N/A
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  Crime Scene Technicians & Emergency Service Dispatchers 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  \$66/mo Community Services Officers, Property and Evidence Technicians, and Fire Prevention Inspectors  \$41.66/mo Police Support Services Clerks/Techs, Police Data Transcriptionists, Rangemaster/Armorers	\$100/mo	4 hrs for 430 - 439 hours worked or 8 hrs for 440 - 480 hours worked in a measurement period up to 80 hours
Unit 4 - Non-Management Police (FPOA-Basic)	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 = 10 hrs 5 - 9 yrs = 10.667 hrs 10 - 14 yrs = 12 hrs 15 - 19 yrs = 13.334 hrs 20 - 24 yrs = 15.334 hrs 25 - 29 yrs = 16.667 hrs 30+ yrs = 18.667 hrs	8 hrs/mo	N/A	N/A	N/A	\$1,300/yr	\$100/mo	N/A
Unit 5 - Fire Non-Management (IAFF-Basic)	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

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Unit 6 - Bus Drivers and Student 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	4 hrs for 430 - 439 hours worked or 8 hrs for 440 - 480 hours worked in a measurement period up to 80 hours
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	4 hrs for 430 - 439 hours worked or 8 hrs for 440 - 480 hours worked in a measurement period up to 80 hours
Unit 9 - Police Management (FPOA-Management)	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	18.667 hrs	8 hrs/mo	N/A	N/A	Lieutenants and Captains = 82 hrs/fiscal yr  Deputy Chiefs = 100 hrs/fiscal yr	\$1,600/yr	None	N/A
Unit 10 - Fire Management (IAFF-Management)	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	24 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
Unit 11 - Airport Public Safety Officers (FAPSO)	Health & Welfare Trust Plan	Safety Retirement	N/A	None provided	None provided	No City Contribution	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

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Unit 13 - Exempt Supervisory and Professional, and Non-Exempt 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  Emergency Service Communications 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	None	\$75/mo	For non-exempt employees:  4 hrs for 430 - 439 hours worked or 8 hrs for 440 - 480 hours worked in a measurement period up to 80 hours
Unit 14 - Management Classes (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	City contributes \$50/mo	Holidays = 10 Birthday = 1 Personal = 1	N/A	N/A	40 hrs/fiscal yr 80 hr max accrual	1 - 9 yrs = 15.5 10+ yrs = 18.83	60 hrs/fiscal yr	None	\$100/mo	N/A
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	8.4 hrs/mo	Hired before 6/29/2015 1 - 9 yrs = 10.5 hrs 10+ yrs = 14 hrs  Hired on or after 6/29/2015 1 - 9 yrs = 8.4 hrs 10+ yrs = 10.5 hrs	8.4 hrs/mo	40 hrs/fiscal yr 80 hr max accrual	N/A	None	\$1,000/yr	\$100/mo	N/A