

**Bargaining Unit 3
Non-Supervisory White Collar
The Fresno City Employees Association, Inc. (FCEA)**

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 7/1/2018 PPO Plan Premium = \$1,240.00 City Contributes \$891.00 Employee Contributes High Plan: \$349.00 Low Plan: \$0.00
Retirement *	City = 10.58% Employees hired on/after 10/3/2016 pick up 1.5% of City contribution Employee (Average) = 7.80% (2%/year @ 55) DROP
Short Term Disability	Provided through California SDI program
Deferred Compensation	Savings/Mutual Funds 457 Plan with various investment options No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal Day = 1 (Crime Scene Techs and ESDs receive an additional 1.33 holiday hours per month) 48 or 96 hr. cap depending upon assignment
Vacation (Hours per month) (Available after 6 months)	1 – 4 years = 8 5 – 9 years = 10 10 – 19 years = 11.33 20+ years = 14.66 May cash out 8-48 hours in November if employee has balance of 240 hours or more of Sick Leave
Employee Incentive Time Off	See MOU
Sick Leave (Available after 90 days)	8 hours per month
Supplemental Sick Leave	40 hours per fiscal year 80 hours maximum accrual
Uniform Allowance	If required = \$30.00 per month CSOs, Fire Prevention Inspectors, and Property & Evidence Techs = \$66.00 per month ADC (Records), Police Data Trans, and Rangemaster/Armorer = \$41.66 per month
Bilingual	\$100 per month
Workers' Compensation	Benefits provided consistent with state law
Health Reimbursement Arrangement (HRA)	To pay premiums for retirement medical insurance

* Employees Retirement System = Vested after completing 5 years of service

Employment Not Covered by Social Security

Your earnings from a full time position in this unit are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from the City. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

Windfall Elimination Provision

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "Windfall Elimination Provision."

Government Pension Offset Provision

Under the Government Pension Offset Provision, any Social Security spouse or widow (er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension. For additional information, please refer to Social Security Publication, "Government Pension Offset."

For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at www.socialsecurity.gov. You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.