

**Bargaining Unit 14**  
**Management Confidential**  
**City of Fresno Management Employees Association (CFMEA)**

<b>Benefit</b>	<b>Description</b>
<b>Health &amp; Welfare: medical, dental and vision</b> (Employee and dependents)	As of 07/01/2020 PPO Plan Premium = \$1,350.00 City Contributes \$946.00 Employee Contributes High Plan: \$404.00 Low Plan: \$0.00
<b>Retirement *</b>	City = 13.03% Employees hired on/after 8/01/2015 pick up 1.5% of City contribution Employee (Average) = 7.58% (2%/year @ 55) DROP
<b>Life Insurance</b>	1x annual salary rounded to nearest thousandth
<b>Long Term Disability</b>	66 2/3% to \$7,500/month maximum after 30 days/end of sick leave
<b>Deferred Compensation</b>	Savings/Mutual Funds 457 Plan with various investment \$50 per mo. City Contribution
<b>Holidays</b>	Holidays = 10 Birthday = 1 Personal = 1
<b>Supplemental Sick</b>	40 hours per fiscal year 80 hours lifetime maximum
<b>Annual Leave</b> (Hours per month)	1 – 9 years = 15.5 10+ years = 18.834  Not to exceed 840 accumulated hours. May cash out up to 48 hours or 10% before April 1 <sup>st</sup> each fiscal year.
<b>Management Leave</b>	60 hours per fiscal year May cash out up to 48 hours during fiscal year in which leave is credited
<b>Bilingual</b>	\$100 per month
<b>Workers' Compensation</b>	Benefits provided consistent with state law
<b>Health Reimbursement Arrangement (HRA)</b>	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](http://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.