

**City of Fresno  
Unit 2  
Management Confidential - Unrepresented**

<b>Benefit</b>	<b>Description</b>
<b>Health &amp; Welfare: Medical, Rx, Dental and Vision</b> (Employee and dependents)	As of 07/01/2024 PPO Plan Premium = \$1,500.00 City Contributes \$1,050.00 Employee Contributes: High Plan: \$450.00, Low Plan: \$0.00
<b>Retirement</b>	<u>Non-Safety Employees</u> - (2%/year @ 55) City = 13.38%Employee (Average) = 9.61% Employees hired on/after 8/31/2014 pick up 1.5% of Employer Contribution <u>Safety Employees</u> City = 21.08% Tier II: Employees 9.00% Employees pick up 3% of Employer Contribution (DROP) – Deferred Retirement Option Program
<b>Deferred Compensation</b>	Savings/Mutual Funds 457 Plan with various investment options Employer Paid Contribution of \$75 per month for salary ranges E5 through E22
<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 or end of sick leave
<b>Holidays</b>	Holidays = 10 Birthday = 1 Personal Day = 2
<b>Supplemental Sick</b>	40 hours per fiscal year 80 hours lifetime maximum accrual
<b>Annual Leave</b>	1 – 9 years = 15.50 hours accrued for each completed month 10+ years = 18.83 hours accrued for each completed month 20+ years = 20 hours accrued for each completed month 1,300, 1,100 or 840 hr. maximum accrual based on E range Hours exceeding max will be converted to HRA credits and placed in a Special HRA bank. May cash out up to 48 hours or 10% each fiscal year between 07/1-12/30
<b>Management Leave</b>	Based on E range, 60 or 90 or 108 hours per fiscal year for employees in exempt classifications Based on E range may cash out total hours during fiscal year in which leave is credited.
<b>Supplemental Management Leave</b>	E1-E5 Ranges may be granted up to 32 hrs. per fiscal year may be placed in a HRA Leave Bank.
<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 and qualified medical expenses.

- \* Full-time permanent employees  
Employees Retirement System (Non-Safety) = Vested after completing 5 years of service  
Fire & Police Retirement System (Safety) Tier II = 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 / Government Pension Offset Provision**

The Social Security Fairness Act, signed into law on January 5, 2025, ended the Windfall Elimination Provision. For more information go to Social Security Fairness Act: Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) update and subscribe for the latest updates.

### **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.