



Bargaining Unit 5
Non-Management Fire
International Association of Firefighters A.F.L.C.I.O.
Fresno City Firefighters Association, Local 753 (IAFF)

Benefit	Description
Health & Welfare: medical, dental and vision (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
Retirement *	City = 21.08% Tier II: Employees hired after 8/27/90 Employee = 9% Employees hired before 9/11/2014 pick up 1% of City contribution Employees hired on/after 9/11/2014 pick up 3% of City contribution Vested after completing 5 years of service (DROP) – Deferred Retirement Option Program
Deferred Compensation	Savings/Mutual Funds 457 Plan with various investment options No City Contribution
Holidays	13 hours per month = 6.5 shifts per year (working shift = 24 hours)
Vacation	1 - 9 years = 6 shifts per year 10 - 19 years = 8 shifts per year 20 - 29 years = 10 shifts per year 30+ years = 12 shifts per year
Sick Leave (Available after 90 days)	12 hours per month Protected Leave Under Labor Code Section 233 = Up to 72 hours of accumulated sick leave per fiscal year
Uniforms	\$1,500 per year, uniform purchase and maintenance allowance.
Bilingual	\$100 per month
Workers' Compensation	Benefits provided consistent with state law
Health Reimbursement Arrangement (HRA)	To pay post-retirement health insurance premiums and qualifying medical expenses.

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. 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.