



Bargaining Unit 9
Police Management
Fresno Police Officers Association (FPOA)

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 on/after 9/11/2014 pick up 3% of City contribution Vested after completing 5 years of service (DROP) – Deferred Retirement Option Program
Life Insurance and AD&D (Bomb Squad)	1 x Annual salary rounded to nearest thousandth (\$150,000 Maximum) Bomb Squad \$250,000 (AD&D)
Long Term Disability	66 2/3% to \$7,500/month maximum after 30 days or end of sick leave
Deferred Compensation	Savings/Mutual Funds City contributes \$55.39 per pay period (employee must be enrolled in Deferred Compensation Plan)
Holidays	8-2/3 hours per month 96 hr cap
Vacation	18.667 hours accrued for each completed month 500 hr cap
Sick Leave	8 hours accrued for each completed month
Management Leave	Lieutenants and Captains: 90 hours per fiscal year Deputy Chiefs: 108 hours per fiscal year Police Chief may grant up to an additional 32 hours per fiscal year See MOU for cash out policy
Uniform Allowance	\$1,600 per year \$500 stipend upon promotion from Unit 4
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.