



**Bargaining Unit 11
Airport Public Safety Officers
(FAPSOA)**

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2025 PPO Plan Premium = \$1,500.00 City Contributes \$1,050.00 Employee Contributes: High Plan: \$450.00 Low Plan: \$0.00 Upon proof of other insurance coverage, an employee may opt out of plan and receive no coverage.
Retirement *	City = 21.08% Tier II: Employees hired after 8/27/90 Employee = 9% Employees pick up 3% of City contribution F&P Tier II = Vested after completing 5 years of service DROP – (Deferred Retirement Option Program)
Supplemental Sick	40 hours per fiscal year 80 hours lifetime maximum accrual
Deferred Compensation	Savings/Mutual Funds 457 Plan with various investment options No City Contribution
Holidays	8.4 hours per month
Employee Incentive Time Off	See MOU
Vacation (Hours per month)	Less than 10 years = 10 More than 10 years = 12
Sick Leave (Available after 90 days)	8.4 hours per month; 900 hour cap
Uniform Allowance	\$1,200.00 per year
Bilingual	\$100 per month
Workers' Compensation	Benefits provided consistent with state law
Health Reimbursement Arrangement (HRA)	To pay premiums for retirement medical insurance

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.