City of FRESNO

Bargaining Unit 1
Non-Supervisory Blue Collar
International Union of Operating Engineers, Stationary Engineers Local 39

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2026 PPO Plan Premium = $1,664.00 City Contributes $1,165.00 Employee Contributes: Full Benefit Plan: $499.00 Mo., Reduced Benefit Plan: $49.00 Mo. Insurance coverage, an employee may opt out of plan and receive up to $300 per month for that other coverage
Retirement *	City = 13.38%; Employees hired after 5/29/2017 pick up 1.5% of City contribution Employee (Average) = 9.61% (2%/year @ 55 w/5 years) (DROP) – Deferred Retirement Option Program
Short Term Disability	Provided through California SDI program
Deferred Compensation	Savings/Mutual Funds 457 Plan with various investment options No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal Day = 2
Vacation (Hours per month) (Available after 6 months)	1 – 4 years = 8 hrs 5 – 7 years = 10 hrs 8 – 13 years = 11.33 hrs 14 – 20 years = 13 hrs 20+ years = 15 hrs Hours are accrued for each completed month.
Sick Leave (Available after 90 days)	8 hours accrued for each completed month
Supplemental Sick	40 hours per fiscal year 80 hours lifetime maximum accrual
Uniform Allowance / Safety Shoes / Prescription Safety Glasses	City contracted uniform service, cost shared 50/50 Safety Shoe voucher - $250 / $300 Prescription Safety Glasses – Reimbursement of up to $125 Annually
Bilingual	$100 per month
Workers' Compensation	Benefits provided consistent with state law
Health Reimbursement Arrangement (HRA)	To pay premiums for retirement medical insurance

* Employees Retirement System = Full-time permanent employees; 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 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.