

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

Benefit	Description
Health & Welfare: Medical, Rx, 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.
Retirement	<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
Deferred Compensation	Savings/Mutual Funds 457 Plan with various investment options Employer Paid Contribution of \$75 per month for salary ranges E5 through E22
Life Insurance	1x annual salary rounded to nearest thousandth
Long Term Disability	66 2/3% to \$7,500/month maximum after 30 days or end of sick leave
Holidays	Holidays = 10 Birthday = 1 Personal Day = 2
Supplemental Sick	40 hours per fiscal year 80 hours lifetime maximum accrual
Annual Leave	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.
Management Leave	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.
Supplemental Management Leave	E1-E5 Ranges may be granted up to 32 hrs. per fiscal year may be placed in a HRA Leave Bank.
Bilingual	\$100 per month
Workers' Compensation	Benefits provided consistent with state law
Health Reimbursement Arrangement (HRA)	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 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.