City of FRESNO

Bargaining Unit 3
Non-Supervisory White Collar
The Fresno City Employees Association, Inc. (FCEA)

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.
Retirement *	City = 13.38% Employees hired on/after 10/3/2016 pick up 1.5% of City contribution Employee (Average) = 9.61% (2%/year @ 55) (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 (Crime Scene Techs and ESDs receive an additional 1.33 holiday hours per month) 48 or 96 hour cap depending upon assignment
Vacation (Hours per month)	Less than 5 years = 8 hrs More than 5, less than 8 years = 10 hrs More than 8, less than 14 years = 11.33 hrs More than 14, less than 20 years = 13 More than 20 years = 15 hrs Hours accrued for each completed month. Caps applied based on service year. May cash out 8 - 48 hours in November if employee has balance of 240 hours or more of Sick Leave.
Sick Leave (Available after 90 days)	8 hours per month
Supplemental Sick Leave	40 hours per fiscal year 80 hours maximum accrual
Uniform Allowance	If required = $30.00 per month Crime Scene Techs, CSOs, Fire Prevention Inspectors, and Property & Evidence Techs = $73.00 per month Police Support Svcs Clerk/Tech, Police Data Trans, and Rangemaster/Armorer = $46.00 per month
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.

* 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.