

Bargaining Unit 4
Non-Supervisory Police
Fresno Police Officers Association (FPOA)

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 = 21.08% Tier II: Employees hired after 8/27/90 Employee = 9% Employees hired before 9/11/2014 pick up 1% of City contribution 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 = \$250,000 Helicopter Pilot/Observer = \$250,000 (AD&D)
Deferred Compensation	Savings/Mutual Funds 457 Plan with various investment options No City Contribution
Holidays	Provided 8.667 hrs/mo in lieu of holidays
Vacation (Hours per month)	1 - 4 years = 10 hrs 5 - 9 years = 10.667 hrs 10 - 14 = years = 12 hrs 15 - 19 years = 13.334 hrs 20 - 24 years = 15.334 hrs 25 - 29 years = 16.667 hrs 30+ years = 18.667 hrs Hours accrued for each completed month.
Sick Leave (Available after 90 days)	8 hours accrued for each completed month
Uniform Allowance	\$1,300 per year
Bilingual	\$100 per month
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 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.