



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

| <b>Benefit</b>                                                                       | <b>Description</b>                                                                                                                                                                                                                                                                     |
|--------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Health &amp; Welfare: medical, dental and vision</b><br>(Employee and dependents) | As of 07/01/2026<br>PPO Plan Premium = \$1,664.00<br>City Contributes \$1,165.00<br>Employee Contributes:<br>Full Benefit Plan: \$499.00 Mo.,<br>Reduced Benefit Plan: \$49.00 Mo.<br>Upon proof of other insurance coverage, an employee may opt out of plan and receive no coverage. |
| <b>Retirement *</b>                                                                  | City = 21.08%<br>Tier II: Employees hired after 8/27/90<br>Employee = 9%<br>Employees pick up 3% of City contribution<br>F&P Tier II = Vested after completing 5 years of service<br>DROP – (Deferred Retirement Option Program)                                                       |
| <b>Supplemental Sick</b>                                                             | 40 hours per fiscal year<br>80 hours lifetime maximum accrual                                                                                                                                                                                                                          |
| <b>Deferred Compensation</b>                                                         | Savings/Mutual Funds 457 Plan with various investment options<br>No City Contribution                                                                                                                                                                                                  |
| <b>Holidays</b>                                                                      | 8.4 hours per month                                                                                                                                                                                                                                                                    |
| <b>Employee Incentive Time Off</b>                                                   | See MOU                                                                                                                                                                                                                                                                                |
| <b>Vacation</b><br>(Hours per month)                                                 | Less than 10 years = 10<br>More than 10 years = 12                                                                                                                                                                                                                                     |
| <b>Sick Leave</b><br>(Available after 90 days)                                       | 8.4 hours per month; 900 hour cap                                                                                                                                                                                                                                                      |
| <b>Uniform Allowance</b>                                                             | \$1,200.00 per year                                                                                                                                                                                                                                                                    |
| <b>Bilingual</b>                                                                     | \$100 per month                                                                                                                                                                                                                                                                        |
| <b>Workers' Compensation</b>                                                         | Benefits provided consistent with state law                                                                                                                                                                                                                                            |
| <b>Health Reimbursement Arrangement (HRA)</b>                                        | 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 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](http://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.