

**Bargaining Unit 14
Management Confidential**

City of Fresno Management Employees Association (CFMEA)

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 8/01/2015 pick up 1.5% of Cit contribution Employee (Average) = 9.61% (2% / year @ 55) (DROP) – Deferred Retirement Option Program
Life Insurance	1x annual salary rounded to nearest thousandth
Long Term Disability	66 2/3% to \$7,500/month maximum after 30 days/end of sick leave
Deferred Compensation	Savings/Mutual Funds 457 Plan with various investment \$75 per mo. City Reimbursement
Holidays	Holidays = 10 Birthday = 1 Personal = 2
Supplemental Sick	40 hours per fiscal year 80 hours lifetime maximum
Annual Leave (Hours per month)	1 – 9 years = 15.50 hours accrued for each completed month 10+ years = 18.83 hours accrued for each completed month Not to exceed 840 accumulated hours. Hours exceeding 840 will be placed in a Special HRA bank. May cash out up to 48 hours or 10% before April 1 st each fiscal year.
Management Leave	60 hours per fiscal year May cash out up to 48 hours during fiscal year in which leave is credited
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 = 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.