
Benefits Overview

Unit 2 – Health Support Services
Unit 5 - Operations Support Services
Unit 7 – Clerical/Administrative Support Services
Unit 9 – Technical Support Services

Human Resources

California State University, Fresno
M/S JA 71, Joyal Adm. Rm. 164
Web Address: www.csufresno.edu/humres
Phone: (559) 278-2032 *** Fax: (559) 278-4275

To be eligible, you must have an appointment for a period of at least six months and one day; a time base of half-time or more and paid monthly. An employee has 60 days from their hire date to enroll. Enrollments are NOT automatic with the exception of vision and employer paid life insurance.

Health Insurance.

6 carriers including Preferred Provider Organization (PPO's) and Health Maintenance Organization (HMO's)
Employer pays the majority of the premiums

Dental Insurance (Enhanced)

1 carrier-2 plans/Indemnity Plan & Prepaid Plan – 100% employer paid premiums for employee and all eligible dependents

Vision Insurance – Vision Service Plan (VSP)

100% employer paid premiums for employee and all eligible dependents

Health, dental and vision coverage is available for eligible domestic partners.

Flex Cash Option

Opt out of health and dental plans (if covered by non-CSU insurance) and receive cash instead

Pre-Tax Benefits

- Dependent Care Reimbursement Plan (DCRA)
- Health Care Reimbursement Account (HCRA)
- Tax Advantage Premium Plan (TAPP)
- Pre-tax Parking Program

Life Insurance – Standard Life Insurance Company

- \$10,000 Life
- \$10,000 Accidental Death & Dismemberment
- 100% Employer Paid

Sick Leave

Accrues at 8.0 hours per month

Vacation Leave

6-2/3+ hours per month (based on service)
Personal Holiday (must be taken within calendar year)

Holiday

Thirteen (13) paid holidays

(REVERSE)

Leave Programs

- Bereavement
- Catastrophic
- Paid Maternity/Paternity
- Industrial Disability (IDL)
- Non-Industrial Disability (NDI)
- Family Medical Leave (FMLA)

Public Employees Retirement System (CalPERS)

State Misc. Members ~ 2% at 55 formula

- Employer and Employee pay into the CalPERS plan, employee contributes 5% of salary on a pre-tax basis over \$513/month
- Eligible to retire after 5 years of service credit AND at least 50 years of age
- Retirement is based on service credit, age at the time of retirement and the highest 12 month consecutive salary
- The benefit factor increases each year based on age beginning with 1.100% at age 50 for each year of service credit, 2% at age 55 and levels out at 2.500% at age 63 and older
- You are vested after five years of CalPERS full-time service credit
- If enrolled in health and dental insurance at the time of retirement, the state will continue to pay the employer share of premiums for life
- Accrued sick leave balance converted to service credit
- Survivor benefits
- Disability retirement

You may visit CalPERS website at: <http://www.calpers.ca.gov/>

Fee Waiver Program - (Employee, Dependent & Domestic Partners)

For details contact Employment and Recruitment located in Joyal Administration, Rm. 164, ext. 8-2032

Workers' Compensation Insurance – All employees are covered under Workers' Compensation.

Voluntary Plans

- Auto/Home Mortgage Insurance – A+ Auto & Home/California Casualty
- Credit Unions
- Employee Transportation Program - Ext. 8-2277
- PERS Home Loan Program
- PERS Long Term Care Program
- Savings Bonds
- Three additional defined contribution plans available to help save for retirement, all on a pre-tax basis:
 1. Tax Shelter Annuity Program - 403(b)
 2. Deferred Compensation Plan - 457
 3. 401 (k) Savings Plus Plan
- Voluntary Insurance Plans
 - Sanders & Associates
 - Standard Insurance Company