Benefits Overview
Unit 8 - PUBLIC SAFETY

Human Resources
California State University, Fresno
M/S JA 71, Joyal Adm. Rm. 211
Web address: www.csufresno.edu/hr
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 -
10 carriers including 3 Preferred Provider Organizations
(PPO’s) and 6 Health Maintenance Organizations (HMO’s)
Employer pays the majority of the premiums

Dental Insurance - (Basic)
1 carrier-2 plans/Indemnity Plan (PPO) & Prepaid Plan (HMO)- 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 domestic partnerships & opposite sex marriages)

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

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

Life Insurance (Employer Paid) Standard Life Insurance Company
$10,000 Life
$10,000 Accidental Death and Dismemberment
100% employer paid premiums

Sick Leave
Accrues at 8.0 hours per month

Vacation Leave
6-2/3+ hours per month (based on service)

Holiday
- Thirteen (13) paid holidays
- Personal Holiday (must be taken within calendar year)

Leave Programs
- Bereavement/ Funeral Leave
- Catastrophic
- Paid Maternity/Paternity
- Industrial Disability (IDL)
- Non-Industrial Disability (NDI)
- Family Medical Leave (FMLA)
- Jury Duty
- Military Leave (Employee)
- Organ Donor Leave

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Public Employees Retirement System (CalPERS)
- The Employee contribution is eight (8) percent of the $238 per month. However, currently the CSU pays this contribution on your behalf.
- Eligible to retire after 5 years of service credit AND at least 50/52 years of age.
- Retirement is based on service credit, age at the time of retirement and the highest 12 month consecutive salary.
- 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.
- Industrial disability retirement.

Retirement Formulas
Employees hired before July 1, 2011:
State Peace Officer/Firefighter 3% at 50 formula. The final compensation is based on the highest average compensation during a consecutive 12-month period.

Employees hired January 15, 2011- December 31, 2012:
State Peace Officers/ Firefighter 2.5% at 55 formula. The final compensation is based on the highest average compensation during a consecutive 36-month period.

Employees hired on or after January 1, 2013:
California State University employees (other than Public Safety employees) are under formula 2% at 62. This formula is subject to a 36-month consecutive highest average compensation earnable period.

Exceptions may apply for employees with previous California State employment. See Human Resources.

CSU employees are EXEMPT from the Civil Service extra requirement in order to continue health insurance into retirement.

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

Fee Waiver Program - (Employee and Dependent)
For eligibility details contact Human Resources located in Joyal Administration, Rm. 211, ext. 8-2032 or visit their website at http://www.csufresno.edu/hr.

Workers’ Compensation Insurance - All employees are covered.

Voluntary Plans
- Aflac Group Critical Illness
- Alternative Transportation Program - Ext. 8-2277
- California Casualty Auto/Home, Identity Theft
- Credit Unions
- Metlaw Group Legal Services
- Standard Insurance Company (group life, AD&D, long-term disability)
- 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. Thrift Plan- 401 (k)

You may pick up detailed pamphlet information on most of these benefits from HR located in Joyal Administration, Rm 211.