

Mandated Benefits

Student Employees: Program funds cover Workers' Compensation and Unemployment Insurance. Fresno State student employees must carry the following units during the academic year/summer:

- Six (6) or more units for undergraduate students
- Three (3) or more units for graduate students

Note: If a student does not carry the required units, employer and employee are subject to FICA and Medicare (7.65%).

Non-Student Employees: Program funds cover Workers' Compensation, Unemployment Insurance, FICA and Medicare.

Rates

Work Comp Code	Work Comp Code Description	Students	Non-Student Employees
2063	Creamery/Dairy	4.32%	11.97%
4511	Analytical Labs	0.38%	8.03%
8810	Clerical	0.20%	7.85%
8868	College/School	0.59%	8.24%
9081	Restaurant	2.37%	10.02%
9101	College/School other	3.71%	11.36%
9154	Theater/non-performer	1.90%	9.55%

Positions are classified into one (1) work comp code listed. For clarification, please contact Auxiliary Human Resources.

Benefited Employees Only

Medical Insurance: Monthly premium is calculated based on the number of dependents and the plan selected. The Employer Contribution towards monthly premiums will assume to be 100% for the total premium, unless the program elects an alternative funding option*.

Medical Plan Options			
	Kaiser	Blue Shield HMO	Blue Shield PPO
Employee only	\$856.58	\$923.28	\$1,012.60
Employee +1	\$1,995.83	\$2,151.25	\$2,359.44
Employee +2 or more	\$2,741.06	\$2,954.32	\$3,240.40

Dental Insurance: Program funds cover the cost of employee only coverage.

Premier Access	
Employee only	\$43.17

Vision Insurance: Program funds cover the cost of employee only coverage.

VSP	
Employee only	\$9.90

Life Insurance: Program funds cover the cost of employee coverage. Cost is dependent on employees' classification.

Sun Life	
Non-Exempt	\$2.75
Exempt	\$5.50

Retirement 401(k): Program funds cover the cost of Employer contribution.

Empower	
Employer contribution varies based on available program funds	

Flex Cash: Employees who opt out of Medical and/or Dental insurance are eligible for Flex Cash for waiving coverage.

Flex Cash	
Medical	\$148.00
Dental	\$12.00

Insurance rates are subject to change July 1st of each year. *The Foundation has three (3) funding options available for medical insurance contributions. Please contact Auxiliary Human Resources.

Auxiliary Human Resources

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