

SECTION 18. BENEFITS FOR POLICE CADETS, PERMANENT PART-TIME EMPLOYEES, AND LIMITED EMPLOYEES AND TEMPORARY EMPLOYEES; AND BENEFITS AND TERMS AND CONDITIONS FOR PERMANENT AIRPORT PUBLIC SAFETY OFFICERS AND PERMANENT AIRPORT PUBLIC SAFETY SUPERVISORS; AND TEMPORARY EMPLOYEES

C. Benefits for Limited Employees **and Temporary Employees**

1. Limited Employees

- a. Benefits for Limited employees appointed pursuant to FMC Section 3-256 who do not hold a permanent position as defined in FMC Section 3-202 to a job classification listed in Exhibit 2 or who are not permanent employees as defined in FMC Section 3-202 shall be as follows:
  - i. Health and Welfare and leave benefits shall be afforded to Limited employees commensurate with the benefits provided to employees in the same job classification who hold a permanent position in Exhibit 2 or permanent employees as defined by FMC Section 3-202, respectively.
  - ii. Limited employees shall be provided with Social Security benefits and shall not be members of the Fresno City Retirement Systems. Limited employees who participated in the plan as permanent full-time employees and whose contributions remain on deposit remain members of the Fresno City Retirement Systems.
  - iii. Limited employees shall be paid for jury duty attendance and court attendance in accordance with FMC Sections 3-109 and 3-110.
  - iv. **Limited employees in non-exempt job classifications who are assigned to standby duty shall receive premium pay of \$1.65 an hour while assigned to standby duty. Standby duty is defined as time outside of a Limited employee's work shift where management requires a Limited employee to be available to report for standby work. Standby work is defined as the hours worked outside of a Limited employee's work shift where a Limited employee assigned to standby duty is required to report for work. In the event a Limited employee on standby duty is required to report for standby work, standby premium pay shall be discontinued once the Limited employee reports for standby work. Premium pay for standby duty and**

**compensation for hours worked, whether the hours worked are during the Limited employee's standby work or work shift, shall not be paid concurrently. During the time the Limited employee is working standby work, the Limited employee shall be compensated at their applicable rate of pay. Time spent on standby duty shall not be considered hours worked.**

- b. Benefits for Limited employees appointed pursuant to FMC Section 3-256 who hold a permanent position as defined in FMC Section 3-202 to a job classification listed in Exhibit 2 or who are permanent employees as defined in FMC Section 3-202 shall continue to receive the same benefits commensurate with those provided in their permanent position or as a permanent employee, respectively, except as specifically modified herein.

## **2. Temporary Employees**

- a. **Temporary employees in non-exempt job classifications who are assigned standby duty shall receive premium pay of \$1.65 an hour while assigned to standby duty. Standby duty is defined as time outside of a Temporary employee's work shift where management requires a Temporary employee to be available to report for standby work. Standby work is defined as the hours worked outside of a Temporary employee's work shift where a Temporary employee assigned to standby duty is required to report for work. In the event a Temporary employee on standby duty is required to report for standby work, standby premium pay shall be discontinued once the Temporary employee reports for standby work. Premium pay for standby duty and compensation for hours worked, whether the hours worked are during the Temporary employee's standby work or work shift, shall not be paid concurrently. During the time the Temporary employee is working standby work, the Temporary employee shall be compensated at their applicable rate of pay. Time spent on standby duty shall not be considered hours worked.**