

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST
TUITION ASSISTANCE	Partial assistance for additional courses through the SUNY Tuition Waiver program (based on funding). Fees not covered by Tuition Assistance. Must be SUNY state-operated campus ⁵	Appointment must cover period of support. Must be at least half-time.	Upon employment. Must have at least 6 months of state service before beginning the course	No cost to the employee for this benefit.
FLEX SPENDING ACCOUNT BENEFITS (PRE-TAX DEDUCTIONS)	A portion of salary is designated by employee to establish a fund to cover eligible child care, elder care and/or unreimbursed health care expenses with pre-tax dollars.	Must be receiving regular bi-weekly paychecks for dependent care. Must also be eligible for health insurance for health care.	Effective immediately if enrolled within 60 days of appointment.	The employee determines the amount to be deducted. Maximum annual is \$5,000 for child/elder care; minimum \$150. Maximum annual is \$2,500 for health care; minimum \$100.
SUNY VOLUNTARY 403(b) TAX-DEFERRED SAVINGS PLAN AND THE NYS DEFERRED COMPENSATION 457(b) PLAN	SUNY Voluntary 403(b) Tax-Deferred Saving Plan. Current Authorized Investment Providers include: TIAA, Voya, VALIC, and Fidelity. NYS Deferred Compensation 457(b) tax-deferred retirement savings plan. Employees may choose to participate in either or both plans subject to IRS limits on tax deferral.	Upon employment.	Choice of employee.	Employee pre-tax contributions through salary reduction subject to IRS limit. The 2017 basic annual limit for both plans is \$18,000. Employees over age 50 may contribute up to \$6,000 more per year fro a total maximum of \$24,000. The IRS currently establishes separate limits for 403(b) and 457(b) plans, allowing employees to contribute up to twice the limit allowed under either plan alone.
GROUP LIFE AND ACCIDENT INSURANCE	Optional term life (max. 5Xs annual salary or \$500,000), accidental death and dismemberment insurance; includes coverage for spouse and dependents.	All M/C employees.	First day of pay period following the pay period in which enrollment form submitted.	Premiums determined by amount of coverage purchased.
LONG-TERM DISABILITY COVERAGE	Monthly income benefit equal to 60 percent of covered monthly salary, not to exceed \$7,500 a month; also provides a monthly annuity premium benefit.	Full-time & Part-time (50% FTE or greater) employees who are disabled for six consecutive months.	First of the month following one year anniversary.	No premium costs to employee.

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<p>VACATION AND SICK LEAVE</p> <p>HOLIDAYS</p>	<p>Vacation and sick leave are earned at the same rate, 1.75 days per calendar month. Pro-rated for part-time. Sick accumulation cannot exceed 200 days.</p> <p>Eligible for up to 12 holidays per year.</p>			
<p>PAYROLL INFORMATION</p>	<p>New York State has a two-week lag payroll system. This means that each paycheck pays for the period two-four weeks prior to the date of the check. New employees will not receive their first check for approximately four weeks. There is a five-day salary deferral, meaning that one day's pay is deducted from each of the 1st- 5 checks, which are returned to the employee upon separation.</p>			

This summary has been prepared for illustrative purposes only and the information provided is subject to change. This summary does not convey, grant or guarantee and benefit(s) or employment right(s).

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