SUNY Upstate Medical University ensures equal employment opportunity without regard to race, color, religion, sexual orientation, age, national origin, disability and marital status, in accordance with federal and state law.

For More Information regarding employment opportunities at SUNY Upstate Medical University, please contact:
315-464-4965 • hr@upstate.edu
Your calls and e-mails will be handled confidentially.

Outstanding Benefits

Full-time employees are eligible for the following:
- 12 paid holidays each year
- 22 paid vacation days per year
- Generous sick leave allowance
- Up to seven-month leave of absence for birth or adoption of a child

Part-time exempt employees are eligible to observe holidays that fall on days they would have otherwise worked. Part-time employees accrue vacation and sick leave on a prorated basis.

Outstanding Benefits Package

In addition to our highly competitive salaries, SUNY Upstate Medical University's benefit package is among the best in the greater Central New York area.

The following represent some of the valuable benefits offered:
- A wide variety of health insurance options, with minimal cost sharing
- Employer-paid dental and vision benefits
- Flexible Spending Account Program
- Outstanding retirement program
- Retirement Savings Programs
- Credit Union
- Day care
- On-site fitness facilities
- Employee Assistance Program
- Union-sponsored benefits
- Payroll deducted College Savings Program

This is a general guide to the benefit programs available to new M/C employees of SUNY Upstate Medical University. It does not provide complete details or descriptions. The information provided is based on the benefit provisions in effect at the time of the printing of this booklet and is subject to change.

Prepared by the Human Resources Department (1/18)
Health Insurance (Active Employees)
Coverage begins on 57th calendar day following employment or eligibility, if you remain in a paid status.

**ELIGIBILITY**
- Full-time
- Part-time – employee must work at least half-time on a regularly scheduled basis and be expected to be employed three months or more

**DESCRIPTION**
NEW YORK STATE HEALTH INSURANCE PROGRAM (NYS HIP) OPTIONS
1. The Empire Plan
2. HMO-Blue
3. MVP Health Plan
All NYS HIP options provide a wide range of benefits including hospital, medical/surgical, prescription drug, mental health and substance abuse coverage. Eligible employee of New York State who have other employer-sponsored group health insurance may opt out of their NYS HIP coverage in exchange for an incentive payment of $1,000 for waiving individual coverage and $2,000 for waiving family coverage.

**COST/PAYMENT**
The State pays 84% - 86% of the cost of the premium for individual coverage and 69% - 73% of the cost of dependent coverage. The percentage paid is based on an annualized salary of $40,136. Employees with annualized salaries below $40,136 pay the lower percentage, and employees with annualized salary of $41,756, or higher, pay the higher percentage.

Health Insurance (Retirees)
N/A

Dental Care
- Six full calendar months of employment or eligibility if you remain in a paid status

**ELIGIBILITY**
Same as Health Insurance (Active Employees).

**DESCRIPTION**
Traditional Plan ($2,000 annual max)
- Participating Dentist Program reimburses up to a scheduled amount to participating dentist
- Non-participating dentist – employee must pay provider in full and will be reimbursed up to scheduled amount
- Orthodontic benefits for eligible dependent children, subject to lifetime maximum, of $1,998.

**COST/PAYMENT**
The State pays the full cost for this coverage.

Vision Care
Coverage begins on 57th calendar day following employment or eligibility, if you remain in a paid status

**ELIGIBILITY**
Same as Health Insurance (Active Employees).

**DESCRIPTION**
Eye exams and lenses/frames from the plan selection once every 24 month period (12 months for dependent children under the age of 19).

**COST/PAYMENT**
The State pays the full cost for this coverage.

Life Insurance
Eligible the date placed on the State payroll

**ELIGIBILITY**
Same as Health Insurance (Active Employees).

**DESCRIPTION**
Employees may choose between a fixed amount of life insurance or an amount based on annual salary, not to exceed $500,000. Dependent life insurance is available up to 50% of enrollee’s benefit to a maximum of $20,000 for a spouse, and in a flat amount of $4,000 for each eligible child.

**COST/PAYMENT**
Employees pay the full cost for this coverage.

Optional Insurance
Eligible the date placed on the State payroll

**ELIGIBILITY**
available to M/C members

**DESCRIPTION**
The Governors Office of Employee Relations provides a variety of low-cost group auto, homeowners, renters, flood, flood, and liability insurance to M/C employees.

**COST/PAYMENT**
Employees selecting any of these optional plans pay the full cost of coverage through biweekly payroll deductions with the exception of flood insurance.

Flexible Spending Account Program
Eligible immediately for Dependent care account. Eligible for Health Care Spending Account after 60 days of employment.

**ELIGIBILITY**
All State employees who receive a regular paycheck. Must be eligible for health insurance for the health care spending account.

**DESCRIPTION**
There are two parts to the Flex Spending Account Program - the Dependent Care Advantage Account (DCA Account) and the Health Care Spending Account (HCS Account). These accounts provide you with a means to pay for your dependent care and health care expenses with pre-tax dollars. Employees may be eligible for an annual one-time contribution based on salary into the DCA Account.

**COST/PAYMENT**
Employees fund this through pre-tax salary deductions.

Long-term Disability
Coverage begins on the first day of the month following one year of full-time service. If your immediate preceding employer provided similar coverage, you may be entitled to a waiver of the 1-year service requirement.

**ELIGIBILITY**
Same as Health Insurance (Active Employees).

**DESCRIPTION**
Benefits begin on the first day of the month following six consecutive months of a certified total disability, or when full sick leave payments end, if later. Benefit provided is sixty percent of earnings to a maximum monthly benefit of $7,500, offset by other sources of income.

**COST/PAYMENT**
The State pays the full cost for this coverage.

Retirement
ERS offers immediate participation and a ten year vesting. Under the SUNY Optional Retirement Program participation is immediate for employees who have vested VOYA, Fidelity, TIAA, or VALIC contracts. Employees who do not, will participate once they complete 366 days of service.

**ELIGIBILITY**
Employees are eligible to elect one of two different retirement programs. TRS is also available to employees in certain designated titles.

**DESCRIPTION**
ERS offers immediate participation and a ten year vesting. Under the SUNY Optional Retirement Program participation is immediate for employees who have vested VOYA, Fidelity, TIAA, or VALIC contracts. Employees who do not, will participate once they complete 366 days of service.

**COST/PAYMENT**
The State pays the full cost for this coverage.

NYSS Deferred Compensation Plan
None

**ELIGIBILITY**
All State Employees

**DESCRIPTION**
The NYS Deferred Compensation Plan is a voluntary retirement savings plan governed by Section 457(b) of the United States Internal Revenue Code. Federal and State income tax during the working years you opt for this plan will be levied on your reduced salary. The amount you contribute to this plan will not be taxed to you until you start withdrawing funds during your retirement years.

**COST/PAYMENT**
Employees fund this through pre-tax salary deductions.

Special Annuity Program
None

**ELIGIBILITY**
All SUNY Employees

**DESCRIPTION**
Can participate via a 403(b) retirement annuity with VOYA, TIAA or VALIC, or a custodial account with Fidelity. Federal and State income tax during the working years you opt for this plan will be levied on your reduced salary. The amount you contribute to this plan will not be taxed to you until you start withdrawing funds during your retirement years.

**COST/PAYMENT**
Employees fund this through pre-tax salary deductions.

Transportation Benefit
None

**ELIGIBILITY**
All State Employees

**DESCRIPTION**
Pretax income to pay for public transportation through enrollment in NYS-Rides.

**COST/PAYMENT**
Employees fund this through pre-tax salary deductions.