

BENEFITS AT A GLANCE NYSCOPBA New York State Correctional Officers and Police Benevolent Association

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST
<u>HEALTH INSURANCE & PRESCRIPTIONS</u>	<p>Empire Plan:</p> <p>Blue Cross-- Hospitalization</p> <p>United HealthCare-- Major Medical.</p> <p>Health Maintenance Organizations (HMOS): Hospitalization/medical care by designated Primary Care Physician.</p> <ul style="list-style-type: none"> • MVP Health Care • HMO-Blue 	<p>Appointments that exceed three months.</p> <p>Must work at least half-time.</p> <p>Visit www.cs.ny.gov/employee-benefits for more information.</p>	<p>56-day waiting period.</p>	<p><u>2022 Empire Plan biweekly rates:</u></p> <p>Individual: \$67.85 Family: \$261.73</p> <p><u>2022 MVP Plan biweekly rates:</u></p> <p>Individual: \$70.39 Family: \$235.91</p> <p><u>2022 HMO Blue Plan biweekly rates:</u></p> <p>Individual: \$61.91 Family: \$233.33</p>
<p><u>RETIREMENT SYSTEM</u></p> <p>contribution & vesting details applicable to employees enrolling on or after 4/1/12 (under Tier 6 provisions)</p>	<p>New York State Employees Retirement System (ERS):</p> <p>Defined Benefit Plans; benefits are based on Final Average Salary (or average of highest 60 consecutive months-5 years), years of service and age at time of retirement.</p>	<p>Membership for full-time employees is mandatory.</p> <p>Membership is optional for part-time employees except that employees who have current membership must continue to participate, if eligible.</p>	<p>Vested after 10 full-time equivalent years in ERS</p>	<p>Employee contributions made for duration of employment.</p> <p><u>Employees will follow the below contribution scale based on salary:</u></p> <p>\$0 – \$45,000: 3%</p> <p>\$45,000.01 – \$55,000: 3.5%</p> <p>\$55,000.01 – \$75,000: 4.5%</p> <p>\$75,000.01 – \$100,000: 5.75%</p> <p>\$100,000+ but less than the Governor’s current annual salary (2021) of 225,000 (only applicable to ERS members): 6%</p>
<p><u>DENTAL INSURANCE</u></p> <p><u>VISION CARE</u></p>	<p>EmblemHealth (GHI) Preferred Dental Plan.</p> <p>Davis Vision provides financial assistance in meeting cost of eye exams, glasses, etc.</p>	<p>Must be at least half-time and eligible to receive health insurance.</p>	<p>56-day waiting period</p>	<p>Paid for by New York State.</p>
<p><u>TUITION ASSISTANCE</u></p>	<p>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</p> <p>https://goer.ny.gov/security-services-unit-ssu-01-and-21</p>	<p>Appointment must cover period of support.</p> <p>Must be at least half-time.</p>	<p>Upon employment.</p>	<p>No cost to the employee for this benefit.</p>

* The New York State Employees’ Retirement System (ERS) and the New York State Teachers’ Retirement System (TRS).

** The SUNY Optional Retirement Program (ORP); which currently includes the following Authorized Investment Providers: TIAA, Voya, AIG, & Fidelity.

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST																										
<u>FLEXIBLE SPENDING ACCOUNT</u> (PRE-TAX DEDUCTIONS)	<p>A portion of salary is designated by employee to establish a fund to cover eligible costs paid with pre-tax dollars, such as:</p> <ul style="list-style-type: none"> • child care, elder care (Dependent Care Advantage Account - DCAA) • un-reimbursed health care expenses (Health Care Spending Account - HCSA) • expenses related to the adoption of an eligible child (Adoption Advantage Account – AAA) 	<p>Must be salaried receiving regular bi-weekly paychecks for dependent care. Must also be eligible for health insurance for health care.</p>	<p>Must enroll within 60 days of date of appointment. For dependent care, effective immediately; for health care, effective as of the latter of date Change in Status application is submitted or date of employment.</p>	<p>The employee determines the amount to be deducted; for 2022, the HCSA min/max employee contribution is \$100/\$2,850; the DCAA max employee/employer contribution is \$5,000/\$800; the AAA max employee contribution is \$14,440.</p>																										
<u>SUNY VOLUNTARY 403(b) SAVINGS PLAN</u> & <u>THE NYS DEFERRED COMPENSATION 457(b) PLAN</u>	<p>SUNY Voluntary 403(b) Tax-Deferred Saving Plan. Current Authorized Investment Providers include: TIAA, Voya, AIG, and Fidelity.</p> <p>NYS Deferred Compensation 457(b) tax- deferred retirement savings plan.</p> <p>Both plans offer pre- and post-tax savings options. Employees may choose to participate in either or both plans subject to IRS limits on tax deferral.</p>	<p>Upon employment.</p>	<p>Choice of employee.</p>	<p>Employee pre-tax or post-tax contributions (depending on program election) through salary reduction subject to IRS limit.</p> <p>The 2022 basic annual limit for both plans is \$20,500. Employees over age 50 may contribute up to \$6,500 more per year. For a total of \$27,000.</p>																										
<u>VACATION AND SICK LEAVE</u> <u>HOLIDAYS</u>	<ul style="list-style-type: none"> • Vacation and sick leave are earned at the same rate, 1.75 days per calendar month. Vacation accumulation cannot generally exceed 40 days as of 1/1 of any year. Sick accumulation cannot exceed 200 days. Pro-rated for part-time. On January 2nd of each year, one vacation day shall be added to the accrual balance of all employees eligible to accrue vacation leave. • Eligible for up to 13 holidays per year. 	<table border="1"> <thead> <tr> <th>Completed Years of Service</th> <th>Vacation earned (including bonus days)</th> </tr> </thead> <tbody> <tr><td>1</td><td>14 days</td></tr> <tr><td>2</td><td>15 days</td></tr> <tr><td>3</td><td>16 days</td></tr> <tr><td>4</td><td>17 days</td></tr> <tr><td>5</td><td>18 days</td></tr> <tr><td>6</td><td>19 days</td></tr> <tr><td>7</td><td>20 days</td></tr> <tr><td>8 to 19</td><td>20 days (approx. 1.5 days every 4 weeks)</td></tr> <tr><td>20 to 24</td><td>21 days</td></tr> <tr><td>25 to 29</td><td>22 days</td></tr> <tr><td>30 to 34</td><td>23 days</td></tr> <tr><td>35 or more</td><td>24 days</td></tr> </tbody> </table>	Completed Years of Service	Vacation earned (including bonus days)	1	14 days	2	15 days	3	16 days	4	17 days	5	18 days	6	19 days	7	20 days	8 to 19	20 days (approx. 1.5 days every 4 weeks)	20 to 24	21 days	25 to 29	22 days	30 to 34	23 days	35 or more	24 days		
Completed Years of Service	Vacation earned (including bonus days)																													
1	14 days																													
2	15 days																													
3	16 days																													
4	17 days																													
5	18 days																													
6	19 days																													
7	20 days																													
8 to 19	20 days (approx. 1.5 days every 4 weeks)																													
20 to 24	21 days																													
25 to 29	22 days																													
30 to 34	23 days																													
35 or more	24 days																													
<u>PAYROLL INFORMATION</u>	<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 first 5 paychecks, 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).