

BENEFITS AT A GLANCE MANAGEMENT/CONFIDENTIAL PROFESSIONAL EMPLOYEES

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> Annual Salary Rate up to \$47,024: Individual: \$50.89 Family: \$219.75 Annual Salary Rate \$47,024 or more: Individual: \$67.85 Family: \$261.73</p> <p><u>2022 MVP Plan biweekly rates:</u> Annual Salary Rate up to \$47,024: Individual: \$53.90 Family: \$197.41 Annual Salary Rate \$47,024 or more: Individual: \$70.39 Family: \$235.91</p> <p><u>2022 HMO Blue Plan biweekly rates:</u> Annual Salary Rate up to \$47,024: Individual: \$46.44 Family: \$195.73 Annual Salary Rate \$47,024 or more: 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>Options: *ERS and TRS (Tier VI-Eff. 4/1/12): 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>**ORP (Tier VI Eff. 4/1/12): Defined Contribution Plan; benefits are based on employer and employee contributions and the success of the investments. Employer contribution is 8% of employee's salary for first seven years of service, 10% percent for the eighth and thereafter.</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>All M/C employees are eligible for ERS or the ORP. Employees in the titles of Chancellor, President, Vice-President, Provost, Dean, Associate Dean, and Assistant Dean are also eligible for TRS.</p>	<p>Immediately upon enrollment.</p> <p>Vested after 10 full-time equivalent years in ERS & TRS.</p> <p>Vested after 366 days in the ORP or immediate if employee owns retirement contracts with any of the four vendors through a previous employer.</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% \$45,000.01 – \$55,000: 3.5% \$55,000.01 – \$75,000: 4.5% \$75,000.01 – \$100,000: 5.75% \$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>Appointment must cover period of support.</p> <p>Must be at least half-time.</p>	<p>Upon employment.</p> <p>Must have at least 6 months of state service before beginning the course.</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.

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<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 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>GROUP LIFE AND ACCIDENT INSURANCE</u>	<p>Optional term life (max. 5Xs annual salary or \$500,000), accidental death and dismemberment insurance; includes coverage for spouse and dependents.</p>	<p>All M/C employees.</p>	<p>First day of pay period following the pay period in which enrollment form submitted.</p>	<p>Premiums determined by amount of coverage purchased.</p>
<u>LONG-TERM DISABILITY COVERAGE</u>	<p>Monthly income benefits equal to 60 percent of covered monthly salary, not to exceed \$7,500 a month; also provides a monthly annuity premium benefit.</p>	<p>Full-time & Part-time (50% FTE or greater) employees who are disabled for six consecutive months.</p>	<p>First of the month following one-year anniversary.</p>	<p>No premium costs to employee.</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. 			
<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.</p> <p>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).