

BENEFITS AT A GLANCE
CLASSIFIED SERVICE EMPLOYEES REPRESENTED BY PUBLIC EMPLOYEES
FEDERATION (PEF)

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST
<u>HEALTH INSURANCE & PRESCRIPTIONS</u>	<p>Empire Plan: 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>Full-time employees with appointments that are expected to last 3 months or longer.</p> <p>Part-time employees need to work at least half-time on a regularly scheduled basis and expected to work for at least 3 months.</p>	<p>56 day waiting period.</p>	<p><u>2022 Empire Plan biweekly rates:</u> Individual: \$67.85 Family: \$261.73</p> <p><u>2022 MVP Plan biweekly rates:</u> Individual: \$70.39 Family: \$235.91</p> <p><u>2022 HMO Blue Plan biweekly rates:</u> Individual: \$61.91 Family: \$233.33</p>
<p><u>DENTAL INSURANCE</u></p> <p><u>VISION CARE</u></p>	<p>Emblem Health (formally GHI) Preferred Dental Plan</p> <p>Davis Vision Care Plan</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>RETIREMENT SYSTEM</u></p>	<p>New York State Employees Retirement System (ERS): 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 permanent employees is mandatory.</p> <p>Membership for employees who are temporary or part-time is optional, except that appointees with current membership must continue to participate membership</p>	<p>Permanent full-time employees: membership is effective on the date of appointment.</p> <p>Temporary & Part-time employees: membership is effective upon the receipt of application at ERS.</p> <p>Vested after 10 full-time equivalent years ERS service.</p>	<p>Employees who join ERS on or after April 1, 2012 will be Tier VI members. Tier VI members may retire at age 63, or later, with unreduced benefits, or as early as age 55 with reduced benefits.</p> <p>Tier VI ERS members contribution scale based on below salary scale so long as they accumulate additional pension credits: <u>Less than \$45,000: 3%;</u> <u>\$45,000.01-55,000: 3.5%;</u> <u>\$55,000.01-75,000: 4.5%;</u> <u>\$75,000.01-100,000: 5.75%;</u> \$100,000+ but less than the Governor's current annual salary (2021) of 225,000 (only applicable to ERS members): 6%</p> <p>Vesting available after 10 years of full-time service credit.</p>
<p><u>DISABILITY COVERAGE AND LIFE INSURANCE</u></p>	<p>Not provided by the University, but may be purchased individually through the union.</p>			
<p><u>FLEXIBLE SPENDING ACCOUNT</u></p> <p>(PRE-TAX DEDUCTIONS)</p>	<p>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.</p>	<p>Must be receiving regular bi-weekly paychecks for dependent care. Must also be eligible for health insurance for health care.</p>	<p>For dependent care, effective immediately; must enroll within 60 days of appointment. For health care, 60 days from date of appointment, but must enroll within 60 days of date of appointment.</p>	<p>The employee determines the amount to be deducted. Max Annual \$5,000 for child/elder care; minimum \$150.</p> <p>Max Annual \$2800 for health care; minimum \$100.</p>

<p><u>SUNY VOLUNTARY 403(b) SAVINGS PLAN</u></p> <p>AND</p> <p><u>THE NYS DEFERRED COMPENSATION 457(b) PLAN</u></p>	<p>SUNY Voluntary 403(b) Tax-Deferred Saving Plan. Current Authorized Investment Providers include: TIAA, Voya, ING & Fidelity.</p> <p>NYS Deferred Compensation 457(b) tax-deferred retirement savings plan.</p>	<p>Upon employment.</p> <p>Employees may choose to participate in either or both plans subject to IRS limits on tax deferral.</p>	<p>Choice of employee.</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>Employee pre- and post-tax contributions through salary reduction subject to IRS limit. The 2022 basic annual limit for both plans is \$20,500. Employees age 50 and over may contribute up to \$6,500 more per year.</p> <p>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.</p>																									
<p><u>HOLIDAYS*</u></p>	<p>Eligible for up to 13 holidays per year.</p>																												
<p><u>VACATION*</u></p> <p><u>SICK LEAVE*</u></p> <p><u>PERSONAL LEAVE*</u></p>	<p>Generally full-time employees earn at the rate of one-half day per pay period, after the completion of 13 pay periods of employment. (13-20 days/year for first 7 years then 20 days/year w/ additional bonus days thereafter). Part-time employees who work a regular schedule of at least half time, earn accruals on a pro-rated basis. Generally, balance may not exceed 40 days on 4/1 of any year.</p> <p>Full-time employees earn at the rate of one-half day per pay period (total of 13 days/year) with maximum of 200 days. Part-time employees who work at least half time earn on a pro-rated basis.</p> <p>Five days each year on personal leave anniversary date. Personal leave expires at the close of business on the day immediately preceding anniversary date.</p>	<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	
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<p><u>PAYROLL INFORMATION</u></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.</p> <p>In addition, there is a five-day salary deferral. That means that one day's pay is deducted from each of the first five paychecks. This is returned to the employee upon separation from service.</p>																												

*Employees paid on an hourly basis do not qualify for Attendance Rules Coverage (holidays, vacation, sick leave, personal, etc.) until completion of 19 consecutive pay periods of at least half-time service.

Disclaimer: 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).