

Upstate. A great place to work

While Upstate offers very competitive salaries, don't forget to include the value of benefits when you compare employment options. We think that you will agree that Upstate provides "Better Benefits."

In a recent survey among regional medical centers, Upstate's investment in employee benefits as a percentage of payroll topped all participants at 53%. This level far exceeds its peer groups and Upstate also is the only employer to offer active-level health insurance coverage in retirement.*

- 1** Upstate offers a traditional, defined benefit retirement plan that provides a guaranteed pension.
- 2** Upstate offers a range of subsidized health insurance options. Costs may be further reduced for eligible employees who exchange vacation or leave credits, or for those who opt out due to other qualifying health insurance coverage.
- 3** Upstate provides dental and vision benefits with no employee premiums.
- 4** Upstate has Flex Spending Accounts. These allow employees to set aside pre-tax dollars for qualified out-of-pocket medical and dependent care expenses. Employer "seed" money of up to \$800, depending on salary, toward funding dependent care expenses, such as child care.
- 5** Upstate provides generous paid time-off that could total more than 40 days during an employee's initial year of employment.
- 6** Upstate employees have two optional supplemental pre-tax retirement savings plan options.
- 7** Upstate has excellent tuition assistance reimbursement for nursing-related education.
- 8** Upstate offers free Employee Assistance and Life Services Programs.
- 9** New York State provides heavily subsidized retiree health insurance which includes an offset for sick leave credit and reimbursement of Medicare Part B premiums.
- 10** Upstate offer on-site fitness and day care centers.

Note: Some benefits may transfer to/from other public employment in New York State.

***Upstate Invests In You**

Upstate's fringe benefit rate is more than 50% of its employees' annual salaries. This is greater than comparable-sized hospitals' rates, which ranged from 22% to 33% in a regional survey. Another way of understanding the great value is that Upstate's benefits are worth approximately one-and-one-half times an employee's salary. Also, employees receive these benefits without being taxed on their value.



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