

**BENEFITS AT A GLANCE
POLICE EMPLOYEES**

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST
HEALTH INSURANCE	<p>Empire Plan: Blue Cross: Hospitalization United HealthCare: Major Medical.</p> <p>Health Maintenance Organizations (HMOS): Hospitalization/medical care by designated Primary Care Physician</p>	<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.</p>	56 day waiting period.	<p>Empire Plan biweekly rates:</p> <p>Individual: \$ 28.06 Family: \$122.13</p> <p>See NYSHIP Rates and Deadlines publication, available online at www.cs.ny.gov/ebd, for more information</p>
RETIREMENT SYSTEM	<p>New York State Employees Retirement System (ERS): Defined benefit plan; benefits are based on best Final Average Salary and years of service.</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</p>	<p>Permanent full-time Employees: membership is effective on the date of appointment.</p> <p>Temporary and 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>	Employee contribution is 3 percent of salary.
<p>PRESCRIPTION DRUGS</p> <p>DENTAL INSURANCE</p> <p>VISION CARE</p>	<p>Coverage through health insurance program.</p> <p>GHI Preferred Dental Plan</p> <p>EyeMed Vision Care Plan</p>	<p>Must be at least half time and eligible to receive health insurance.</p> <p>Must be at least half time and eligible to receive health insurance.</p> <p>Must be at least half time and eligible to receive health insurance.</p>	<p>56 day waiting period.</p> <p>56 day waiting period.</p> <p>56 day waiting period.</p>	<p>Included in health insurance premium.</p> <p>Paid for by New York State.</p> <p>Paid for by New York State.</p>
DISABILITY COVERAGE	Not provided by the University, but may be purchased individually through your union.			
TUITION REIMBURSEMENT	Partial reimbursement may be available through the Tuition Reimbursement Program (subject to availability and limits of funding) at State operated campuses.	Appointment must cover period of support.	Upon employment.	No cost to the employee for this benefit.

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FLEX BENEFITS (PRE-TAX DEDUCTIONS)	A portion of salary is designated by employee to establish a fund to cover eligible child care, elder care and/or un-reimbursed health care expenses with pre-tax dollars.	Must be receiving regular biweekly paychecks for dependent care. Must also be eligible for health insurance for health care.	For dependent care, effective immediately; must enroll within 60 days of appointment. For health care, 60 days from date of appointment; must enroll within 60 days of date of appointment.	The employee determines the amount to be deducted, maximum \$5,000 for child/elder care; minimum \$150, maximum \$3,000 for health care
SUNY VOLUNTARY 403(b) TAX-DEFERRED SAVINGS PLAN AND THE NYS DEFERRED COMPENSATION 457(b) PLAN	SUNY Voluntary 403(b) Tax-Deferred Saving Plan. Current Authorized Investment Providers include: TIAA-CREF, ING, MetLife, VALIC, and Fidelity. NYS Deferred Compensation 457(b) tax-deferred retirement savings plan. Employees may choose to participate in either or both plans subject to IRS limits on tax deferral.	Upon employment.	Choice of employee.	Employee pre-tax contributions through salary reduction subject to IRS limit. The 2017 basic annual limit for both plans is \$17,000. Employees over age 50 may contribute up to \$5,500 more per year. 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.
LONG-TERM CARE INSURANCE	Coverage for care in a nursing home, assisted living facility, or at home.	Must be eligible for health insurance.	If enrolled within 60 days of eligible appointment, guaranteed issue. Otherwise, subject to medical underwriting.	Premiums determined by amount of coverage purchased.
HOLIDAYS*	Eligible for up to 12 holidays per year.			
VACATION*	Employees entitled to earn and accumulate vacation credits presently earn and accumulate vacation at the rate of (a) 20 days annually or (b) one-half day per bi-weekly pay period plus additional vacation upon completion of each year of continuous services in accordance with the following schedule: 1 year – 1 additional day; 2 years – 2 additional days; 3 years – 3 additional days; 4 years – 4 additional days; 5 years – 5 additional days; 6 years – 6 additional days; 7 years – 7 additional days. Additional days are also applied after completion of years of continuous service at: 20-24 years – 1 additional day; 25-29 years – 2 additional days; 30-34 years – 3 additional days; 35+ years – 4 additional days.			
SICK LEAVE*	Full-time employees earn at the rate of half a day per pay period (Total of 13 days per year). Part-time employees who work at least half time earn on a pro-rated basis.			
PERSONAL LEAVE*	5 days each year on personal leave anniversary date.			
PAYROLL INFORMATION	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.			

New employees cannot be placed on the payroll or issued ID cards until they have completed their I-9's and required personnel/payroll forms.

*Hourly employees do not qualify for accruals (holidays, vacation, sick leave, personal, etc.) until completion of 19 consecutive pay periods of 50% or greater service.