

BENEFITS AT A GLANCE
MANAGEMENT/CONFIDENTIAL PROFESSIONAL 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>Appointments that exceed three months. Must work at least half-time</p>	56-day waiting period.	<p>Empire Plan biweekly rates:</p> <p>Annual Salary Rate of up to \$34,520:</p> <p>Individual: \$ 32.93 Family: \$132.48</p> <p>Annual Salary Rate of \$34,521 & above:</p> <p>Individual: \$ 43.90 Family: \$158.19</p> <p>See NYSHIP Rates and Deadlines publication, available online at www.cs.ny.gov/ebd, for more information.</p>										
RETIREMENT SYSTEMS	<p>Options</p> <p>*ERS and TRS: Defined benefit plans; benefits are based on best Final Average Salary and years of service.</p> <p>**ORP: Defined contribution plan; benefits are based on employer and employee contributions and the success of the investments. Employer contribution is 8% of salary for first seven years of service, 10% percent 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. Vested after 10 full-time equivalent years in ERS & TRS. Vested after 366 days in the ORP.</p>	<p>Employee contribution is 3% of salary for ERS and the ORP, and 3.5% of salary for TRS until 3/31/13.</p> <p>Beginning 4/1/13, employee contribution will be based on salary, as follows:</p> <table border="0"> <tr> <td>\$45,000 and under:</td> <td>3%</td> </tr> <tr> <td>\$45,000.01 – \$55,000:</td> <td>3.5%</td> </tr> <tr> <td>\$55,000.01 – \$75,000:</td> <td>4.5%</td> </tr> <tr> <td>\$75,000.01 – \$100,000:</td> <td>5.75%</td> </tr> <tr> <td>† \$100,000 or more:</td> <td>6%</td> </tr> </table>	\$45,000 and under:	3%	\$45,000.01 – \$55,000:	3.5%	\$55,000.01 – \$75,000:	4.5%	\$75,000.01 – \$100,000:	5.75%	† \$100,000 or more:	6%
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PRESCRIPTION DRUGS	Coverage through health insurance program.	At least half-time and eligible to receive health insurance.	56-day waiting period.	Paid for through health insurance premium.										
DENTAL INSURANCE	EmblemHealth (GHI) Preferred Dental Plan	At least half-time and eligible to receive health insurance.	First of the month after six calendar months of employment.	Paid for by New York State.										
VISION CARE	Financial assistance in meeting cost of eye exams, glasses, etc., through Davis Vision	Annual salaried and at least half-time.	56-day waiting period.	Paid for by New York State.										

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST
TUITION ASSISTANCE	<p>Partial assistance is available through the Tuition Waiver (based on funding) at state-operated campuses.</p> <p>Reimbursement of 75% of tuition (maximum \$1500 per year) for job or career-related courses at accredited institutions.</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>	No cost to the employee for this benefit.
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.	Effective immediately if enrolled within 60 days 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	<p>SUNY Voluntary 403(b) Tax-Deferred Saving Plan. Current Authorized Investment Providers include: TIAA-CREF, ING, MetLife, VALIC, and Fidelity.</p> <p>NYS Deferred Compensation 457(b) tax-deferred retirement savings plan.</p> <p>Employees may choose to participate in either or both plans subject to IRS limits on tax deferral.</p>	Upon employment.	Choice of employee.	<p>Employee pre-tax contributions through salary reduction subject to IRS limit. The 2012 basic annual limit for both plans is \$17,000. Employees over age 50 may contribute up to \$5,500 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>
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, requires underwriting.	Premiums determined by amount of coverage purchased.
DISABILITY COVERAGE	Monthly income benefit equal to 60 percent of covered monthly salary, not to exceed \$7,500/month; also provides a monthly annuity premium benefit.	Full and part-time (50% +) M/C employees who are disabled for six consecutive months.	First of the month following one year anniversary.	No cost to employee.
GROUP LIFE AND ACCIDENT INSURANCE	Optional term life, accidental death and dismemberment insurance; includes coverage for spouse and dependents.	All M/C employees.	First day of pay period following the pay period in which enrollment form submitted.	Premiums determined by amount of coverage purchased.
VACATION, SICK LEAVE, & HOLIDAYS	<ul style="list-style-type: none"> • Vacation and sick leave are earned at the same rate, 1.75 days per calendar month. Pro-rated for part-time. • Eligible for up to 12 holidays per year. 			
PAYROLL INFOMATION	<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 1st 5 checks, which are returned to the employee upon separation.</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-CREF, ING, MetLife, and VALIC.

† Pensionable salary will be capped at the Governor's annual salary (currently \$179,000) for members of ERS or TRS.