

BENEFITS AT A GLANCE
SECURITY SERVICES 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. |

| BENEFIT | DESCRIPTION | ELIGIBILITY | EFFECTIVE DATE | COST |
|--|---|--|---|--|
| 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 | <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, subject to medical underwriting. | Premiums determined by amount of coverage purchased. |
| HOLIDAYS* | Eligible for up to 12 holidays per year. | | | |
| VACATION* SICK LEAVE* PERSONAL LEAVE* | <p>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.</p> <p>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.</p> <p>5 days each year on personal leave anniversary date.</p> | | | |
| 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.