STATE UNIVERSITY OF NEW YORK

Summary of Presidential Compensation, Benefits And Other Terms of Employment

Effective January 2011
# SUMMARY OF PRESIDENTIAL COMPENSATION, BENEFITS
AND OTHER TERMS OF EMPLOYMENT

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SUMMARY OF PRESIDENTIAL COMPENSATION, BENEFITS AND OTHER TERMS OF EMPLOYMENT

Salary

Salaries of Presidents are controlled by the State University Salary and Compensation plan, adopted by the Board of Trustees.

Faculty Appointment

Following your appointment as President, you will receive a second appointment letter to the Faculty of the University as Full Professor with continuing appointment.

Moving Expenses

The State University, as part of general personnel policy, will reimburse you for reasonable moving expenses in accordance with State and University rules and regulations, up to 12,000 pounds of eligible household goods.

Housing

If the campus has a presidential residence, you will be required to reside in the residence. If the campus does not have a presidential residence, a housing allowance will be provided. The housing allowance will be determined by market conditions and geographic location.

Automobile

The campus provides the President with an automobile for his/her use. The campus would also be authorized to designate a campus employee to drive the President to evening events he/she attends in his official capacity, or when the President has meetings in New York City.

Entertainment Allowance

The college will provide the President an annual entertainment allowance to support the various external relations and fund-raising programs of the college.
Retirement Benefits

There are three retirement program options available to the President:

(1) The New York State Employees’ Retirement System (ERS); (2) the New York State Teachers’ Retirement System (TRS); or (3) the Optional Retirement Program (ORP).

ERS: A state-administered defined benefit retirement fund consisting of employer and employee contributions. Employee contributions of 3 percent of salary (tax-deferred for federal taxes) are required. A participant’s retirement benefit is computed as a percentage of his or her final average salary. The percentage received is determined by the number of years of service credit earned. Ten years of full-time service credit is required to be vested.

TRS: The retirement benefit is calculated similarly under the TRS system as under ERS. Vesting rights under the two systems are also similar, but an employee contribution of 3.5 percent of salary is required for members of TRS.

ORP: This is a defined contribution program available to full-time professional employees of the State University. The ORP is offered through the Teachers Insurance Annuity Association and College Retirement Equities Fund (TIAA/CREF), ING, MetLife, and VALIC. Three hundred and sixty-six (366) days of continuous employment are necessary to vest retirement benefits under this program. The employee contribution is 3 percent of salary for the first ten years of membership, which is tax deferred for federal taxes. The State contributes 8 percent of salary for the first seven years of employment, 10 percent between years seven and ten, and 13 percent after ten years up to the maximum pensionable limit.

Health Insurance

Coverage is available for the employee, spouse or domestic partner, and young adult children up to age 26. There is a fifty-six (56) day waiting period before health insurance becomes effective. The New York State Health Insurance Program offers the availability of a modified indemnity fee-for-service plan (the Empire Plan) or Health Maintenance Organization (HMO) in a particular area. Health insurance premiums are paid on a “pre-tax” basis, unless an individual files a declination within the first 30 days of employment.

Management/Confidential Benefit Program

Dental: Coverage is available for the employee, spouse or domestic partner, children under 19 and dependent children under 26 who are full-time students. Coverage becomes effective on the first day of the month following the completion of six (6) months of continuous employment. This program, offered through the GHI Insurance Company, provides coverage on a fee-for-service basis.
**Vision Care:** Coverage is available for the employee, spouse or domestic partner, children under 19 and dependent children under 26 who are full-time students. Provides eye care coverage, including an eye exam and one pair of glasses at a participating doctor every two years. Coverage becomes effective fifty-six (56) days following employment.

**Flexible Spending Accounts:** The Health Care Spending Account (HCSA) and the Dependent Care Advantage Account (DCAA) offer a way to pay for unreimbursed medical expenses and dependent care expenses with pre-tax dollars. An employee may contribute up to $5000 annually to the DCAA and from $150 to $3000 to the HCSA.

**Group Life Insurance Program:** This is a group-term life insurance program available on a payroll deduction basis. Employees may enroll for a fixed dollar, or multiple of salary levels of coverage up to a maximum of five time’s annual salary, currently set at $500,000. Coverage is available without proof of insurability if the employee enrolls within 12 weeks of employment. Dependent group life insurance is also available up to 50 percent of the enrollee's benefit to a maximum of $20,000 for a spouse, and in a flat amount of $4,000 for each eligible child.

**Group Disability Insurance Program:** The Group Disability Insurance Program for full-time management/confidential employees is a cost-free benefit which provides income protection for a total disability after completing one year of State University service. (If covered within three months of appointment by a similar disability insurance plan by your last employer, the waiting period may be waived.). The plan provides an income benefit of 60 percent of salary to a maximum of $7,500 per month and also makes payment to a pension plan on the employee’s behalf.

**Long-term Care Insurance:** This program allows an employee to purchase long-term care insurance in a variety of amounts through payroll deduction. Coverage is available without proof of insurability if enrollment occurs within the first 60 days of employment. Coverage is also available for certain family members.

**Tax-deferred Savings Plans:** SUNY offers a variety of tax-deferred savings options under Sections 403(b) and 457 of the Internal Revenue Code. These tax-deferred savings plans permit savings toward retirement through automatic payroll deductions. The taxable salary is lowered since deduction is not subject to Federal, New York State or local income tax. An employee may direct his or her investment into 403(b) plans administered by TIAA/CREF, ING, Met Life, VALIC or Fidelity and/or a 457 plan, the NYS Deferred Compensation Plan, administered by Nationwide.

**Annual and Sick Leave Accruals**

Presidents are considered Management/Confidential employees and accrue Sick Leave up to 200 days and Annual Leave up to 40 days as of January 1st each year (can exceed 40 days throughout the year) at a rate of 1.75 days per month in each category. An additional day of
annual leave is earned on January 2\textsuperscript{nd} of each year. Payment for up to thirty (30) days of unused annual leave at full salary is permitted upon resignation.

**Study Leave**

You will be eligible for a four week study leave with full salary during the first year of your appointment as President.

After either three (3) or five (5) years of continuous service as President, you will be eligible for another study leave with full salary. These study leaves (usually one semester in length) are granted by the Board of Trustees as opportunities for the President to update his/her scholarly and creative interests or otherwise to expand his/her professional development to the direct benefit of the State University.

**Study Leave**

After either three or five years of continuous service as president, you will be eligible for a study leave with full salary. These study leaves (usually one semester in length) are granted by the Board of Trustees as opportunities for the President to update his/her scholarly and creative interests or otherwise to expand his/her professional development to the direct benefit of the State University.

**Honoraria and Other Outside Income**

The President of the University is considered a state policy maker, and is therefore subject to certain limitations on outside income as outlined in regulations of the New York State Commission on Public Integrity. Briefly,

- All presidents are prohibited from serving as an officer of a political party or political organization or as a member of a national committee of a political party;

- All presidents must obtain the prior approval of the Chancellor (or designee) and the New York State Commission on Public Integrity before holding other public office or engaging in other public employment for more than $4,000 annually; engaging in any private employment, business or other activity for more than $4,000 annually; or serving as director or officer of a for-profit corporation or institution, regardless of compensation;

- All presidents must obtain prior approval of the Chancellor (or designee) when he or she engages in private employment or other activity for annual compensation between $1,000 and $4,000;
• Presidents receiving honoraria or travel expense reimbursement are required to report annually to the Chancellor (or designee) the source, date, amount, and nature of the activities for which honoraria and expenses were received;

• Any honorarium or travel reimbursement received which is over $1,000 must also be reported on a president’s annual financial disclosure statement; and

• It is hereby agreed that you may serve on up to two corporate boards of directors for compensation, and an unlimited number of not-for-profit boards without compensation, so long as approval is first obtained from the New York State Commission on Public Integrity.

**Annual Financial Disclosure**

All state policy-makers, including the Presidents of the University, must file with the New York State Center for Public Integrity an annual financial form which discloses in general categories all sources of income and assets, including income earned by a spouse or assets held by a spouse.

**Defense and Indemnification of State Officers in Civil Proceedings and Reimbursement in Criminal Proceedings**

If the President is sued in a civil matter in an individual capacity, defense and indemnification are available upon request to the Attorney General in those situations in which the act underlying the complaint is alleged to have occurred within the scope of the officer’s public duties, provided that the individual has not engaged in intentional wrongdoing. Certain procedural steps must be followed. As a state officer, the President is accorded criminal defense reimbursement and civil defense and indemnification protection by statute (Sections 17 and 19 of the Public Officers Law). In criminal cases, reimbursement is available, with the approval of the Attorney General, for reasonable attorneys’ fees and litigation expenses incurred by an officer in the defense of a criminal proceeding arising out of an act which occurred within the scope of the officer’s public duties, following acquittal or dismissal of the proceeding.

**Faculty Status Upon Resignation as President**

A President leaving office for a faculty position with the University shall be eligible to receive up to two academic semesters’ leave at his/her presidential salary following departure from the presidency to prepare for full-time faculty duties.

**SUNY Associate**

The President is entitled to name someone, usually his/her spouse, who shall carry the title and responsibilities of a State University of New York Associate. As a State University
Associate, the individual would participate in an official volunteer program of the University by providing services which support the official duties of the President. Designation as a State University of New York Associate carries no expectation of salary. However, the Associate shall receive:

1. A University identification card which will provide access to University libraries and other facilities, in accordance with campus procedures;

2. Coverage for an injury arising from the course and scope of services as an Associate, to the extent available to volunteers in accordance with Workers’ Compensation Law;

3. Defense and indemnification under Section 17 of the Public Officers Law with respect to claims resulting from acts or omissions in the services specifically performed as an Associate, except where the injury or damage resulted from intentional wrongdoing, to the extent available to volunteers. Section 17 coverage is not available for incidents arising while volunteers are engaged in activities which are not part of their services as Associates. Decisions on defense coverage under Section 17 are made on a case-by-case basis as incidents arise by the New York Attorney General’s Office. Decisions on indemnification are similarly handled, but also include review by the Board of Trustees and the State Comptroller;

4. An official business card bearing the seal or logo of the State University of New York;

5. Access to parking permits, where applicable, for use at University owned facilities in accordance with campus parking regulations; and

6. College staff may be assigned to assist the Associate in their official duties on behalf of the campus.