

**BENEFITS AT A GLANCE**  
**MANAGEMENT/CONFIDENTIAL PROFESSIONAL EMPLOYEES**

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST										
<a href="#"><u>HEALTH INSURANCE &amp; PRESCRIPTIONS</u></a>	<p><b>Empire Plan:</b>  Anthem Blue: Hospitalization  United HealthCare: Major Medical  Carelton Behavioral Health, Inc.: Mental Health/Substance Abuse  CVS/Caremark, Inc.: Prescriptions</p> <p><b>Health Maintenance Organizations (HMOs):</b>  Hospitalization/medical care designated by Primary Care Physician.</p> <p>Explanation of the options available to you under the New York State Health Insurance Program (NYSHIP) for your health insurance and other elections can be found <a href="#">here</a>.</p>	<p>Appointments that exceed three months.</p> <p>Must work at least half-time</p>	<p>28 day waiting period.</p>	<p><b>Empire Plan biweekly rates as of 1/1/24:</b></p> <p><b>Annual Salary Rate up to \$49,403:</b>  Individual: \$ 60.07  Family: \$271.92</p> <p><b>Annual Salary Rate \$49,403 or more:</b>  Individual: \$ 80.09  Family: \$323.33</p> <p>Visit <a href="http://www.cs.ny.gov/employee-benefits">www.cs.ny.gov/employee-benefits</a> for more information.</p>										
<a href="#"><u>DENTAL INSURANCE</u></a>  <a href="#"><u>VISION CARE</u></a>	<p>EmblemHealth (GHI) Preferred Dental Plan</p> <p>Davis Vision provides financial assistance in meeting cost of eye exams, glasses, etc.</p>	<p>At least half-time and eligible to receive health insurance.</p> <p>Annual salaried and at least half-time.</p>	<p>28 day waiting period.</p>	<p>Paid for by New York State.</p>										
<a href="#"><u>RETIREMENT SYSTEMS</u></a>  contribution & vesting details applicable to employees enrolling on or after 4/1/12 (under Tier 6 provisions)	<p><b>Options:</b></p> <p><b>NYS Employees' Retirement System (ERS) and NYS Teachers' Retirement System (TRS):</b>  Defined benefit plans; benefits are based on best Final Average Salary and years of service.</p> <p><b>*SUNY Optional Retirement Program (ORP):</b>  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 and permanent 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 faculty/titles of Chancellor, President, Vice-President, Provost, Dean, Associate Dean, and Assistant Dean are also eligible for TRS.</p>	<p>Immediately upon enrollment.</p> <p>Vested after 5 full-time equivalent years in ERS &amp; TRS.</p> <p>Vested after 366 days in the ORP.</p>	<p>Employee contribution is based on salary rate, 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>† More than \$100,000:</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%	† More than \$100,000:	6%
\$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%													
† More than \$100,000:	6%													
<a href="#"><u>FLEXIBLE SPENDING ACCOUNTS</u></a>  <b>(PRE-TAX DEDUCTIONS)</b>	<p>A portion of salary is designated by employee to establish a fund to cover eligible costs paid with pre-tax dollars, such as:</p> <ul style="list-style-type: none"> <li>• Childcare, elder care (Dependent Care Advantage Account - DCAA)</li> <li>• out-of-pocket (i.e., co-payments) health care expenses (Health Care Spending Account - HCSA)</li> <li>• expenses related to the adoption of an eligible child (Adoption Advantage Account – AAA)</li> </ul>	<p>Must be receiving regular biweekly paychecks for dependent care. Must also be eligible for health insurance for health care.</p>	<p>Must enroll within 60 days of date of appointment, reimbursement available on 61<sup>st</sup> consecutive calendar day. For dependent care, effective immediately; for health care, effective as of the latter of date Change in Status application is submitted or date of employment.</p>	<p>The employee determines the amount to be deducted; for 2024, the HCSA min/max employee contribution is \$100/\$3,200; the DCAA max employee/employer contribution is \$5,000/\$2,500.</p> <p>The AAA max employee contribution is \$16,810</p>										

\* The ORP currently includes the following Authorized Investment Providers: Corebridge, Fidelity, TIAA and Voya.

† Pensionable salary will be capped at the Governor's annual salary (\$250,000 as of 10/27/2021) for members of ERS or TRS.

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST
<a href="#"><u>TUITION ASSISTANCE</u></a>	Partial assistance for additional courses through the SUNY Tuition Waiver program (based on funding) or summer/winter session, please refer to your benefit office for your campus details. Fees not covered by Tuition Assistance. Must be SUNY state-operated campus.	Appointment must cover period of support.  Must be at least half-time.	Upon employment.	No cost to the employee for this benefit.
<a href="#"><u>SUNY VOLUNTARY 403(b) SAVINGS PLAN</u></a>  <a href="#"><u>AND</u></a> <a href="#"><u>THE NYS DEFERRED COMPENSATION 457(b) PLAN</u></a>	SUNY Voluntary 403(b) Saving Plan. Current Authorized Investment Providers include: Corebridge, Fidelity, TIAA, and Voya.  NYS Deferred Compensation 457(b) tax-deferred retirement savings plan.  Both plans offer pre- and post-tax savings options. Employees may choose to participate in either or both plans subject to IRS limits on tax deferral.	Upon employment.	Choice of employee.	Employee pre- and post-tax contributions through salary reduction subject to IRS limit. The 2024 basic annual limit for both plans is \$23,000. Employees age 50 and over may contribute up to \$7,500 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.
<a href="#"><u>DISABILITY COVERAGE</u></a>  <a href="#"><u>LONG TERM DISABILITY COVERAGE</u></a>	Monthly income benefit equal to 60 percent of covered monthly salary, not to exceed \$7,500/month.  The SUNY LTD Plan also provides a Monthly Annuity Premium Benefit (MAPB), for Optional Retirement Program (ORP) participants ONLY, which continues to make contributions (salary % based on years of ORP membership) on the employee's behalf.	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.
<a href="#"><u>GROUP LIFE AND ACCIDENT INSURANCE</u></a>	Optional term life, accidental death and dismemberment insurance; includes coverage for spouse and dependents.	All M/C employees.	1 <sup>st</sup> day of pay period after the pay period in which enrollment form submitted if within 1 <sup>st</sup> six biweekly pay periods of eligible appt.  If not within 1 <sup>st</sup> six biweekly pay periods of eligible appt., enrollment is subject to late enrollment guidelines and approval by MetLife.	Premiums determined by amount of coverage purchased.
<a href="#"><u>VACATION, SICK, &amp; HOLIDAY LEAVE</u></a>	<ul style="list-style-type: none"> <li>• Vacation and sick leave are earned at the same rate, 1.75 days per calendar month. Vacation accumulation cannot generally exceed 40 days as of 1/1 of any year. Sick accumulation cannot exceed 225 days. Pro-rated for part-time. On January 2<sup>nd</sup> of each year, one vacation day shall be added to the accrual balance of all employees eligible to accrue vacation leave.</li> <li>• Eligible for up to 13 holidays per year.</li> </ul>			
<a href="#"><u>PAYROLL INFORMATION</u></a>	New York State has a two-week lag payroll system; each paycheck pays for the period two-four weeks prior to the check date. First check issued in approximately four weeks.  There is a five-day salary deferral, meaning that one day's pay is deducted from each of the 1 <sup>st</sup> 5 checks, which are returned to the employee upon separation.			

**Disclaimer:**

This summary highlights only some of the benefits associated with M/C employment status. It has been prepared for illustrative purposes only and the information provided is partial and subject to change. This summary does not imply, convey, grant or guarantee any benefits, rights, or entitlements. For additional information, please contact your campus Human Resources Benefits Office. (Rev Jan 24)