BENEFITS AT A GLANCE
MANAGEMENT/CONFIDENTIAL CLASSIFIED EMPLOYEES

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST
HEALTH INSURANCE / PRESCRIPTIONS	**Empire Plan:** Empire BCBS: Hospitalization United HealthCare: Major Medical Beacon Health Options Inc.: Mental Health/Substance Abuse CVS/Caremark, Inc.: Prescriptions **Health Maintenance Organizations (HMOs):** Hospitalization/medical care designated by Primary Care Physician.	Appointments that exceed three months. Must work at least half-time.	56-day waiting period.	**Empire Plan biweekly rates as of 1/1/20**: **Grade 9 & Below:** Individual: $ 44.63 Family: $196.04 **Grade 10 & Above:** Individual: $ 59.51 Family: $233.35 Visit www.cs.ny.gov/employee-benefits for more information.
DENTAL INSURANCE **VISION CARE**	EmblemHealth (GHI) Preferred Dental Plan Davis Vision provides financial assistance in meeting cost of eye exams, glasses, etc.	At least half-time and eligible to receive health insurance. Annual salaried and half-time.	56-day waiting period.	Paid for by New York State.
RETIREMENT SYSTEM contribution & vesting details applicable to employees enrolling on or after 4/1/12 (under Tier 6 provisions)	**OPTIONS** ***ERS:** Defined benefit plan; benefits are based on best Final Average Salary and years of service. ****VDC:** Defined contribution plan; benefits are based on employer and employee contributions and the success of the investments. Employer contribution is 8% of salary.	All are eligible to elect ERS. Employees earning at salary rate of $75K or more may elect VDC. Membership for full-time permanent employees is mandatory. Membership for employees who are temporary or part-time is optional. Appointees w/an existing membership are required to continue it (or elect a new option).	ERS vesting is after 10 years ERS service equivalent. VDC vesting is after 366 days of service. Permanent full-time Employees: membership effective on the date of appointment. Temporary and Part-time Employees: membership generally effective upon receipt of application.	Employee contribution is based on salary rate, as follows: $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%
FLEXIBLE SPENDING ACCOUNTS **(PRE-TAX DEDUCTIONS)**	A portion of salary is designated by employee to establish a fund to cover eligible costs paid with pre-tax dollars, such as: • child care, elder care (Dependent Care Advantage Account - DCAA) • un-reimbursed health care expenses (Health Care Spending Account - HCSA) • expenses related to the adoption of an eligible child (Adoption Advantage Account – AAA)	Must be receiving regular biweekly paychecks for dependent care. Must also be eligible for health insurance for health care.	Must enroll within 60 days of date of appointment. For dependent care, effective immediately; for health care, effective as of the latter of the date the Change in Status application is submitted or the date of employment.	The employee determines the amount to be deducted; for 2019, the HCSA min/max employee contribution is $100/$2,650; the DCAA max employee/employer contribution is $5,000/$800; the AAA max employee contribution is $13,810. Availability of DCAA employer contributions and AAA subject to contract negotiations.
TUITION ASSISTANCE	Some training opportunities available by NYS. Partial assistance for additional courses through the SUNY Tuition Waiver program (based on funding). 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.

† Pensionable salary will be capped at the Governor's annual salary ($225,000 as of January 2020) for members of ERS or TRS.

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	COST
SUNY VOLUNTARY 403(b) SAVINGS PLAN **AND** **THE NYS DEFERRED COMPENSATION 457(b) PLAN**	SUNY Voluntary 403(b) Saving Plan. Current Authorized Investment Providers include: TIAA, AIG, Voya, and Fidelity (offers 403(b)(7) mutual funds). 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 2019 basic annual limit for both plans is $19,000. Employees age 50 and over may contribute up to $6,000 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.
DISABILITY COVERAGE (INCOME PROTECTION PLAN-IPP)	Short-term disability plan provides 50% of salary for the first 26 weeks of disability (subject to weekly maximum); long-term disability plan provides 60% of salary after 26 weeks (subject to monthly maximum) to age 65	New, annual salaried M/C employees working at least half-time, with at least six months of NYS service and enrolled in a public NYS or SUNY retirement system; coverage is automatic. If appointed to eligible M/C position with prior creditable service, employee has 30 days from date of movement to elect coverage or otherwise forfeit coverage.	Upon appointment to M/C position	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	1^{st} day of pay period (ppd) after the ppd in which enrollment submitted if w/in 1^{st} six biweekly ppds of eligible appt. If after 1^{st} six biweekly ppds of eligible appt., enrollment subject to late enrollment rules & MetLife approval	Premiums determined by amount of coverage purchased.
VACATION*	Generally, full-time employees earn ½ day per pay period (after 13 pay periods service), at the rate of 13 days/year through first seven years. Bonus vacation days (one per year of continuous service) are awarded on anniversary date. Following seven years of service, 20 days of vacation are earned each year. Following 20 years of continuous service, additional vacation is earned. On 1/1 of each year, balance may not exceed 40 days; employee will forfeit excess vacation days.			
SICK LEAVE*	IPP participants earn four days of sick leave each six months. Non-IPP participants earn at the rate of ½ day per pay period (13 days per year). Sick leave may be accumulated to a maximum of 200 days.			
PERSONAL*	Credited with 5 days of personal leave upon appointment and 5 days each year on personal leave anniversary date. Personal leave not used within a year is forfeited.			
HOLIDAYS	Eligible for up to 12 holidays per year			

*Part-time employees who work at least half time on a regular basis earn on a pro-rated basis.

Completed Years Service	Vacation Earned (incl. bonus days)
1	14 days
2	15 days
3	16 days
4	17 days
5	18 days
6	19 days
7	20 days
8 to 19	20 days (~1.5 days every 4 weeks)
20 to 24	21 days
25 to 29	22 days
30 to 34	24 days
35 or more	25 days

PAYROLL INFORMATION	New York State has a two-week lag payroll system; each paycheck pays for the period two-four weeks prior to the date of the check. First check issued in approximately four weeks. In addition, there is a five-day salary deferral; one day's pay is deducted from each of the first five checks. This is returned to the employee upon separation from service.

Disclaimer:

This summary highlights only some of the benefits associated with classified 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.