

BENEFITS AT A GLANCE

MANAGEMENT/CONFIDENTIAL PROFESSIONAL EMPLOYEES

BINGHAMTON UNIVERSITY

| BENEFIT | DESCRIPTION | ELIGIBILITY | EFFECTIVE DATE | BI-WEEKLY PREMIUM |
|---|--|---|---|---|
| <p>Health Insurance/ Prescriptions</p> | <p>Plan Options – NYSHIP Choices Book</p> <p>New York State Empire Plan: Anthem Blue Cross - Hospitalization United HealthCare – Major Medical/Surgical Carelon– Mental Health/Substance Abuse CVS/Caremark – Prescription Plan Administrator</p> <p style="color: red;">For more information go to: https://www.cs.ny.gov/employee-benefits/login/ Provider search: www.empireplanproviders.com</p> <p>Health Maintenance Organizations (HMO): Hospitalization and medical/surgical care by designated primary care physicians</p> <p style="color: red;">For more information and to search providers visit: HMO Blue – http://www.excellusbcs.com/wps/portal/xl MVP – www.mvphealthcare.com CDPHP – www.cdphp.com</p> | <p>Appointments that are at least half-time and exceed three months in duration.</p> | <p>If hired on or after October 1, 2023:</p> <p>28 calendar-day waiting period from beginning of professional obligation.</p> | <p style="background-color: yellow;">*NYS EMPIRE PLAN:</p> <p>Annual Salary BELOW \$49,403 Individual \$ 60.07 Family \$ 271.92</p> <p>Annual Salary of \$49,403 OR ABOVE Individual \$ 80.09 Family \$ 323.33</p> <p style="background-color: yellow;">*HMO BLUE:</p> <p>Annual Salary BELOW \$49,403: Individual \$ 52.85 Family \$ 223.02</p> <p>Annual Salary of \$49,403 OR ABOVE: Individual \$ 70.47 Family \$ 265.85</p> <p style="background-color: yellow;">*MVP:</p> <p>Annual Salary BELOW \$49,403 Individual \$ 63.00 Family \$ 223.75</p> <p>Annual Salary of \$49,403 OR ABOVE: Individual \$ 81.59 Family \$ 267.38</p> <p style="background-color: yellow;">*CDPHP</p> <p>Annual Salary BELOW \$49,403 Individual \$ 72.59 Family \$ 225.20</p> <p>Annual Salary of \$49,403 OR ABOVE: Individual \$ 90.95 Family \$ 269.15</p> <p style="background-color: yellow;">* Bi-weekly (per paycheck) cost effective January 4, 2024</p> |
| <p>OPT-OUT Program</p> | <p>Allows eligible employees who have other employer-sponsored group health insurance, to opt out of the NYSHIP coverage in exchange for an incentive program.</p> | <p>Must be covered under an employer-sponsored group health insurance plan through other employment of your own or a plan through your spouse, domestic partner or parent as the result of their employment</p> | | |

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|--|--|--|---|---|
| <p>Dental Insurance</p> <p>Vision Care</p> | <p>Partial reimbursement for services through participating and non-participating providers.</p> <p>For more information go to: http://www.emblemhealth.com/nyship/</p> <hr/> <p>Financial assistance in meeting cost of eye exams and glasses/contact lenses.</p> <p>For more information go to: http://www.cs.ny.gov/ebd/index.cfm</p> | <p>At least half-time and eligible to receive health insurance</p> | <p>If hired on or after October 1, 2023:</p> <p>Dental & Vision: 28 calendar-day waiting period from beginning of professional obligation.</p> | <p>Paid for by New York State.</p> |
| <p>Retirement Systems</p> | <p>Options</p> <p>ERS (Employees' Retirement System): Defined benefit plan; benefits are based on final five years average salary and years of employment.</p> <p>For more information go to: http://www.osc.state.ny.us/retire/index.htm</p> <p>OPTIONAL RETIREMENT PROGRAM: TIAA, VOYA, Corebridge, or Fidelity: 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 % of salary thereafter.</p> <p>For more information go to: http://www.suny.edu/retirement/orp/#d.en.10525</p> | <p>Membership for full-time employees is mandatory.</p> | <p>Vested after 5 years of full-time service.</p> <hr/> <p>Vested after 366 days in SUNY ORP; may be immediately vested with other employer existing TIAA, VOYA, Fidelity or Corebridge contracts</p> | <p>Effective April 1, 2013, Tier 6 employee, contribution is a sliding scale between 3-6% based on salary for your career as NYS employee:</p> <p>\$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%</p> <p>NOTE: Pensionable salary is capped at the Governor's annual salary (\$250K as of 10/27/21) for ERS or TRS membership.</p> |
| <p>Group Life and Accident Insurance</p> | <p>Optional term life, accidental death and dismemberment insurance; includes coverage for spouse and dependents.</p> <p>For more information go to: http://www.cs.state.ny.us/otherben/life/mclife.cfm</p> | <p>All M/C employees</p> | <p>First day of pay period following the pay period in which enrollment form is submitted.</p> | <p>Premiums determined by amount of coverage purchased.</p> |
| <p>Flexible Spending Accounts</p> | <p>Dependent Care Advantage Account: A portion of salary is designated by employee to cover child, elder and dependent care expenses with tax-free dollars.</p> <p>Health Care Advantage Spending Account: A portion of salary is designated by employee to cover unreimbursed health-related expenses with tax-free dollars.</p> <p>Adoption Advantage Option: A portion of salary is designated by employee for expenses related to the adoption of an eligible child.</p> <p>Visit http://www.flexspend.ny.gov/ and select Enrollment Information for details</p> | <p>Must be receiving regular bi-weekly paychecks.</p> <hr/> <p>Must be annual salaried employee and eligible for health insurance.</p> | <p>New employees become eligible after completion of 60 consecutive days of state service, and must enroll within 60 days of hire date or during annual open enrollment period.</p> | <p>The employee determines the amount to be deducted up to IRS-established maximum allowance</p> <p>Funds are "use it or lose it" by 12/31 each plan year</p> <p>Enrollment does not automatically carry over each plan year</p> |

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|---|---|---|---|---|
| Tax Deferred Annuities & Roth After-Tax 403(b) Options | After-tax and deferred tax retirement savings/investment plans http://www.suny.edu/benefits/vsp/ | Upon employment. | Choice of employee. | Employee contributions through salary reduction subject to IRS limitations. No employer contribution. |
| New York State Deferred Compensation | Voluntary savings program designed to provide funds in retirement. For more information or to enroll go to: www.nysdcp.com or call 1-800-422-8463 | Upon employment. | Choice of employee. | Employee contributions through salary reduction subject to IRS limitations. No employer contribution. |
| Long Term Disability Insurance | Monthly income benefit equal to 60 percent of covered monthly salary, not to exceed \$7,500 a month; also provides a monthly annuity premium benefit. For more information go to: http://www.suny.edu/insurance/ltd/ | Full-time or part-time M/C employees who are disabled for six consecutive months. | First of the month following one year anniversary. If you were covered by a previous employer within the last 3 months with a similar plan, the waiting period may be waived. | No cost to employee. |
| Tuition Assistance | Partial assistance is available through SUNY Tuition Waiver (based on funding). Fees are not covered by Tuition Assistance. https://binghamton.edu/offices/human-resources/benefits/tuition-assistance.html MC Training/Development Program: https://oer.ny.gov/managementconfidential-mc-training-programs | Appointment must cover period | Upon employment. | No cost to the employee for this benefit. |
| Holidays | Eligible for up to 13 holidays per year. | | | |
| Vacation and Sick Leave | Both are earned at the same rate of 1.75 days per calendar month. | | | |
| Paid Family Leave | Provides job-protected, paid leave for eligible employees to bond with new child, care for family member with serious health issue & assist with family pressures when military service abroad is necessary | Funded through contributions taken as payroll deductions https://www.suny.edu/benefits/attendance/pfl/ for details | | |
| Paid Parental Leave | NYS provided 12 weeks of Paid Parental Leave to bond with a newly born, adopted or fostered child. | Employees working at least 50% part-time | Upon appointment to M/C position | No cost to employee |

Important Payroll Information

The State of New York compensates employees biweekly based on a Thursday to Wednesday work week. New York State employees are subject to a two week “lag” payroll system which means you are paid two weeks after the end of a two-week pay period. For more information: http://osc.state.ny.us/payroll/files/gettingpaid_2013.pdf

Management Confidential employees are subject to a five-day salary withholding. This means that for the first five payroll checks received, the new employee will be paid for one day less than they worked. The salary withholding will be paid back to all employees upon separation from New York State employment and will be paid at the pay rate they are at when they separate service or the amount taken whichever is more.

New employees cannot be placed on the payroll or issued parking permits or ID cards until they have completed their I-9’s and the required personnel/payroll forms indicated in their offer letter.

Dec. 2023