

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

**BINGHAMTON UNIVERSITY**

BENEFIT	DESCRIPTION	ELIGIBILITY	EFFECTIVE DATE	BI-WEEKLY PREMIUM
<b>Health Insurance/Prescriptions</b>	<p><b>Plan Options – NYSHIP <a href="#">Choices Book</a></b></p> <p><b>New York State Empire Plan:</b>  <b>Anthem Blue Cross</b> - Hospitalization  <b>United HealthCare</b> - Major Medical/Surgical  <b>Carelon</b> - Mental Health/Substance Abuse  <b>CVS/Caremark</b> - Prescription Plan Administrator</p> <p>For more information go to:  <a href="https://www.cs.ny.gov/employee-benefits/login/">https://www.cs.ny.gov/employee-benefits/login/</a>  Provider search: <a href="http://www.empireplanproviders.com">www.empireplanproviders.com</a></p> <p><b>Health Maintenance Organizations (HMO):</b>  Hospitalization and medical/surgical care by designated primary care physicians</p> <p>For more information and to search providers visit:  <b>HMO Blue</b> – <a href="http://www.excellusbcbs.com/wps/portal/xl">http://www.excellusbcbs.com/wps/portal/xl</a>  <b>MVP</b> – <a href="http://www.mvphc.com">www.mvphc.com</a>  <b>CDPHP</b> – <a href="http://www.cdphp.com">www.cdphp.com</a></p>	Appointments that are at least half-time and exceed three months in duration.	If hired on or after October 1, 2023:  28 calendar-day waiting period from beginning of professional obligation.	<p><b>*NYS EMPIRE PLAN:</b>  <b>Annual Salary BELOW \$50,885</b>  Individual \$ 60.23  Family \$ 272.67</p> <p><b>Annual Salary of \$50,885 OR ABOVE</b>  Individual \$ 80.31  Family \$ 324.22</p> <p><b>*HMO BLUE:</b>  <b>Annual Salary BELOW \$50,885:</b>  Individual \$ 58.77  Family \$ 248.57</p> <p><b>Annual Salary of \$50,885 OR ABOVE:</b>  Individual \$ 78.36  Family \$ 296.28</p> <p><b>*MVP:</b>  <b>Annual Salary BELOW \$50,885</b>  Individual \$ 87.54  Family \$ 245.35</p> <p><b>Annual Salary of \$50,885 OR ABOVE:</b>  Individual \$107.07  Family \$ 293.19</p> <p><b>*CDPHP</b>  <b>Annual Salary BELOW \$50,885</b>  Individual \$ 98.03  Family \$ 248.45</p> <p><b>Annual Salary of \$50,885 OR ABOVE:</b>  Individual \$ 117.29  Family \$ 296.86</p> <p><b>* Bi-weekly (per paycheck) cost effective January 1, 2025</b></p>
<b>OPT-OUT Program</b>	Allows eligible employees who have other employer-sponsored group health insurance, to opt out of the NYSHIP coverage in exchange for an incentive program.	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		

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

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<b>Tax Deferred Annuities &amp; Roth After-Tax 403(b) Options</b>	After-tax and deferred tax retirement savings/investment plans <a href="http://www.suny.edu/benefits/vsp/">http://www.suny.edu/benefits/vsp/</a>	Upon employment.	Choice of employee.	Employee contributions through salary reduction subject to IRS limitations. No employer contribution.
<b>New York State Deferred Compensation</b>	Voluntary savings program designed to provide funds in retirement.  <b>For more information or to enroll go to:</b> <a href="http://www.nysdcp.com">www.nysdcp.com</a> or call 1-800-422-8463	Upon employment.	Choice of employee.	Employee contributions through salary reduction subject to IRS limitations. No employer contribution.
<b>Long Term Disability Insurance</b>	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.  <b>For more information go to:</b> <a href="http://www.suny.edu/insurance/ltd/">http://www.suny.edu/insurance/ltd/</a>	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.
<b>Tuition Assistance</b>	Partial assistance is available through SUNY Tuition Waiver (based on funding). Fees are not covered by Tuition Assistance. <a href="https://binghamton.edu/offices/human-resources/benefits/tuition-assistance.html">https://binghamton.edu/offices/human-resources/benefits/tuition-assistance.html</a>  MC Training/Development Program: <a href="https://oer.ny.gov/managementconfidential-mc-training-programs">https://oer.ny.gov/managementconfidential-mc-training-programs</a>	Appointment must cover period	Upon employment.	No cost to the employee for this benefit.
<b>Holidays</b>	Eligible for up to 13 holidays per year.			
<b>Vacation and Sick Leave</b>	Both are earned at the same rate of 1.75 days per calendar month.			
<b>Paid Family Leave</b>	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 <a href="https://www.suny.edu/benefits/attendance/pfl/">https://www.suny.edu/benefits/attendance/pfl/</a> for details	
<b>Paid Parental Leave</b>	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

<b>Important Payroll Information</b>	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: <a href="http://osc.state.ny.us/payroll/files/gettingpaid_2013.pdf">http://osc.state.ny.us/payroll/files/gettingpaid_2013.pdf</a>
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**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.**

Nov. 2024