

BENEFITS AT A GLANCE

NYSCOPBA: SECURITY SERVICES ASSISTANT 1 & 2 / CAMPUS PUBLIC SAFETY OFFICER

BINGHAMTON UNIVERSITY

| BENEFIT | DESCRIPTION | ELIGIBILITY | EFFECTIVE DATE | BI-WEEKLY COST |
|------------------------------------|--|---|--|---|
| Health Insurance/ Prescriptions | <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>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>For more information and to search providers visit: HMO Blue – http://www.excellusbcbs.com/wps/portal/xl MVP – www.mvphealthcare.com CDPHP – www.cdphp.com</p> | <p>Full-time employees with appointments that are expected to last 3 months or longer.</p> <hr/> <p>Part-time employees need to work at least half-time on a regularly scheduled basis</p> | 28 calendar-day waiting period from date of appointment. | <p>*NYS EMPIRE PLAN: GRADE 9 or BELOW Individual \$ 60.23 Family \$ 272.67 GRADE 10 or ABOVE Individual \$ 80.31 Family \$ 324.22</p> <p>*HMO BLUE: GRADE 9 or BELOW Individual \$ 58.77 Family \$ 248.57 GRADE 10 or ABOVE Individual \$ 78.36 Family \$ 296.28</p> <p>*MVP: GRADE 9 or BELOW Individual \$ 87.54 Family \$ 245.35 GRADE 10 or ABOVE Individual \$107.07 Family \$293.19</p> <p>*CDPHP GRADE 9 or BELOW Individual \$ 98.03 Family \$ 248.45 GRADE 10 or ABOVE Individual \$ 117.29 Family \$ 296.86</p> <p>* Bi-weekly (per paycheck) cost effective January 1, 2025</p> |
| OPT-OUT Program | 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 coverage 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 a result of their employment | 28 calendar-day waiting period from appointment date | Taxable benefit paid by NYS through payroll |

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| Dental | Partial reimbursement for services through participating and non-participating providers. For more information go to: https://www.suny.edu/insurance/dental/ | Must be at least half-time and eligible to receive health insurance | 28 calendar-day waiting period from date of appointment. | Paid for by New York State. |
| Vision | Financial assistance in meeting cost of eye exams and glasses/contact lenses. For more information go to: https://www.suny.edu/insurance/vision/ | | | |
| Retirement System | Options ERS (Employees' Retirement System): Defined benefit plan; benefits are based on final five years average salary* and years of employment. For more information go to: http://www.osc.state.ny.us/retire/index.htm | Membership for full-time, permanent employees is mandatory. Membership for part-time and full-time temporary employees is optional. | Permanent full-time employees: membership is effective on the date of appointment. Vested after 5 years of full-time service. Temporary and Part-time employees: Membership is effective upon the receipt of application at ERS. | Employee contribution is based on salary, 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% |
| Disability Coverage and Life Insurance | Not provided by the University, but may be purchased individually through the union. | | | |
| Flexible Spending Accounts | Dependent Care Advantage Account: A portion of salary is designated by employee to cover child, elder and dependent care expenses with tax-free dollars. Health Care Advantage Spending Account: A portion of salary is designated by employee to cover unreimbursed health-related expenses with tax-free dollars. Adoption Advantage Option: A portion of salary is designated by employee for expenses related to the adoption of an eligible child. Visit http://www.flexspend.ny.gov/ 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 |
| NYS Paid Parental Leave | Effective January 1, 2024: Leave taken for birth of child or placement for adoption or foster care | Must work either full-time or at least 50% part-time | After 6 months of service | No cost to employee, no time off accrual use required |

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|---|--|---|-----------------------|---|
| Tuition Assistance | Partial assistance is available through the Tuition Waiver program (Based on funding) at State operated campuses. Registration fees are not covered https://binghamton.edu/offices/human-resources/benefits/tuition-assistance.html | Appointment must cover period of support. | Upon employment. | No cost to the employee for this benefit. |
| 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 800-422-8463 | Upon employment. | Choice of employee | Employee contributions through salary reduction subject to IRS limitations. No employer contribution. |
| Holidays | Eligible for up to 13 holidays per year. | | | |
| Vacation* | Generally full-time employees earn at the rate of one-half day per pay period, after the completion of 13 pay periods of employment. (13 days/year for first 7 years then 20 days/year thereafter). Part-time employees who work a regular schedule of at least half time, earn accruals on a pro-rated basis. One bonus vacation day for each year of completed service for the second through seventh years of employment. | | | |
| Sick Leave* | Full-time employees hired on or after 4/1/82 earn at the rate of one half a day per pay period based on number of work hours per week. (Total of 13 days per year) Part-time employees who work at least half time earn on a pro-rated basis. | | | |
| Personal Leave* | 5 days each year on personal leave anniversary date. | | | |
| 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 | | | |

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

Employees paid on an **hourly basis do not qualify for Attendance Rules Coverage (holidays, vacation, sick leave, personal, etc.) until completion of 19 consecutive pay periods of at least halftime service.*

Nov. 2024