

## Summary of Benefits - CSEA

### Medical

- Excellus Healthy Blue Copay \$25/\$40 or BluePoint Option.
- Healthy Blue plan participants are eligible to participate in the ThriveWell rewards program.

#### Eligibility

- Participation is the first day of the month following date of hire.
- If employees participate in the college health insurance they are eligible for a \$450 annual cash allowance paid bi-weekly throughout the year.

\* See employee premium contribution rates below.

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### Dental

- Excellus Dental Blue.

#### Eligibility

- Participation is the first day of the month following date of hire

\* See employee premium contribution rates below.

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### Retirement Plan

- NY State Employees' Retirement System (ERS): Defined benefit plan.
- Benefits are based on Final Average Salary and years of service

#### Eligibility

- Membership for full-time permanent employees is mandatory within 30 days of employment. Membership for temporary or part-time employees is optional and can be completed at any time.
  - Vesting occurs after 5 years.
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### SUNY Voluntary Savings Plan 403 (b) AND NYS Deferred Compensation Plan 457(b)

- SUNY Voluntary 403(b) Saving Plan. Also, the College will match up to 2% of a full-time employee's annual salary for those electing to defer money to the plan. Pre-tax (Traditional Tax-Deferred Savings) and post-tax (Roth) options available. Click [here](#) for more information.
- The New York State Deferred Compensation Plan (NYSDCP) 457(b) Pre-tax (Traditional Tax-Deferred Savings) and post-tax (Roth) options available. Click [here](#) for more information.

#### Eligibility

- Employees may choose to participate in either or all plans subject to IRS limits on tax deferral. For contribution limits click [here](#).
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### Flexible Spending Accounts

- Medical FSA - pre-tax benefit that can be used for qualified medical expenses.
- Dependent Care FSA -pre-tax benefit account used to pay for eligible dependent care services.

#### Eligibility

- Participation is the first day of the month following date of hire .
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### Disability Insurance

- 100% employer paid.
- NYS disability pay equal to bi-weekly salary for the first three months of disability and 80% for the remaining 3 months.

#### Eligibility

- Upon Employment
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### Tuition Waiver AND Tuition Reimbursement

- Full tuition waiver for courses taken at Finger Lakes Community College.
- Reimbursement of 75% of tuition cost for approved courses.

#### Eligibility

- Upon Employment
- Waiver applies to all full time employees, their spouses and dependents. Dependents must meet special requirements.
- Reimbursement applies to full time employees only.

## Annual Leave

- 12 -month employees earn 116.25 hours (37.5/wk) or 124.00 hours (40/wk) of annual leave (15.5 days)
- 10-month employees earn 93.75 hours (37.5/wk)
- Additional days will be granted based on years of service schedule.

### Eligibility

- After 1 year of employment
- Employees with six months of service may be permitted use up to 5 days (37.5 hours; 40 hour week = 40 hours) annual leave which is part of the first year's annual leave allocation

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## Annual Leave Exchange Program

- Employees may relinquish up to five whole day segments of annual leave, once per fiscal year.

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## Holidays

- 13 paid holidays. New Year's Day, Martin Luther King, Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, and Thanksgiving, and Christmas are observed on their traditional days, and the remainder will be determined by the College calendar. If a designated holiday falls on a Saturday or a Sunday and is not observed on an alternative day, the employee will receive a floating holiday in its place that does not rollover and must be used annually.

### Eligibility

- Upon Employment

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## Paid Sick Leave

- Employees will receive 8 hours of sick leave accruals annually.

### Eligibility

- Upon Employment

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## Employee Assistance Program

- ESI Group: FREE, CONFIDENTIAL employee assistance benefits for you, your spouse, and dependents up to age 26.
- Counseling Benefit - Master and Ph.D. level counselors available 24/7.
- Other Benefits - Peak Performance Coaching, Training and Personal Development, Self-Help Resources, Work/Life Benefits, Personal Assistant, Wellness Benefits, and More...

### Eligibility

- Upon Employment



## Medical and Dental Plan Rates

### Medical

#### Healthy Blue Copay \$25/\$40

Primary Care \$25 Copay – Adult

\$0 Copay - Children 19 and Under

Specialist \$40 Copay

Preventative Care Covered in Full

Emergency Room \$150 Copay

Urgent Care \$40 Copay

Inpatient Hospital Services \$250 Copay

Prescriptions \$5(\$0 Copay for generics for children up to age 19) /\$25/\$50

Coverage	10 Month/21 Pay Periods	12 Month/26 Pay Periods
Single	\$56.73	\$45.82
Employee + Spouse	\$125.87	\$101.67
Family w/o Spouse	\$121.95	\$98.50
Family	\$139.73	\$112.86

### BluePoint Option

Primary Care \$15 Copay – Adult

\$5 Copay - Children 19 and Under

Specialist \$15 Copay

Preventative Care Covered in Full

Emergency Room \$50 Copay

Urgent Care \$25 Copay

Inpatient Hospital Covered in Full

Prescriptions \$5/\$20/\$35

Coverage	10 Month/21 Pay Periods	12 Month/26 Pay Periods
Single	\$107.77	\$87.05
Employee + Spouse	\$196.72	\$158.89
Family w/o Spouse	\$324.94	\$262.45
Family	\$258.03	\$208.41



## Dental

### Dental Blue

Annual Deductible \$50 Individual/\$150 Family Unlimited

Annual Maximum *\*Except Implants*

Preventative Services 100%

Basic Dental Services 50%

Major Dental Services 50%

Orthodontia Lifetime Maximum – to age 19 - \$750

Coverage	10 Month/21 Pay Periods	12 Month/26 Pay Periods
Single	\$0	\$0
Employee + Spouse	\$23.34	\$18.85
Employee + Children	\$30.87	\$24.93
Family	\$40.70	\$32.87