

Summary of Benefits - CSEA P/T

Medical

- Healthy Blue Copay -\$25/\$40 or BluePoint Choice.
- 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.

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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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 temporary or part-time employees is optional.
 - 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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Annual Leave

- 116.25 hours (37.5/wk) or 124.00 hours (40/wk) of annual leave (15.5 days)
- Part-time employees leave is prorated. Annual leave will be calculated based on the total hours worked in the prior year. Annual leave hours will be credited on the anniversary date of hire.

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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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 Hire