

Summary of Benefits - Management Confidential

Medical

- Excellus Healthy Blue Copay \$40/60, BluePoint Option or BluePPO Signature
- Healthy Blue plan participants are eligible to participate in the ThriveWell rewards program.

* See employee premium contribution rates below.

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.

Dental

- Excellus Dental Blue

* See employee premium contribution rates below.

Eligibility

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

Retirement Plan

- NY State Employees' Retirement System (ERS): Defined benefit plan.
- NY State Teacher's Retirement System (TRS): Defined benefit plan. *Certain Titles Only
- SUNY Optional Retirement Program (ORP): Defined contribution plan.
- The state retirement benefits are based on best Final Average Salary and years of service.
- SUNY benefit employer contributes 8% for the first 7 years of service and 10% thereafter.
- Click [here](#) to view the Retirement Plan Comparison Video

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.
- Appointees w/an existing membership are required to continue it (or elect a new option).
- ERS/TRS vesting is after 5 years.
- ORP vesting is after 366 days.

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](#).

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

- First of the month following date of hire.

Life Insurance/ Accidental Death & Dismemberment

- 100% employer funded employee life insurance coverage equal to 1 times your annual salary to a maximum of \$225,000
- 100% employer funded employee AD&D coverage.
- Employee's have the option to purchase supplemental life for themselves as well as their spouse and child(ren). Guaranteed issue amount of \$150,00 for employee and \$25,000 for spouse during initial enrollment period for new hires. An increase in coverage by one increment during annual open enrollment will not require evidence of insurability (EOI). All other increments will require EOI.

- Conversion and portability options upon separation of employment.

Eligibility

- First of the month following one month of continuous employment.

Long Term Disability

- 100% employer funded benefit
- After 180 days of missed work due to a non work related illness or injury employee will receive 60% of their annual salary up to \$2,500 per month.

Eligibility

- First of the month following one month of continuous employment.

Tuition Waiver AND Tuition Reimbursement

- Full tuition waiver for courses taken at Finger Lakes Community College.
 - Tuition reimbursement is available for 75% of credit courses, programs, or degrees up to \$5000 annually for six years cumulatively at colleges other than FLCC.
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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.
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Annual Leave

- Full-Time 12 month employees will earn 21 days per year (157.5 hours)
 - Additional days will be granted based on years of service schedule.
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Eligibility

- Upon employment
 - Accrual at 1.75 days (13.13 hours) per month
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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

- 13.5 paid holidays. New Year's Day, Martin Luther King, Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, 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 to be used within the calendar year.
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Eligibility

- Upon employment.
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Paid Sick Leave

- 12 days per year (90 hours)
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Eligibility

- Upon employment
 - Accrual at 1 day (7.5 hours) per month
 - Accumulative to a maximum of 180 days, 1,350 hours.
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Parental Leave

- When an employee has been approved for FMLA for birth or adoption of a child, the employee shall be eligible to receive ten (10) days of paid parental leave, to be used within one year following the date of birth or adoption.
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Eligibility

- After employee has worked for the covered employer for at least 12 months, have at least 1,250 hours of service with the employer during the 12 months before their FMLA leave starts.
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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...
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Eligibility

- Upon hire



Medical and Dental Plan Rates

Medical

Blue PPO Signature

Annual Deductible \$1,500 Single/Out-of-Pocket Maximum \$3,000

\$3,000 Family/Out-of-Pocket Maximum \$6,000

Primary Care 20% coinsurance, subject to deductible

Specialist 20% coinsurance, subject to deductible

Preventative Care Covered in Full

Emergency 20% coinsurance, subject to deductible

Urgent Care 20% coinsurance, subject to deductible

Inpatient Hospital Services 20% coinsurance, subject to deductible

Prescriptions \$5 (\$0 Copay for generic for children to age 19)/\$35/\$70

Coverage	10 Month/21 Pay Periods	12 Month/26 Pay Periods
Single	\$0	\$0
Employee + Spouse	\$0	\$0
Family w/o Spouse	\$0	\$0
Family	\$0	\$0

Healthy Blue Copay \$40/\$60

Primary Care \$40 Copay – Adult

\$0 Copay - Children under 19

Specialist \$60 Copay

Preventative Care Covered in Full

Emergency Room \$250 Copay

Urgent Care \$60 Copay

Inpatient Hospital Services \$500 Copay

Prescriptions \$5 (\$0 Copay for generic for children to age 19)/\$35/\$70

Coverage	10 Month/21 Pay Periods	12 Month/26 Pay Periods
Single	\$52.48	\$42.38
Employee + Spouse	\$117.62	\$95.00
Family w/o Spouse	\$112.83	\$91.13
Family	\$129.75	\$104.79



BluePoint Option

Primary Care \$15 Copay – Adult

\$5 Copay - Children under 19

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	\$146.02	\$117.94
Employee + Spouse	\$271.00	\$218.88
Family w/o Spouse	\$407.07	\$328.79
Family	\$347.87	\$280.97

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