

New York State Benefits

There are a variety of benefits that annual employees are eligible for. Hourly employees may also be eligible for some benefits upon hire. Benefits include:

Paid Time Off*



- **PEF and CSEA**: **31 days** 13 Vacation days, 13 Sick days, and 5 Personal Leave days; **plus** 13 Holidays
- M/C: 26 days 13 Vacation days, 8 Sick days, and 5 Personal Leave days;
 plus 13 Holidays
- *Unused sick and vacation time accumulates year to year for use at a later date

Parental/Family Leave



- PEF, CSEA, and M/C: <u>Paid Parental Leave Program</u> 12 weeks at full pay
 Bond with a newborn, fostered, or adopted child.
- M/C: <u>Paid Family Leave Program</u> 12 weeks of job-protected time off at a percentage of your salary
 - Bond with a newly born, adopted or fostered child.
 - Care for a family member with a serious health condition, or
 - Assist loved ones when a spouse, domestic partner, child or parent is deployed abroad on active military service.

Health Care Coverage, including Medical, Dental, and Vision



- Affordable <u>medical insurance</u> with a variety of plan options
- Free Dental and Vision coverage
- Health Insurance Opt-Out: This program may be available to eligible employees who have other employer sponsored health insurance coverage. Employees may be eligible to receive \$1000 to opt out of individual coverage or \$3000 to opt out of family coverage.

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Retirement Benefits

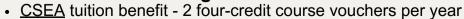
- New York State Pension (based on years of service and earnings)
- <u>Deferred Compensation Accounts</u> (pre- and post-tax options)
- Health insurance coverage in retirement

New York State Pre-Tax Spending Accounts



- <u>Health Care Spending Account</u> helps pay for health-related expenses that are not covered by your insurance.
- <u>Dependent Care Advantage Account</u> helps pay for child care, elder care, or disabled dependent care.
- Adoption Advantage Account helps pay for costs related to the adoption of a child

Tuition Assistance Programs



• PEF tuition benefit - 2 four-credit course reimbursements per year

• <u>M/C</u> tuition benefit - \$2,000 tuition reimbursement per year

 <u>Public Service Loan Forgiveness Program</u> - Full-time employees qualify for federal student loan debt forgiveness after 120 payments.

