

CUNY Human Resources – Classified Managerial Benefits Summary

<p>Health Insurance Benefits</p>	<p>The option of several HMOs, PPO's, and POS's is provided through the City of New York. See the "Summary Program Description" booklet at http://www.nyc.gov/html/olr/downloads/pdf/healthb/full_spd.pdf. Additional information and rates are available online at http://www.nyc.gov/html/olr/html/home/home.shtml. (Click on "Health Benefits Program" on the left-hand side menu.) If appointment is expected to last at least six months, effective dates for health insurance benefits are as follows:</p> <table border="0"> <tr> <td><u>Employment Status</u></td> <td><u>Benefit Effective Date</u></td> </tr> <tr> <td>Permanent / Probable Permanent</td> <td>Date of hire (if paperwork received within 31 days of hire)</td> </tr> <tr> <td>Provisional / Temporary</td> <td>91st day from the date of hire (if paperwork is submitted in that timeframe)</td> </tr> </table>	<u>Employment Status</u>	<u>Benefit Effective Date</u>	Permanent / Probable Permanent	Date of hire (if paperwork received within 31 days of hire)	Provisional / Temporary	91st day from the date of hire (if paperwork is submitted in that timeframe)
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Permanent / Probable Permanent	Date of hire (if paperwork received within 31 days of hire)						
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<p>Welfare Fund Benefits</p>	<p>Provided through the PSC-CUNY Welfare Fund. Effective dates for Welfare Fund benefits are as follows:</p> <table border="0"> <tr> <td><u>Employment Status</u></td> <td><u>Benefit Effective Date</u></td> </tr> <tr> <td>Permanent / Probable Permanent</td> <td>1st of month following date of hire (if paperwork received within 31 days of hire)</td> </tr> <tr> <td>Provisional / Temporary</td> <td>91st day from the date of hire (if paperwork is submitted in that timeframe)</td> </tr> </table> <p>Detailed information on all Welfare Fund benefits is available online at http://www.pscunywf.org/full-time-actives/eligibility.aspx. Some basic benefits include:</p> <ul style="list-style-type: none"> • Dental - Employees have a choice between Guardian Dental (PPO) and DeltaCare USA (DMO). Participation in DeltaCare USA requires an additional enrollment form. • Prescription Drugs - Provided by Express Scripts (for Injectable and Chemotherapy drugs). • Vision - Employees have a choice between General Vision Services (GVS), Davis Vision (pre-authorization required through PSC-CUNY Welfare Fund), or direct reimbursement. 	<u>Employment Status</u>	<u>Benefit Effective Date</u>	Permanent / Probable Permanent	1st of month following date of hire (if paperwork received within 31 days of hire)	Provisional / Temporary	91st day from the date of hire (if paperwork is submitted in that timeframe)
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<p>Retirement Benefits</p>	<p>Probable permanent and permanent employees are required to join either the New York City Employees' Retirement System (NYCERS) or TIAA-CREF, while provisional and temporary employees have the option to join either pension plan. Those who do not enroll in a plan will be required to be forced in to NYCERS. Vesting is provided after 366 days of employment (with TIAA-CREF) or after 10 years of credited service (with NYCERS). Go to www.nycers.org for detailed information on NYCERS or to http://www1.tiaa-cref.org/tcm/cuny/ for detailed information on TIAA-CREF.</p>						
<p>Tax-Deferred Annuity (TDA) 403(b) Plans</p>	<p>TIAA-CREF Group Supplemental Retirement Annuity (GSRA) or HRC.</p>						
<p>New York State Deferred Compensation 457(b) Plan</p>	<p>The NYSDCP 457(b) Plan is a voluntary, supplemental retirement savings plan offered by New York State. Go to https://www.nysdcp.com/iApp/tcm/nysdcp/about/index.jsp for more information. Employees have two options:</p> <ul style="list-style-type: none"> • Tax-Deferred Contributions - not subject to current federal or New York State income taxes; contributions and any earnings grow tax deferred; withdrawals will be taxed as ordinary income when you may be in a lower tax bracket (generally at retirement). • Roth After-Tax Contributions – contributions are made after tax so withdrawals are tax free (as long as you're at least age 59½ and do not take withdrawals from your Roth account for at least five years after your first Roth contribution is made to the plan). 						

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Flexible Spending Accounts (FSA) Program	If eligible for Health Insurance Benefits, employee is eligible for the Dependent Care Assistance Program (DeCAP), Health Care Flexible Spending Accounts Program (HCFSA), Medical Spending Conversion (MSC) Buy-Out Waiver Program, and Medical Spending Conversion (MSC) Premium Conversion Program as long as paperwork is received within 31 days. Go to www.nyc.gov/fsa for detailed information and enrollment forms.						
Tuition Fee Waiver	<p>Employees are eligible to receive a tuition waiver for their own study at a CUNY school subject to certain limitations:</p> <table border="0" data-bbox="411 337 1024 448"> <tr> <td><u>Service Requirement</u></td> <td><u>Course Type & Credit Limit</u></td> </tr> <tr> <td>1 year</td> <td>Undergraduate – no limit</td> </tr> <tr> <td>None</td> <td>Graduate – 6 credits</td> </tr> </table> <p>Tuition waivers are not available during the winter or summer sessions.</p>	<u>Service Requirement</u>	<u>Course Type & Credit Limit</u>	1 year	Undergraduate – no limit	None	Graduate – 6 credits
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None	Graduate – 6 credits						
Voluntary Benefits	<ul style="list-style-type: none"> • Corporate Counseling Associates – CUNY Work/Life Program (Employee Assistance Program) • CUNY e-MALL (discounts for CUNY employees) • Education Affiliates Federal Credit Union – Savings and Checking accounts and many other financial services • Municipal Credit Union – Savings and Checking accounts and many other financial services • New York’s 529 College Savings Program – Visit https://www.nysaves.org/content/home.html for more information • Transit Benefit Program through WageWorks – Visit https://www.wageworks.com/employees.aspx for more information 						
Time & Leave	Time and Leave for Classified Managerial Employees: http://www.cuny.edu/about/administration/offices/ohrm/cohr/payrollandleave/TimeLeaveSummary_ClassifiedManagerialEmployees.pdf						