

Executive Compensation Plan and Instructional Staff (Full-Time Teaching and Non-Teaching) Series
Benefits Summary

Health Insurance Benefits	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, health insurance benefits are effective on the date of hire as long as paperwork is received within 31 days.						
Welfare Fund Benefits	<p>Provided through the PSC-CUNY Welfare Fund. The effective date of welfare fund benefits is the first of the month following the date of hire. If hired on the first of the month, welfare fund benefits will be effective that day. Detailed information on all welfare fund benefits is available online at www.pscunywf.org. Some basic benefits include:</p> <ul style="list-style-type: none"> • Dental – Employees have a choice between Guardian Dental (PPO) and DeltaCare USA (HMO). 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. 						
Retirement Benefits	Fully appointed employees are required to join TIAA-CREF or NYC Teachers' Retirement System (TRS). Those who do not enroll in a plan within 30 days from their date of appointment will be required to be forced in to TRS. Vesting is provided after 366 days of employment (with TIAA-CREF) or after 10 years of service (with TRS). For detailed information, see the comparison or the "Summary Comparison Chart: TRS and ORP" of the TRS Membership for CUNY Employees Guide at https://www.trsnyc.org/WebContent/tools/brochure/trsMembershipforCUNYEmployees.pdf .						
Tax-Deferred Annuity (TDA) 403(b) Plans	TIAA-CREF Group Supplemental Retirement Annuity (GSRA), HRC TDA, or NYC-TRS TDA (for TRS members only)						
New York State Deferred Compensation 457(b) Plan	<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). 						
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" style="margin-left: 40px;"> <tr> <td style="text-align: center;"><u>Service Requirement</u></td> <td style="text-align: center;"><u>Course Type & Credit Limit</u></td> </tr> <tr> <td style="text-align: center;">• 1 year</td> <td style="text-align: center;">Undergraduate – No Limit</td> </tr> <tr> <td style="text-align: center;">• None</td> <td style="text-align: center;">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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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 Executive Compensation Plan (ECP) Employees: http://www.cuny.edu/about/administration/offices/ohrm/cohr/payrollandleave/TimeLeaveSummary_ECPTitleSeriesEmployees.pdf Time and Leave for Instructional Staff (Teaching and Non-Teaching) Series Employees: http://www.cuny.edu/about/administration/offices/ohrm/cohr/payrollandleave/TimeLeaveSummary_HEOTitleSeriesEmployees.pdf