

## BENEFIT SUMMARY Full-Time White Collar Classified Titles

BENEFIT	DESCRIPTION
Health Insurance	<p>Health insurance benefits are provided through the City of New York. Visit <a href="https://www1.nyc.gov/site/olr/health/summaryofplans/health-full-spd-page.page">https://www1.nyc.gov/site/olr/health/summaryofplans/health-full-spd-page.page</a> to see the health plan options, full Summary Plan Description and rates. For those in a probable permanent or permanent status, health insurance benefits are effective on the date of hire as long as documentation is submitted within the first 31 days. For those in a provisional and/or temporary status, health insurance benefits are effective on the 91<sup>st</sup> day from your date of hire if documentation is submitted within that timeframe.</p>
Welfare Fund	<p>For titles covered by District Council 37 (DC 37), Welfare Fund benefits are effective on the date of hire as long as the enrollment card is submitted within the first 31 days. See <a href="http://www.dc37.net">www.dc37.net</a> for more information on the Welfare Fund benefits. Some benefits include:</p> <ul style="list-style-type: none"> <li>• Dental Insurance- Delta Dental</li> <li>• Vision –contact DC 37 for an Optical Voucher</li> <li>• Prescription Drugs – Optum RX</li> <li>• Tuition Reimbursement - \$800 per employee per calendar year provided by DC 37</li> </ul> <p>For titles not covered by DC37, contact the appropriate Welfare Fund: <a href="https://www.cuny.edu/about/administration/offices/labor-relations/orgs/">https://www.cuny.edu/about/administration/offices/labor-relations/orgs/</a></p>
Mandatory Retirement Plan	<p>Probable permanent and permanent employees are <b>required</b> to join a pension plan, while provisional and temporary employees have the <b>option</b> to join the New York City Employees’ Retirement System (NYCERS). Vesting is provided after 5 years of Credited Service. *Go to <a href="http://www.nycers.org">www.nycers.org</a> for detailed information on NYCERS.</p> <p><b>*Eligibility for Retiree Health Benefits requires 5 years of credited service if you were an employee of the City on or before December 27, 2001; 10 years of credited service if you were an employee of the City after December 27, 2001; 15 years of credited service if you were appointed on or after April 28, 2010.</b></p>
Voluntary Retirement Tax-Deferred Annuity (TDA) 403(b) Plans	<p>Voluntary plans provided by TIAA-CREF Group Supplemental Retirement Annuity (GSRA). Visit <a href="https://www.tiaa.org/public/land/cunysystem">https://www.tiaa.org/public/land/cunysystem</a> for additional details.</p> <p><i>*TIAA also offers a ROTH Account.</i></p>
NY State Deferred Compensation 457 Plan	<p>The NYSDCP 457 Plan is a voluntary, supplemental retirement savings plan offered by New York State. Pre- and post-tax options are available. Additional information can be found at <a href="https://www.nysdcp.com/iApp/tcm/nysdcp/about/index.jsp">https://www.nysdcp.com/iApp/tcm/nysdcp/about/index.jsp</a></p>
Flexible Spending (FSA) Program	<p>Employees eligible for Health Insurance Benefits may also be 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. Enrollment for probable permanent and permanent employees must be completed within 31 days of hire and within 90 days for provisional and temporary employees. Detailed information and enrollment forms can be found at <a href="http://www.nyc.gov/fsa">www.nyc.gov/fsa</a></p>

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Tuition Fee Waiver	<p>Employees are eligible to receive a tuition waiver for their own study at a CUNY school subject to certain limitations based on years of service, position and course. Additional details can be found at <a href="https://www.cuny.edu/about/administration/offices/hr/benefits/tuition-waiver/">https://www.cuny.edu/about/administration/offices/hr/benefits/tuition-waiver/</a></p> <table border="0" style="width: 100%;"> <tr> <td style="text-align: center;"><u>Service Requirement</u></td> <td style="text-align: center;"><u>Course Type &amp; Credit Limit</u></td> </tr> <tr> <td style="text-align: center;">1-year</td> <td style="text-align: center;">Undergraduate - no limit, Graduate - 3 credits</td> </tr> </table> <p>Employees are eligible to waive tuition during Summer Session for Undergraduate courses only.</p>	<u>Service Requirement</u>	<u>Course Type &amp; Credit Limit</u>	1-year	Undergraduate - no limit, Graduate - 3 credits
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1-year	Undergraduate - no limit, Graduate - 3 credits				
Voluntary	<ul style="list-style-type: none"> <li>• Personal Service Unit-for DC 37 titles only. Visit <a href="https://www.dc37.net/benefits/health/personal">https://www.dc37.net/benefits/health/personal</a> for additional details.</li> <li>• CCA-CUNY Work/Life Program (Employee Assistance Program)-Visit <a href="http://www.myccaonline.com">www.myccaonline.com</a> Company Code: CUNY</li> <li>• New York’s 529 College Savings Program – Visit <a href="https://www.nysaves.org/content/home.html">https://www.nysaves.org/content/home.html</a> for more information</li> <li>• Transit Benefit Program- Edenred- Visit <a href="http://www.commuterbenefits.com">www.commuterbenefits.com</a></li> <li>• McGraw Hill Federal Credit Union-savings, checking and other account and financial services</li> <li>• Municipal Credit Union-savings, checking and other account and financial services</li> <li>• Voluntary Insurance Program-for DC 37 titles only. Call 1-800-347-6071 for additional details.</li> <li>• CUNY eMall: Pay less &amp; save more on everything from Clothing, Entertainment, Computers, Office Supplies, Communications &amp; much more. Log in with your CUNY First credentials at <a href="https://offers.cuny.edu/">https://offers.cuny.edu/</a></li> </ul>				
Time and Leave	<p><b>Time and Leave for Full-Time White Collar Classified Titles:</b>  <a href="https://www.cuny.edu/wp-content/uploads/sites/4/media-assets/TLS-Full-Time-Classified-Employees-White-Collar.pdf">https://www.cuny.edu/wp-content/uploads/sites/4/media-assets/TLS-Full-Time-Classified-Employees-White-Collar.pdf</a></p>				