

## Benefits

<b>Health Insurance Benefits</b>	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 <a href="http://www1.nyc.gov/assets/olr/downloads/pdf/health/health-full-spd.pdf">http://www1.nyc.gov/assets/olr/downloads/pdf/health/health-full-spd.pdf</a> . Additional information and rates are available online at <a href="http://www.nyc.gov/html/olr/html/home/home.shtml">http://www.nyc.gov/html/olr/html/home/home.shtml</a> . (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.						
<b>Welfare Fund Benefits</b>	<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 <a href="http://www.pscunywf.org">www.pscunywf.org</a>. Some basic benefits include:</p> <ul style="list-style-type: none"> <li>• Dental – Employees have a choice between Guardian Dental (PPO) and DeltaCare USA (HMO).</li> <li>• Prescription Drugs – Provided by CVS Caremark</li> <li>• Diabetes related drugs, Injectable and Chemotherapy drugs are provided by Express Scripts through GHI.</li> <li>• Vision –Provided by Davis Vision</li> </ul>						
<b>Retirement Benefits</b>	Fully appointed employees are required to join TIAA 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 into TRS. Vesting is provided after 366 days of employment (with TIAA) or after 10 years of service (with TRS). For detailed information, see the <a href="#">Summary Comparison Chart for TRS and ORP</a> or the TRS Membership for CUNY Employees Guide at <a href="https://www.trsnyc.org/ASPENMemberPro/WebContent/publications/trsMembershipforCUNYEmployees.pdf">https://www.trsnyc.org/ASPENMemberPro/WebContent/publications/trsMembershipforCUNYEmployees.pdf</a>						
<b>Tax-Deferred Annuity (TDA) 403(b) Plans</b>	TIAA: Group Supplemental Retirement Annuity (GSRA) TDA or NYC-TRS TDA (for TRS members only). *TIAA also offers a ROTH account.*						
<b>New York State Deferred Compensation 457 Plan</b>	<p>The NYSDCP 457 Plan is a voluntary, supplemental retirement savings plan offered by New York State. Go to <a href="https://www.nysdcp.com/iApp/tcm/nysdcp/about/index.jsp">https://www.nysdcp.com/iApp/tcm/nysdcp/about/index.jsp</a> for more information. Employees have two options:</p> <ul style="list-style-type: none"> <li>• 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).</li> <li>• 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).</li> </ul>						
<b>Flexible Spending Accounts (FSA) Program</b>	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 <a href="http://www.nyc.gov/fsa">www.nyc.gov/fsa</a> for detailed information and enrollment forms.						
<b>Tuition Fee Waiver</b>	<p>Employees are eligible to receive a tuition waiver for their own study at a CUNY school subject to certain limitations:</p> <table style="margin-left: 40px; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;">Service Requirement</th> <th style="text-align: left; border-bottom: 1px solid black;">Course Type &amp; Credit Limit</th> </tr> </thead> <tbody> <tr> <td>• 1 year</td> <td>Undergraduate – No Limit</td> </tr> <tr> <td>• None</td> <td>Graduate – 6 Credits</td> </tr> </tbody> </table> <p>Tuition waivers are not available during the winter or summer sessions.</p>	Service Requirement	Course Type & Credit Limit	• 1 year	Undergraduate – No Limit	• None	Graduate – 6 Credits
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• 1 year	Undergraduate – No Limit						
• None	Graduate – 6 Credits						

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

<b>Voluntary Benefits</b>	<ul style="list-style-type: none"><li>• Deer Oaks – CUNY Work/Life Program (Employee Assistance Program)</li><li>• CUNY e-MALL (discounts for CUNY employees)</li><li>• Education Affiliates Federal Credit Union – Savings and Checking accounts and many other financial services</li><li>• Municipal Credit Union – Savings and Checking accounts and many other financial services</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 through WageWorks – Visit <a href="https://www.wageworks.com/employees.aspx">https://www.wageworks.com/employees.aspx</a> for more information</li></ul>
<b>Time &amp; Leave</b>	<p>Time and Leave for Executive Compensation Plan (ECP) Employees: <a href="http://www.cuny.edu/about/administration/offices/ohrm/cohr/payrollandleave/TimeLeaveSummary_ECPTitleSeriesEmployees.pdf">http://www.cuny.edu/about/administration/offices/ohrm/cohr/payrollandleave/TimeLeaveSummary_ECPTitleSeriesEmployees.pdf</a></p> <p>Time and Leave for Instructional Staff (Teaching and Non-Teaching) Series Employees: <a href="http://www2.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/hr/benefits/HEO-Time-Leave-Summary-">http://www2.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/hr/benefits/HEO-Time-Leave-Summary-</a></p>