



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 Health Benefits Program (NYCHBP). See the "Summary Program Description" booklet at http://www1.nyc.gov/site/olr/health/summaryofplans/health-full-spd-page.page. 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.)</p> <p>If appointment is expected to last at least six months, effective dates for health insurance benefits are as follows:</p> <table border="1" data-bbox="401 527 1971 625"> <thead> <tr> <th>Employment Status</th> <th>Benefit Effective Date</th> </tr> </thead> <tbody> <tr> <td>Permanent / Probable Permanent</td> <td>Date of hire (if paperwork received within 30 days of hire)</td> </tr> <tr> <td>Provisional / Temporary</td> <td>91st day from the date of hire (if paperwork received within 90 days of hire)</td> </tr> </tbody> </table> <p>All eligible employees may enroll or make changes during the open enrollment period or for a qualifying event.</p> <p>Diabetic related drugs are covered by the NYCHBP.</p> <p>Injectable and Chemotherapy medications are available only through the PICA program sponsored by the NYCHBP at https://www1.nyc.gov/site/olr/health/summaryofplans/health-pica.page</p>	Employment Status	Benefit Effective Date	Permanent / Probable Permanent	Date of hire (if paperwork received within 30 days of hire)	Provisional / Temporary	91st day from the date of hire (if paperwork received within 90 days of hire)
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<p>Flexible Spending Accounts (FSA) Program</p>	<p>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 30 days. All eligible employees may also enroll or make changes during the open enrollment period.</p> <p>Go to www.nyc.gov/fsa for detailed information and enrollment forms.</p>						
<p>Welfare Fund Benefits</p>	<p>Provided through the PSC-CUNY Welfare Fund. Effective dates for Welfare Fund benefits are on the 91st day from the date of hire (if paperwork is submitted in that timeframe) for all Classified Managerial in all employment statuses.</p> <p>Detailed information on all Welfare Fund benefits is available online at http://www.pscnywf.org/full-time-actives/eligibility.aspx.</p> <p>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 CVS Caremark. (see Health insurance benefits above for injectable, chemotherapy and diabetic medications) • Vision - Davis Vision at http://www.pscnywf.org/media/146738/davis_brochure.final.2017.pdf. 						



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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, 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 https://www.tiaa.org/public/index.html for detailed information on TIAA.</p>						
<p>Tax-Deferred Annuity (TDA) 403(b) Plans</p>	<p>TIAA Supplemental Retirement Annuity (SRA) plan is available through employee tax-deferred savings contributions. Go to https://www.tiaa.org/public/index.html for detailed information.</p>						
<p>New York State Deferred Compensation 457(b) Plan</p> <p>New York City 401 (k) 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.</p> <p>The NYC 401 (k) Plan is a voluntary, supplemental retirement savings plan offered by New York City and an alternative to the Tax Deferred Annuity (TDA) 403 (b) plan. Go to https://www1.nyc.gov/site/olr/deferred/dcp-basics.page for more information.</p> <p>Employees have two options in these two plans:</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). 						
<p>Tuition Fee Waiver</p>	<p>Employees are eligible to receive a tuition waiver for their own study at a CUNY school subject to certain limitations:</p> <table border="1" data-bbox="401 1036 1014 1149"> <thead> <tr> <th>Service Requirement</th> <th>Course Type & 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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Voluntary Benefits	<ul style="list-style-type: none">• Deer Oaks– CUNY Work/Life Program (Employee Assistance Program) Visit https://www.deeroakseap.com/member-login/• CUNY e-MALL (discounts for CUNY employees) Login to CUNY portal - https://cunyportal.cuny.edu/cpr/authenticate/portal_login.jsp• McGraw Hill (formerly Education Affiliates) Federal Credit Union – Savings and Checking accounts and many other financial services Visit https://www.mcgrawhillfcu.org/home/home• Municipal Credit Union – Savings and Checking accounts and many other financial services Visit http://www.nymcu.org/• 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 Benefits Summary for Classified Managerial Employees at http://www.hostos.cuny.edu/Hostos/media/Office-of-Human-Resources/TimeLeaveSummary_ClassifiedManagerialEmployees-August-2018.pdf