



# **WYOMING COUNTY** **EMPLOYEE BENEFIT-PACKAGE SUMMARY** **FOR CSEA MAIN UNIT EMPLOYEES ONLY**

## **HEALTH INSURANCE**

Full and part time employees (.60 FTE and above) are eligible to participate in the health insurance program as of the first day of the month following the month in which hired.

BlueCross BlueShield High Deductible Health Plan with a Health Reimbursement Account (HRA): The county will contribute on an annual basis an amount equal to the plan deductible to the HRA. Any unused amounts in the HRA at the end of the each plan year shall be forfeited. Part time employees are funded a partial amount of the deductible equal to the percentage of their FTE (e.g. a .60 FTE employee receives 60% of the deductible funded by the county, and are responsible for 40% out of pocket).

An employee who is eligible for health insurance and does not participate is eligible for a health insurance buyout payment. Health insurance buyout amounts are \$850 for Single coverage and \$1,100 for Family coverage. Proof of other insurance is required. The health insurance buyout period is July 1 to June 30. Health insurance buyout will be paid in the first paycheck of July. **To be eligible, a new buyout form and current proof of insurance must be submitted yearly by November 15<sup>th</sup>.**

## **DENTAL INSURANCE**

Full and part time employees (.60 FTE and above) are eligible to participate in the current Univera Dental Insurance Plan. Two plans are available; a High Option or a Low Option. The employee will pay the total premium and it will be deducted over 26 pay periods per year on a pre-tax basis.

## **NYS RETIREMENT**

The County offers retirement benefits in accordance with the requirements of the New York State Retirement System. For more information about the Defined Benefit Plan Tier 6 go to their website at <http://www.osc.state.ny.us/retire>.

## **DEFERRED COMPENSATION PLAN 457**

Employees are eligible to participate in the voluntary supplemental retirement savings plan at any time. This program allows employees to save and invest a portion of their earnings toward retirement. Pre-tax contributions are automatically deducted from each pay check and deposited to your account.

## **WORKERS COMPENSATION**

Workers compensation insurance covers lost wages and medical care payments for employees injured on-the-job. These benefits are based on New York State Workers' Compensation Law.

## **DISABILITY INSURANCE**

Full and part time employees are covered under NYS Disability Insurance when disabled by an injury/illness sustained off the job. The benefit rate is 50% of the employee's average gross wages for the last eight weeks up to a maximum benefit of \$170 per week. Employees must be out of work eight (8) consecutive days to be eligible for benefits. The first week (seven days) is an unpaid waiting period. The maximum benefit is payable up to 26 weeks in a 52-week period. \$1.20 is deducted each pay period toward the disability insurance premium.

**VACATION**

Full time employees accrue ten (10) vacation days, over 26 biweekly pay periods per anniversary year. 10 days are available after the first full year in a benefitted position is reached. Eligibility to use accrued vacation is upon completion of 12 months of continuous service. Vacation time is accrued at 2.89 hours per pay period. A maximum of 375 hours may be accrued at any time. After 10 years of continuous service in the bargaining unit position, five (5) additional days of vacation will be accrued each year and the maximum accrual will be 412.5 hours. After 15 years of continuous service in the bargaining unit, five (5) more days of vacation will be accrued each year and the maximum will be 450 hours.

**PERSONAL DAYS**

Full time employees earn two (2) personal days per anniversary year. New employees with less than one (1) year of service shall receive one (1) personal day on their hire date and a second personal day after six (6) months of continuous service. Personal days must be used within the anniversary year or they will be forfeited. After eight (8) years of employment, three (3) personal days will be granted each anniversary year. After twelve (12) years of employment, 4 personal days will be granted each anniversary year.

**SICK DAYS**

Full-time employees on the active payroll working or on paid leave (excluding Disability and Workers' Compensation) accrue sick time, biweekly, based on ten (10) days per anniversary year. Sick accrual rate is 2.89 hours per pay period. Sick time (37.5 hours) is available after 6 months in a benefitted position is reached. A maximum of 210 days may be accrued at any time.

**HOLIDAYS**

Holidays are granted per calendar year and available immediately upon employment. The following holidays shall be observed as paid holidays. Saturday holidays will be celebrated on the preceding Friday. Sunday holidays will be celebrated the following Monday.

|                     |   |
|---------------------|---|
| 1. New Year's Day   | 6. Columbus Day   |
| 2. President's Day  | 7. Veteran's Day  |
| 3. Memorial Day     | 8. Thanksgiving Day   |
| 4. Independence Day | 9. Christmas Day  |
| 5. Labor Day        | 10. Floating Holiday (granted Jan 1 <sup>st</sup> annually) |

**PART TIME EMPLOYEES PAID TIME OFF (vacation, personal, sick and holidays) are pro-rated based upon their budgeted FTE.**

**LONGEVITY PAY**

Full time and part time employees ( $\geq 0.6$  FTE) upon completion of ten years of service are eligible for longevity pay according to the schedule below.

|                        |        |
|------------------------|--------|
| Ten (10) Years         | \$500  |
| Fifteen (15) Years     | \$625  |
| Twenty (20) Years      | \$750  |
| Twenty Five (25) Years | \$875  |
| Thirty (30) Years      | \$1000 |

**SHIFT DIFFERENTIAL**

Pursuant to current contract & memorandums of agreement

**ON-CALL PAY**

Pursuant to current contract and department & memorandums of agreement