



SUMMARY OF EMPLOYEE BENEFITS – NON-BARGAINING
(Effective 10/1/2024)

BENEFIT	INFO	ELIGIBILITY
RETIREMENT/PENSION		
<i>New York State and Local Retirement System (ERS)</i>	Defined Benefit pension plan in a tiered system based on years of service/wages	All employees; Permanent appointments are mandatory enrollment
<i>New York State Police and Fire Retirement System (PFRS), 384d</i>	Defined Benefit pension plan in a tiered system based on years of service/wages	FT and PT non-retired police officers are mandatory enrollment
<i>New York State Deferred Compensation</i>	Pre-tax personal contribution 457B Post-tax personal contribution Roth	All employees, voluntary
HEALTH BENEFITS - Administered by OCEBA/UMR		
<i>Medical Insurance</i>	3 Plan Options	FT employees: 36.25 hrs (Admin/Director/Mgt/Exec) 40 hrs (Ops/ACC/Police)
<i>Behavioral Health</i>	See Plan Summaries for Out of Pocket Costs and Coverage.	
<i>Dental*</i>	*Guardian Dental	
<i>Vision*</i>	*UHCVision / Spectera Network	
<i>FSA – Medical</i>	Max \$3,200/year pre-tax ded.	
<i>FSA – Dependent Care</i>	Max \$5,000/year pre-tax ded. (or \$2,500 married filing separately)	
<i>FSA – Parking</i>	Max \$315/month pre-tax ded.	
PAID TIME OFF		
<i>Vacation</i>	<i>Executive:</i> 20 days/year (calendar year), 25 days at 5 years; unless otherwise noted in contract. <i>Administrative/Operations/ACC/Police</i> Date of hire – 10 days July 1 after hire date – 10 days July 1 after 3 years – 15 days/year July 1 after 7 years - 20 days/year July 1 after 10 years – 25 days/year	FT employees
<i>Sick</i>	1.25 days per month – Max 230 days	FT employees
<i>Medical Office Visits</i>	24 hours per calendar year	FT employees
<i>Personal</i>	3 days per calendar year	FT employees
<i>Holidays</i>	11 days plus 2 floating holidays; Special Observance half day Good Friday, and Christmas Eve or New Year's Eve	FT employees
<i>Cancer Screening</i>	4 hours per calendar year	All employees
<i>Bereavement</i>	Up to 10 days per death of parent, spouse, child, 4 days for siblings, grandparents, grandchild, in-laws, and 1 day for aunt/uncle/niece/nephew.	FT employees
<i>Pregnancy Loss Leave</i>	Up to 5 days paid with medical note, 1 day for other expectant parent	FT employees
<i>Jury Duty</i>	Paid for time out of work, less juror fees	FT employees
<i>Military</i>	Granted leave of absence per law	All employees
<i>Volunteer Leave</i>	4 hours per quarter each year	FT and PT regular employees
<i>Maternity/Paternity Leave</i>	Up to 12 weeks paid, must be used with NYS Paid Family Leave	FT employees

STATUTORY BENEFITS		
<i>NYS Disability</i>	Arch Insurance	All employees
<i>Workers Compensation</i>	AmTrust	All employees
<i>FMLA</i>	Up to 12 weeks of unpaid leave with job protection and continuation of health benefits	Employees who have been employed for at least 12 months and worked at least 1,250 hours
<i>NYS Paid Family Leave</i>	Arch Insurance	All eligible employees per NYS regulations
OTHER BENEFITS		
<i>Supplemental Insurance</i> - <i>Dental</i> - <i>Hospital</i> - <i>Accident</i> - <i>Disability</i> - <i>Cancer</i>	AFLAC	FT employees
<i>Employee Assistance Program</i>	Total Care ESI	FT and PT regular employees
<i>Credit Union</i>	Empower FCU	All employees
<i>Professional Development</i>	Professional seminars, certification courses, and undergraduate/graduate degree courses per policy in handbook	FT and PT regular employees

**This list serves as a summary of benefits only and shall not be considered complete or all-inclusive. Please refer to the SRAA Employee Handbook for full policies on the benefits listed above. Contact SRAA Human Resources at HR@syraairport.org with any questions.*