

**BENEFITS AT A GLANCE**  
**CADI NON-UNION MANAGEMENT EMPLOYEES**

<b>BENEFIT</b>	<b>DESCRIPTION</b>	<b>ELIGIBILITY</b>	<b>EFFECTIVE DATE</b>	<b>COST</b>
<b><u>HEALTH INSURANCE &amp; PRESCRIPTIONS</u></b>	Excellus BCBS EPO \$4000 deductible funded by CADI through HRA for single plans \$8000 deductible funded by CADI through HRA for dependent/children/family plans	Scheduled for a minimum of 30 hours per week	First day of the month following 30 days	Monthly rates as of 9/1/2025 Individual: \$171.53 Dependent: \$343.09 Children: \$240.17 Family: \$634.69
<b><u>DENTAL PLANS</u></b>	Business Council PPO Plan	Scheduled for a minimum of 30 hours per week	First day of the month following 30 days	Monthly rates as of 1/1/2026 Individual: \$4.28 Dependent: \$8.81 Family: \$22.91
<b><u>VISION PLAN</u></b>	Shelter Point—National Vision Association	Scheduled for a minimum of 30 hours per week	First day of the month following 30 days	Monthly rates as of 9/1/2025 Individual: \$0.68 Dependent: \$2.12 Family: \$2.12
<b><u>INSURANCE BUYOUT</u></b>	If you have coverage through another source, you can waive the insurance benefit and receive a monthly stipend.	Scheduled for a minimum of 30 hours per week	First day of the month following 30 days	Monthly Buyout \$250 max per month
<b><u>RETIREMENT SYSTEMS</u></b>	TIAA Employer contribution is 10% after eligibility is met.	1,000 hours worked in the previous year on your anniversary date.	Immediately upon enrollment Vested after 1 year	Employee contribution is optional
<b><u>SUPPLEMENTAL RETIREMENT</u></b>	TIAA	Full time employees can enroll upon employment.	Immediately upon enrollment	Employee contribution is optional
<b><u>FLEXIBLE SPENDING ACCOUNTS</u></b> <b>(PRE-TAX DEDUCTIONS)</b>	A portion of salary is designated by employee to establish a fund to cover eligible child care, elder care and/or eligible health care expenses.	Full time employees can enroll upon employment.	First day of the month following 30 days Must enroll in September of each year	The employee determines the amount to be deducted. Max is \$2,000.

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<u><b>VOLUNTARY INSURANCE</b></u>	AFLAC: Whole Life Protector, Lump Sum Specified-Disease Coverage, Cancer Care, Accident Indemnity Advantage, Short-Term Disability Income Insurance and Term Life Protector.	Full time employees can enroll upon employment.	First day of the month following 30 days  Must enroll in September of each year	Employee must pay for the entire premium of these additional coverages.										
<u><b>TUITION ASSISTANCE</b></u>	Reimbursement for tuition and associated course fees for approved degree course work at an accredited institution of higher education.	One year of service.	Upon employment.	No cost to the employee.										
<u><b>DISABILITY COVERAGE</b></u>	Guardian	Scheduled for a minimum of 30 hours per week	First day of the month following 30 days	No cost to the employee.										
<u><b>LIFE INSURANCE</b></u>	Business Council \$25,000	Scheduled for a minimum of 30 hours per week	First day of the month following 30 days	No cost to the employee.										
<u><b>VACATION, SICK &amp; HOLIDAY LEAVE</b></u>	<ul style="list-style-type: none"> <li>• Vacation leave is earned at 0.084670 hours per hour worked (6.35 hours earned biweekly). 22 days/year.</li> </ul> <p style="text-align: center;"><u>Vacation Accumulation</u></p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="padding-right: 20px;">Up to 5 years</td> <td>(300 hours)</td> </tr> <tr> <td>6 - 10 years</td> <td>(350 hours)</td> </tr> <tr> <td>11 – 15 years</td> <td>(400 hours)</td> </tr> <tr> <td>16 – 20 years</td> <td>(450 hours)</td> </tr> <tr> <td>21+ years</td> <td>(500 hours)</td> </tr> </table> <ul style="list-style-type: none"> <li>• Sick leave is earned at 0.05 hours per hour worked (3.75 hours earned biweekly). 13 days/year. Sick accumulation cannot exceed 165 days.</li> <li>• Eligible for 12 holidays per year when working. All holidays must be used by May 31, except Memorial Day which needs to be used by</li> </ul>				Up to 5 years	(300 hours)	6 - 10 years	(350 hours)	11 – 15 years	(400 hours)	16 – 20 years	(450 hours)	21+ years	(500 hours)
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<u><b>PAYROLL INFORMATION</b></u>	CADI's bi-weekly pay period runs from Monday to Sunday. Pay day is Thursday, for the previous 2 weeks.													
<u><b>MEALS &amp; OTHER</b></u>	<ul style="list-style-type: none"> <li>• When working 6 hours or more, employees receive a meal from Farrell Commons or MacDonald Dining Center or the unit they work in. Employees must swipe for a meal using their SUNY Delhi ID card. Meals are tracked through payroll.</li> <li>• Free self-service beverages on your shift</li> <li>• Turkey at Thanksgiving, Ham at end of Fall semester</li> </ul> <ul style="list-style-type: none"> <li>• Maple Syrup or Honey for your birthday</li> <li>• Diapers for the birth of your child</li> <li>• \$25 gift card to Employee of the Month</li> <li>• Retiree Gift based on Years of Service</li> <li>• Opportunity for Merit Bonus based on performance</li> </ul>													

Disclaimer: This summary highlights only some of the benefits associated for management employees. It has been prepared for illustrative purposes only and the information provided is partial and subject to change. This summary does not imply, convey, grant or guarantee any benefits, rights or entitlements. For additional information, please contact the Director of Human Resources.