

Available To All Staff

Formalized Grading/Classification System: Designed to promote internal equity.

Open Communication: Handbooks, newsletters, bulletin boards, memo, pay attachments, Employee Quality Update and Learning Meetings.

Employee Assistance Program: Free confidential assistance with financial, legal, and mental health issues.

NYS Short-term Disability: 50% of wages to max. of \$170/wk. for non-work related illnesses/injury.

Worker's Compensation: 67% of wages to max. of \$500/wk. plus medical coverage for work related injuries.

Direct Deposit: W.A.W. Federal Credit Union or Key Bank: Transfer to any bank with EFT capabilities

Pension Plan {401(a)}: Annual % contribution of earnings. Investment options are available.

Financial Planning/TSAs {403(b)}: Financial representatives available to assist in long-term goal setting.

Auto/Homeowners Insurance: Voluntary group discount program through Liberty Mutual

Staff Assistance: Supports staff by providing links to external/internal resources.

Available To Full-Time And Part-Time Staff *(Scheduled at least 20 hours/week)*

Paid Time Off (PTO) Plan: Accrued benefit time to be used for vacation, illness, or personal reasons.

Payroll-Deduction Supplemental Insurances: Employee pay-policies which include(s) supplemental life and short-term disability coverage. Long-term disability insurance coverage available to full-time employees only.

Free Term Life Insurance: \$10,000 on employee; \$2500 for spouse and eligible dependents.

Health Insurance, Prescription drug benefits, and Dental Insurance: Eligible to participate in TRC- sponsored plans, but there is no agency contribution towards the cost of coverage for part-time employees.

Available To Full-Time Staff Only *(Scheduled at least 35 hours/week)*

Holiday Time: 10 holidays per calendar year. (6-month waiting period for bargaining unit employees)

Tuition Reimbursement: Benefit varies with union/non-union status. Refer to Employee Handbook/Collective Bargaining Agreement.

Flexible Spending Plan: Pre-tax payroll deductions for reimbursement of dependent care/medical expenses not covered by your insurance. Eligible to contribute up to \$5000/yr. in the dependent care account and \$2500/yr. in the medical account.

Health Reimbursement Arrangement: Employer-funded plan that provides reimbursement of medical and/or dental expenses not covered by your insurance.

Dental Insurance: PPO Plan that provides comprehensive dental benefits, including orthodontic coverage, administered by NOVA. Can be purchased separately or in conjunction with medical/prescription plan.

Prescription drug benefits: Comprehensive formulary covering most scripts. Three-tier co-pay plans with \$5 discount on Tier 1 and Tier 2 medications at The Resource Center Pharmacy. Plans administered by Independent Health. Enrollment is automatic with enrollment in medical plan.

Health Insurance: Comprehensive medical plan, administered by Independent Health.

All benefits are subject to eligibility requirements.