

Benefits That Have You Covered

For NYSERDA Employees



NYSERDA

NYSERDA employees help lead the State and the nation in groundbreaking efforts that will leave a positive legacy for generations to come.

Plan for your Future

Retirement Plans:

- **NYS Retirement System Defined Benefit Plan**; or
- **Voluntary Defined Contribution (VDC) Plan** — 8% employer contribution* with employee choosing from selected authorized investment providers

In addition to the NYS Retirement System or VDC Plan

- **NYS Deferred Compensation Plan** — A voluntary retirement savings plan that provides quality investment options, investment educational programs, and related services to help State employees achieve retirement goals

Grow and Learn

- Professional development
- Tuition reimbursement — up to \$25k during the first 5 years and \$10K for each additional 5 years
- Job training
- Certification and Licensure Exam Fee Reimbursement Program

Simplify your Life

- Progressive work environment offering schedule and location flexibility
- NYSERDA issued laptop
- Transit — pre-tax deductions
- Verizon cell phone discount
- NYS Library State — government employee borrower's card
- Drop off/pick-up dry-cleaning service (Albany)
- On-site EV charging stations (Albany)
- Albany office borders a nature preserve with walking trails

Health and Wellness

Medical Insurance with Prescription Drug Coverage

Empire Plan or various HMO's based on location

- Begins on first day of employment
- Agency provides a minimum of 84% individual and 69% dependent premium coverage
- Opt-out incentive for medical with proof of other creditable coverage

Delta Dental

- Employer paid, for employee and eligible dependents

Davis Vision

- Employer paid, for employee and eligible dependents

Disability

- NYS Short Term Disability — employer paid
- Long Term Disability — employer paid

Employee Assistance Program

- Confidential program intended to help any employee who needs assistance

Life

- Voluntary Term Life Insurance with Accidental Death and Dismemberment Insurance

Flex Spending

- Health Care/Dependent Care
- Employer contribution toward Dependent Care
- Adoption Advantage Account

Paid Leave Time

- 44 days PTO annually — 13 holidays, 18 days vacation + personal leave, 13 days sick leave
- Paid Parental Leave with full pay up to 12 weeks
- Paid family leave
- Cancer screening leave
- Blood donation leave
- Jury duty leave
- Military leave
- Leave to vote

Unpaid Leave Time

- Family and medical leave
- Up to 7 months for maternity/paternity leave

VIEW THE VISION, MISSION, AND PROMISE THAT GUIDE OUR ORGANIZATION.
[NYSERDA.NY.GOV/ABOUT](https://nyserdanyc.gov/about)



* With 5.75% to 6% employee contribution.