

Benefits That Have You Covered

For NYSERDA Employees



NYSERDA
New York State Energy Research
and Development Authority

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
- Qualifying Employer, Public Service Loan Forgiveness (PSLF)
- 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

* With 5.75% to 6% employee contribution.

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

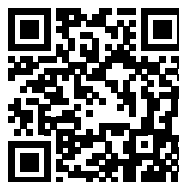
- Health Care/Dependent Care
- Employer contribution toward Dependent Care
- Adoption Advantage Account

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
- Paid Prenatal 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



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