

BENEFITS IN BRIEF

Classification: PUBLIC SAFETY OFFICERS

If your status changes (marital, children cease to be dependents, death of a covered family member, guardianship or birth of a child), you must notify the Office of Human Resources within 30 days of the event.

HEALTH INSURANCE CHOICES

- Coalition of Public Safety Employees Health Trust (COPS Trust). For enrollment options, contact COPS Trust at 248-524-0454.
- Health Alliance Plan (HAP) with \$2 prescription rider. Henry Ford Health Maintenance Organization.
- Cash in lieu of health insurance. Employee must provide evidence of other health care coverage. Payable in 26 pay periods beginning the pay period after insurance eligibility date or prorated when applicable. \$2,200.00 per year.

WHO IS COVERED

The employee, spouse, and dependent children to age 19 for the chosen plan. Dependent children ages 19-25 are covered at no additional cost if they meet all of the eligibility requirements listed below:

- Unmarried and between 19 and 25 years old
- Dependent on the employee for more than half of his/her support
- A member of the employee's household
- Related to the employee by blood, marriage, or legal adoption
- A full time student for at least 5 months of the year or had a gross income of less than 4 times the personal exemption amount identified in the IRS gross income test.

EFFECTIVE DATE OF COVERAGE

If the employee is hired from the 1st to the 25th of the month, coverage begins on the 1st of the following month. If the hire date is after the 25th of the month, eligibility is the 1st of the second month after hire.

FLEXIBLE SPENDING ACCOUNTS (HFSA and DCFSA)

These accounts offer employees an opportunity to set aside tax-free dollars for eligible out-of-pocket expenses for self and/or dependents. The health flexible spending account (HFSA) is for medical, dental, optical and other health care expenses and the dependent care flexible spending account (DCFSA) is for eligible childcare/dependent care expenses.

It is effective the first of each calendar year and covers employees, spouses and IRS dependents. Election of this benefit is only available annually in October during Open Enrollment.

DELTA DENTAL OF MICHIGAN

Insurance is effective on the 91st day of employment. The dental benefit provides up to a maximum of \$1,000 per family member per calendar year (Jan 1-Dec 31) with a \$50 individual/\$100 family deductible. The employee, spouse and dependants to age 19 are covered. The plan also includes eligible dependents ages 19-25.

OPTICAL INSURANCE

Insurance is effective on the date of hire. Employees selecting HAP shall receive optical benefits provided by HAP. All other employees shall receive optical benefits through the Eye Med vision plan. The employee, spouse and dependents to age 19 are covered. The plan also includes eligible dependents ages 19-25.

LIFE INSURANCE

An employee is covered from the date of hire and is eligible for insurance coverage equal to 3 times base salary (rounded to the nearest \$1,000).

ACCIDENTAL DEATH AND DISMEMBERMENT

An employee is covered from the 91st day of employment and is eligible for insurance coverage of \$15,000.

SHORT TERM DISABILITY: SICKNESS & ACCIDENT

An employee is covered from the 91st day of employment and is eligible for income continuation equal to 70% of the employee's base salary. Sickness and accident benefits commence on the 6th day of absence.

LONG TERM DISABILITY

An employee is covered from the 91st day of employment and is eligible for income continuation equal to 70% of the employee's base salary. Disability benefits commence after 13 weeks of total disability, and will continue until the end of disability or until age 65. If the disability begins after age 60, benefits will continue for 5 years or until age 70, whichever occurs first. If long-term disability commences at age 69 or older, benefits will be paid for 12 months.

LONGEVITY

MCC shall make a payment of \$500 to each employee who has 10 years cumulative full time service. Payment shall be made in the month following the employee's anniversary date.

UNIFORMS

Effective the 91st day of employment, those employees required to wear a uniform while on duty shall be provided a uniform cleaning allowance of \$300 per year, payable each July 1. MCC shall provide all uniforms, firearms, and ammunition.

EMT CERTIFICATION

Employees who are certified as an Emergency Medical Technician shall receive \$750 per annum, payable July 1 each year.

MPSERS (MICHIGAN PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM)

- Employees are covered from the date of hire.
- A MPSERS pension is based on a percentage of the average salary times the years of service
- Reference the MPSERS booklet or website (www.michigan.gov/ORSschools) for more information.
- MCC's pension contribution is set by the State..

- For employees hired after 1/1/90, Member Investment Plan (MIP) is a mandatory contribution based on salary: 3% of compensation (up to \$150 total), \$150, plus 3.6% of compensation between \$5,000 and \$15,000 (up to \$510 total), \$510 plus 4.3% of compensation over \$15,000.
- For employees hired after 7/1/2008, Member Investment Plus (MIPlus) is a mandatory contribution based on salary. 3% of compensation (up to \$150 total), \$150 plus 3.6% of compensation between \$5,000 and \$15,000 (up to \$510 total), \$510 plus 6.4% of compensation over \$15,000.

TUITION WAIVER

An employee and his/her dependents are eligible from the employee's date of hire for tuition waivers for credit courses taken at MCC. The waiver does not include registration and course related fees. Note: the amount of the waiver becomes taxable income when non IRS dependents use this benefit.

TAX SHELTERED ANNUITIES (TSA) and DEFERRED COMPENSATION ACCOUNT

Under Code 403(b) and 457 of the Internal Revenue Service, employees have the opportunity to set aside tax-free dollars in a savings plan subject to IRS maximum amount and rules. See Payroll for more information.

NON-CONTRIBUTORY INVESTMENT PLAN

MCC shall make a contribution on behalf of each employee to a 403(b) tax shelter annuity or 457 deferred compensation account, savings bond, or cash. The contribution is based on completed years of adjusted bargaining unit seniority beginning with year(s):

7	3.25%
8 and each successive year	4.25%

SICK DAYS

Each employee shall earn 1 sick day for each month worked. A maximum of 40 sick days may be accumulated. See contract for more details.

VACATION DAYS

An employee shall earn vacation days according to the following schedule:

1-3 years seniority	1 day per month for each month worked
4-5 years seniority	1 ¼ days per month for each month worked
More than 5 years seniority	1 ½ days per month for each month worked, plus 1 additional day, totaling not more than 19 days
After 6 years seniority	1 ¾ days per month for each month worked

See contract for more details.

PERSONAL DAYS

Each employee shall earn 3 days per year, non-cumulative, for personal business. See contract for more details.

PLEASE NOTE: This is ONLY a summary of the benefits and coverage and not a contract. Detailed explanations are available in the Office of Human Resources. Reference "Section 21, Fringe Benefits" of the POLC contract.

This document was updated on April 1, 2009 by A. Blasius.