

**BENEFITS IN BRIEF**  
**Classification: MAINTENANCE**

**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**

- BCBS PPO with a \$15/30/50 prescription rider.
- BCBS High Deductible with a \$10/30/60 prescription rider.
- BCN HMO with a \$10/20/50 prescription rider.

**WHO IS COVERED**

The employee, spouse and dependent children to age 26 for the chosen plan; supporting documentation must be provided by the employee before the effective date of coverage.

**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 (FSA and DCA)**

These accounts offer employees an opportunity to set aside tax-free dollars for eligible out-of-pocket expenses for self and/or dependents. The flexible spending account (FSA) is for medical, dental, optical and other health care expenses and the dependent care account (DCA) is for eligible childcare/dependent care expenses. The limited flexible spending account (LFSA) is available to those enrolled in an HSA.

**HEALTH SAVINGS ACCOUNT (HSA)**

Available to eligible employees who are enrolled in a High Deductible Plan.

**DELTA DENTAL OF MICHIGAN**

Insurance is effective upon satisfactory completion of probationary period. Dental benefit provides up to a maximum of \$1,500 per family member per calendar year (Jan 1 - Dec 31) with a \$50 individual/\$100 family deductible. The plan covers employee, spouse and dependents to age 19. The plan also includes eligible dependents ages 19-26.

**OPTICAL INSURANCE**

Insurance is effective upon satisfactory completion of probationary period. Employees shall receive \$250 reimbursement benefit annually for qualified vision expenses. The plan covers employee, spouse and dependents to age 19. The plan also includes eligible dependents ages 19-26.

**LIFE INSURANCE**

An employee is covered from the date of hire and is eligible for insurance coverage equal to 3 times the base salary (rounded to the nearest \$1,000). You may elect additional Life coverage in units of 10,000, to a maximum of \$ 200,000. Additional Life in excess of \$50,000, the excess will be subject to medical underwriting approval.

## **ACCIDENTAL DEATH AND DISMEMBERMENT**

Insurance is effective upon satisfactory completion of probationary period. The employee is eligible for insurance coverage of \$5,000.

## **SHORT TERM DISABILITY: SICKNESS & ACCIDENT**

Insurance is effective upon satisfactory completion of probationary period. The employee is eligible for income continuation equal to 70% of the employee's base salary. Sickness and accident benefits commence on the 6<sup>th</sup> day of absence.

## **LONG TERM DISABILITY**

Insurance is effective upon satisfactory completion of probationary period. The employee is eligible for income continuation equal to 70% of the employee's base salary. Disability benefits commence the 14<sup>th</sup> week of total disability.

## **LONGEVITY PAY**

The College shall make a payment to the employee, effective on the anniversary of 10 years of cumulative service and each year after, of \$425 plus \$20 for each year of adjusted bargaining unit seniority in excess of ten years.

## **UNIFORMS**

Effective upon satisfactory completion of probationary period, those employees required to wear a uniform while on duty shall be provided uniform allowance up to \$350 per contract year. Employees shall be provided \$120 per year for the purchase of safety shoes.

## **MPSERS (MICHIGAN PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM)**

As an employee of Macomb Community College you will be enrolled in the MPSERS retirement system. If you have participated in MPSERS with another employer you will automatically be enrolled in the same plan.

If you are new to MPSERS you have a choice between two retirement plans: The Pension Plus plan and a Defined Contribution plan. As a new employee you will be automatically enrolled in the Pension Plus plan as of your date of employment. You have 75 calendar days from your first payroll date to elect to opt out of Pension Plus plan and become a participant in the Defined Contribution plan. Your decision is irrevocable.

The Pension Plus plan is a hybrid plan that contains a pension component with an employee contribution (graded, up to 6.4 percent of salary) and a savings component consisting of a tax-deferred investment account with an employer match of 50 percent (up to 1 percent of salary) on employee contributions.

The Defined Contribution plan provides a savings component in the form of a tax-deferred investment accounts with a 50 percent employer match (up to 3 percent of salary) on employee contributions.

**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 bonds, or cash, based on full-time service beginning with year(s):

8 yrs.	2% of base salary
9 yrs.	3% of base salary
10 yrs.	4% of base salary
11 + yrs.	5% of base salary

**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 additional information.

**PAID TIME OFF (PTO)**

1. Employee must be a regular full-time employee and must have worked at least six months. Upon completion of six months of service, employee shall earn PTO days beginning with his/her date of hire.
2. Paid Time Off Allowance: Employees will receive PTO according to the chart below:

	<b>PTO Accrual Amount Annual</b>	<b>Maximum Days Carryover</b>	<b>PAYOUT PERCENTAGE at SEPARATION</b>
Year 1	27 (2.25 per month)	27	60%
Year 2	27 (2.25 per month)	54	60%
Year 3	27 (2.25 per month)	60	60%
Year 4	30 ( 2.5 per month)	60	64%
Year 5	30 (2.5 per month)	60	64%
Year 6	34 (2.83 per month)	60	70%
Year 7	36 (3 days per month)	60	75%

**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 “Benefits, Articles XIII, XIV, and XVI” of the MCCCOPA contract.