

## **Benefits Package**

Administrators and Professional Staff  
Effective first of the month following date of hire

### **Medical Insurance:**

Priority Health PPO (80%/20% Plan)  
Priority Health HMO (80%/20% Plan)  
Health Savings Account available with each plan.

### **Dental and Vision Insurance**

BCBSM

### **Opt-Out Benefit**

Eligible to choose to opt out of medical insurance; College pays \$3,000 per fiscal year to employee.

### **Life Insurance**

The College covers life insurance at no cost. Employee may purchase additional supplemental insurance for self as well as spouse/dependents.

### **Long Term Disability**

Pays a portion of salary after absent from work for 90 calendar days due to medical reasons.

### **Retirement**

Michigan Public School Employees Retirement System (MPSERS) - employee makes contributions, based on annual salary, vested in 4 years (Defined Contribution Plan) or 10 years (Pension Plus Plan). College contributes a percentage of the employee's earnings on members' behalf.

**OR**

Optional Retirement Plan System (ORP) - includes immediately vesting, no medical benefits, defined contribution plan. Based on annual salary, the College contributes a percentage of the employee's earnings on members' behalf; the employee contributes as well.

### **Flexible Spending Accounts**

Limited Purpose FSA for dental and vision expenses, using pre-taxed dollars deducted from salary.

### **Tuition Waiver**

Monroe County Community College for-credit courses, 100% waiver. Lifelong Learning classes are waived except for certain fees. IRS defined dependents included.

### **Employee Assistance Program (EAP)**

EAP offers three (3) free counseling visits to help employees identify and resolve various issues/problems that may adversely affect job performance.

### **Vacation and Sick Time**

Earned on an accrual basis.

### **Holidays**

14 days (varies per calendar year).

## **Other Amenities**

### **403(b) Plan**

Voluntary retirement investment account. Pre-taxed income contributed to account using one of the College approved vendors.

### **Aflac Insurance**

Supplemental insurance policies offered on a voluntary basis through payroll deduction.

### **Bookstore Discount**

Items purchased at the MCCC Bookstore include a 15% discount (except clearance clothing and textbooks).

### **Fitness Center**

Use of Fitness Center at no charge, housed in the Welch Health Education Building.

### **Events in Meyer Theater**

Full ticket price is discounted for employees for events on campus.