

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

Medical Insurance

Blue Cross Blue Shield PPO (80%/20% Plan)
Blue Care Network HMO (80%/20%Plan)
Health Savings Account available

Dental and Vision Insurance

Blue Cross Blue Shield

Opt-Out Benefit

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

Life Insurance

The College covers the cost for the employee. Employee may purchase additional supplemental insurance for self as well as spouse/dependents.

Long Term Disability

The Colleges covers the cost for the employee. Benefit pays a portion of salary after absent from work for 90 calendar days due to medical reasons.

Retirement

Michigan Public School Employees Retirement System (MPERS) - 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 may have fees attached to the course and are the responsibility of the student. 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.