

## **Benefits Package**

### **Faculty**

Effective: Date of hire

#### **Medical Insurance**

Choice of three MESSA Plans

#### **Dental Insurance**

Delta Dental

#### **Vision Insurance**

VSP 3 G

#### **Opt-out**

Eligible to choose to opt-out of medical insurance; College pays \$1,500 per year to employee.

#### **Life Insurance**

Life insurance at no cost. May also purchase additional insurance for self and/or for spouse/dependents.

#### **Long Term Disability**

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

#### **Retirement (choice of)**

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 immediate 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**

Flexible spending account for uninsured health care expenses or dependent care, using pre-taxed dollars deducted from salary.

#### **Tuition Waiver**

Monroe County Community College courses, as well as Lifelong Learning courses, 100% waiver. IRS defined dependents included.

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

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

#### **Holidays**

14 days (may vary due to calendar).

**Sick:** Earned on an accrual basis.

## 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 textbooks and clearance clothing).

### **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.