

## **Benefits Package**

Support Staff & Maintenance Staff  
Effective first of month following date of hire

### **Medical Insurance**

Priority Health PPO (80%/20% Plan)  
Priority Health HMO (80% /20%Plan)

### **Dental and Vision Insurance**

BCBSM

### **Opt-Out Benefit**

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

### **Life Insurance**

The College covers life insurance at no cost. 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.

### **Flexible Spending Accounts**

Limited Purpose FSA for uninsured dental and vision expenses, 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.

### **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 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.