



# LAKE MICHIGAN C O L L E G E

---

## Staff Compensation Package

### Payroll and Annual Increases

Lake Michigan College has a bi-weekly payroll cycle that generates 26 pays per year.

### 2015 Employee Premium Contribution for Medical and Prescription Coverage

(Employee is also eligible for all coverages listed under Option B)

\$ 3,297.06 annually

\$ 126.81 per pay

### 2015 Employee Stipend for Opt-Out of Medical and Prescription Coverage

(Employee still eligible for all coverages listed under Option B)

\$ 2,400.00 annually

\$ 92.31 per pay

- Payroll deductions and stipends related to the healthcare plan begin on the employee's date of hire.
- Due to the 30 day insurance enrollment period for new employees, premium contributions/stipends may need to be retroactively adjusted once healthcare elections have been made.
- Payroll deductions for optional coverages must be accompanied by signed authorization.

---

## Insurance Coverages:

**Option A Coverages:** *NOTE: Employees with Option A are also eligible to enroll in Dental, Vision, Long Term Disability and Life Insurance coverages (see "Option B Coverages" in next section for summary details).*

- **Medical Coverage (Plan Year: January - December)** [www.bcbsm.com](http://www.bcbsm.com)

Blue Cross Blue Shield of Michigan: Simply Blue PPO Plan

Coverage is effective from first date of hire through the end of the month of termination.

\$1300 individual/\$2600 family deductible

**After deductible is met: Medical covered 100%**

Includes Preventive Care: paid 100%, not applied towards deductible, no annual cap  
(i.e. physicals, lab tests, mammography, immunizations)

- **Health Savings Account (Fifth Third Bank)** [www.53hsa.com](http://www.53hsa.com)

LMC fully funds the deductible in two installments (MI Works! funded quarterly). [Employees hired after July 1, 2015, will receive a prorated deposit.]

Debit card used for expenses

Employee can fund with additional pre-tax dollars

Withdrawals are tax-free when for qualified medical expenses

Can accumulate for retirement expenses

- **Prescription Coverage (Plan Year: January - December)**

After deductible is met:

\$15 co-pay (generic)

\$30 co-pay (name brand - Formulary)

\$60 co-pay (name brand - Non Formulary)

Copayment maximum: \$1,000 individual/\$2,000 family –

after copayment maximum, plan pays prescription at 100% for remainder of calendar year.

**90-day supply available at the retail pharmacy – pay for 2 months, get 3<sup>rd</sup> month free**

**Preventative Drugs on list: first \$500 paid by BCBSM**

## Links to Low-Cost Prescription Drugs: Free Antibiotics; Generics from \$4 (30-days) to \$15 (90-days)

**Walmart** (low cost generics; 90 days at counter): [http://i.walmartimages.com/i/if/hmp/fusion/customer\\_list.pdf](http://i.walmartimages.com/i/if/hmp/fusion/customer_list.pdf)

**Meijer** (free antibiotics): <http://www.meijer.com/pharmacy>

**Martins** (free antibiotics): <http://www.martins-supermarkets.com/cnt/FreeAntibiotics.html>

**Kmart** (mail order low cost generics):

[http://www.kmart.com/shc/s/dap\\_10151\\_10104\\_DAP\\_Kmart+Pharmacy+Generics?adCell=A3](http://www.kmart.com/shc/s/dap_10151_10104_DAP_Kmart+Pharmacy+Generics?adCell=A3)



---

## Staff Compensation Package

### Option B Coverages:

- **Dental Coverage (Plan Year: January - December)**  
**Blue Cross Blue Shield [www.bcbsm.com](http://www.bcbsm.com) (Dental Network of America)**  
100% coverage on Preventive Services  
80% - 20% co-insurance on Basic Services\*  
60% - 40% co-insurance on Major Services\*  
\$1,000 annual limit per person on Preventive, Basic and Major Services  
50% coverage up to a \$1,500 lifetime limit per person on Orthodontic Services  
(orthodontics covered up to age 19)  
\*deductible applies: \$25 individual, up to \$75 family
- **Vision Coverage (Plan Year: January - December)**  
**Guardian [www.guardiananytime.com](http://www.guardiananytime.com)**  
Self Insured through Lake Michigan College  
Guardian issues the reimbursement to employee or provider  
See Benefit Schedule for details
- **Long Term Disability Coverage**  
**CIGNA**  
Coverage begins after 90 days of disability  
66 2/3% income replacement  
"Own Occupation" provision for at least 5 years
- **Life & Accidental Death and Dismemberment Insurance Coverage\***  
**CIGNA**  
\$30,000 Term Life  
\$30,000 Accidental Death and Dismemberment

*\*intended for summary purposes only; for details on plan limits and exclusions please refer to plan documents*

### Optional Insurance Coverages:

(additional cost paid by employee)

- **Health Savings Accounts** – individual contributions  
(contact Payroll at (269) 927-8100, ext. 5050 for investment companies and payroll reduction form)
- **Flexible Spending Accounts**  
Premium Contributions (allows for a pre-tax deduction of the healthcare premium)  
Medical Reimbursement  
Dependent Care
- **Short Term Disability Insurance** – 90 day plan
- **Additional Term Life Insurance (Employee and/or Dependents) – CIGNA**
- **Identity Theft Protection and Legal Plans – LegalShield**
- **Group Supplemental Retirement Annuity**  
(contact Payroll at (269) 927-8100, ext. 5050 for investment companies and payroll reduction form)
- **Voluntary Workplace Benefits - UNUM**  
Accident  
Critical Illness  
Whole Life with long term care



# LAKE MICHIGAN C O L L E G E

---

## Staff Compensation Package

### Retirement Plans (choose one)

#### **Michigan Public School Employees Retirement System**

Multiple plan designs with group health care coverage  
10 year vesting requirement  
Requires employee contributions up to 11.4%

#### **TIAA-CREF Optional Retirement Plan (exempt employees only)**

Annuity plan with immediate vesting

#### **Hired on or after October 1, 2011:**

10.00% employer contribution (no employee match)  
Able to contribute to an individual retirement plan with employer match up to 2%

### Paid Leaves:

#### **Vacation Days** *(can roll up to 20 days per year)*

Administrators and Professional/Technical:	20 per year	accrual per payroll: 6.16 hrs
Classified and Facilities Management:	10 per year*	accrual per payroll: 2.88 - 3.07 hrs
*increases based on years of service		

#### **Sick Days**

12 per year <i>(can accumulate up to 120 days)</i>	accrual per payroll: 3.70 hrs
--	-------------------------------

#### **Personal Days**

3 per year <i>(expire if not used before June 30<sup>th</sup> each year)</i>	available July 1 <sup>st</sup>
--	--------------------------------

*\*Employees on a reduced contract accrue paid leave at a reduced rate from the above\**

#### **Holidays**

10+ days per year  
(New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the following Friday, all days between Christmas Day and New Years Day)

### Additional Employee Benefits:

**100% Tuition Waiver:** LMC classes for Employee and Dependents

**50% Tuition Waiver:** Siena Heights classes towards a Bachelor's degree for Employee (will accept up to 90 contact hours from LMC towards degree)  
*\*Must be employed full-time for one year before eligible*

**20% Tuition Waiver:** Siena Heights classes towards a Master's degree for Employee  
*\*Must be employed full-time for one year before eligible*