



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
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
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 3rd 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

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



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Option B Coverages:

- **Dental Coverage (Plan Year: January - December)**
Blue Cross Blue Shield 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
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



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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 (*can accumulate up to 120 days*) accrual per payroll: 3.70 hrs

Personal Days

3 per year (*expire if not used before June 30th each year*) available July 1st

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*