BENEFITS OVERVIEW
For Full-Time Staff Employees

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

2022 Employee Premium Contribution for Medical and Prescription Coverage
(Employee is also eligible for all coverages listed under Option B)

<table>
<thead>
<tr>
<th>Coverage Type</th>
<th>Member Amount</th>
<th>Spouse Amount</th>
<th>Child Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 Person/Family</td>
<td>$ 4,923.62 annually</td>
<td>$ 2,442.96 annually</td>
<td>$ 97.45 per pay</td>
</tr>
<tr>
<td>1 Person/Split Family</td>
<td>$ 205.69 per pay</td>
<td>$ 97.45 per pay</td>
<td>$ 97.45 per pay</td>
</tr>
</tbody>
</table>

2022 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)**
  - **Priority Health** www.priorityhealth.com
  - Coverage is effective from first date of hire through the end of the month of termination.
  - $1400 individual/$2800 family deductible (In-Network)
  - **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)
  - Card(s) will be mailed out once employee is enrolled

- **Health Savings Account (Health Equity)**
  - LMC fully funds the deductible in one installment.
  - Debit card used for expenses
  - Employee can fund with additional pre-tax dollars
  - Withdrawals are tax-free when used for qualified medical expenses
  - Can accumulate for retirement expenses

- **Prescription Coverage (Plan Year: January - December)**
  - **After deductible is met:**
    - $10 co-pay (generic)
    - $20 co-pay (name brand and specialty)
    - Copayment maximum: $1,000 individual/$2,000 family – after copayment maximum, plan pays prescription at 100% for remainder of calendar year.
    - 100% coverage for Preventative Drugs (per vendor list)
BENEFITS OVERVIEW
For Full-Time Staff Employees

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*
  - 80% - 20% co-insurance on Major Services*
  - $3,500 annual limit per person on Preventive, Basic and Major Services
  - $3,500 lifetime limit per person on Orthodontic Services (age 19 and under)
  - *deductible applies: $25 individual, up to $75 family
  
  Card(s) will be mailed out once employee is enrolled

- **Vision Coverage (Plan Year: January - December)**
  
  **Guardian** www.guardiananytime.com
  
  VSP Network administered through Guardian Vision
  
  See Benefit Schedule for details
  
  ID is available on their website for member to print out; or provider can use member's social security number to pull up their information

- **Long Term Disability Coverage**
  
  **New York Life**
  
  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***
  
  **New York Life**
  
  $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 - $4.00 per pay

- **Additional Term Life Insurance (Employee and/or Dependents)** – **New York Life**

- **Identity Theft Protection and Legal Plans** – **LegalShield**

- **403(b) and 457(b) voluntary retirements plans** – pre-tax and/or Roth contributions available

- **Voluntary Workplace Benefits - UNUM**
  
  Accident
  
  Critical Illness
  
  Whole Life with long term care
BENEFITS OVERVIEW
For Full-Time Staff Employees

Retirement Plans (choose one)

**Michigan Public School Employees Retirement System**
- Pension Plus or Defined Contribution Plan offerings with Health and Savings components
- 10 year vesting requirement
- Requires employee contributions up to 10.2%

**TIAA-CREF Optional Retirement Plan (exempt employees only)**
- Defined Contribution plan with immediate vesting
- 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** *(expire if not used before June 30th each year)*
- Administrators, Professional/Technical, and Classified: 20 days per year available July 1st
- Facilities Management: see contract for accrual schedule for vacation and sick days

**Sick Days**
- 12 days per year *(can accumulate up to 120 days)* available July 1st

**Personal Days**
- 3 days 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*
*Employees will be pro-rated vacation, sick, and personal time based on hire date*

**Holidays**
- 10+ days per year
  - (New Year’s Day, Good Friday, Memorial Day, Independence Day, Labor Day, Wednesday before Thanksgiving, Thanksgiving Day and the following Friday, Christmas Eve through New Year’s Day)

Additional Employee Benefits:

**100% Tuition Waiver**: for LMC classes for Employee and Dependents. (Employee pays $53 per contact hour plus any course fees and student ID fee).

**$80 per credit hour discount** Siena Heights classes towards a Master’s or Bachelor’s degree for Employee

**Pet Insurance**