

## **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.

#### **2025 Employee Premium Contribution for Medical and Prescription Coverage (24 pay deductions)**

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

Single	\$2,305.44 annually	\$96.06 per pay
2 Person	\$5,528.40 annually	\$230.35 per pay
Family	\$7,074.00 annually	\$294.75 per pay

#### **2025 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.

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#### **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](http://www.priorityhealth.com)

Coverage is effective from first date of hire through the end of the month of termination.  
\$1650 individual/\$3300 2 person/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)

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#### **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\*  
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](http://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

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### **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 30<sup>th</sup> each year)**

Administrators, Professional/Technical, and Classified: 20 days per year available July 1<sup>st</sup>  
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 30<sup>th</sup> each year) available July 1<sup>st</sup>

*\*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, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day,  
Wednesday before Thanksgiving, Thanksgiving Day and the following Friday, Christmas Eve  
through New Year's Day)  
Spring Break paid off (Dates coincide with Lakeshore School district)

#### **Additional Employee Benefits:**

**Tuition Reduction:** for LMC classes for Employee and Dependents. (Employee pays \$55.75 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**