

PUBLIC SAFETY OFFICER
BENEFITS & COMPENSATION SUMMARY
Less than Full Time (more than 30 hrs but less than 40 hrs)
Updated July, 2011

Public Safety Officer's receive a comprehensive fringe benefits and compensation package consistent with the terms of their labor agreement. The following summarizes all of the benefits and compensation provided to Public Safety Officers, except those benefits that are mandated by law. In the event there is a conflict between this summary and the insurance plan or document itself or the plan document, the contents of the plan/document shall prevail.

Occurrence Time

Employees are granted eighty-eight (88) hours of occurrence time per year which will be granted on July 1st of each fiscal year. A pro-rated amount will be provided to new hires that begin employment on or after July 16th. Employees that start on or before the 15th of the month shall receive credit for that month. Any hours in an employee's occurrence bank on June 30th of each year will be rolled-over to the next fiscal year.

Holiday Pay

Employees will be paid time and a half when they work the following holidays on the day that the College celebrates the holiday: Martin Luther King Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, New Year's Day.

Flexible Spending Accounts

Employees are eligible to participate in the College's Flexible Spending Accounts. The Medical Spending Account allows you to use pretax dollars up to \$3,000 annually to pay for health expenses not covered by another source, as defined by the IRS. You can use the Dependent Care Spending Account up to \$5,000 annually to pay for dependent care expenses on a tax-free basis. Funds forfeited by employees in their individual flexible spending accounts at year end will be utilized by the College to offset benefit costs in the subsequent year.

Family and Medical Leave (FMLA)

If an employee qualifies for FMLA, the leave will be administered according to the law and the College's FMLA policy.

Personal Leave of Absence

Personal leaves of absence may be approved at the discretion of the College. Such unpaid leaves will be administered consistent with the procedures outlined in the various collective bargaining agreements.

Health Insurance

Employees are eligible to participate in the the HealthPlus of Michigan DU (HMO) insurance program. The College will pay 72.5% of the monthly premium for the employee and his/her family.

Life Insurance

Employees receive a \$10,000 life insurance policy and a \$20,000 accidental death or dismemberment policy.

Supplemental Life and Disability Insurance:

Supplemental Life Insurance: Employees may purchase, at their expense and through payroll deduction, additional life insurance from the College vendor for life insurance. Terms and conditions of such supplemental life insurance are determined by the carrier.

Supplemental Disability Insurance: Employees may purchase, at their expense and through payroll deduction, additional disability insurance from AFLAC. Terms and conditions of such supplemental disability insurance are determined by AFLAC. The College neither endorses nor recommends this supplemental insurance.

Retirement

- Upon hire, employees will automatically be enrolled in a defined retirement benefit plan. The plan is administered by the Michigan Public School Employees Retirement System (MPERS), and has a ten-year vesting requirement and provides a benefit based on salary and a multiplier of 1.5% for each year of service. Health insurance benefits are currently available through MPERS upon retirement.
- Upon notification of intent to retire, an employee may choose to extend their employment with the College through the use of unused, accumulated vacation time.

Deferred Compensation

Employees may defer a portion of their salary into tax-sheltered long-term savings plans {403(b) and/or 457(b)}. The College offer several investment options.

Educational Grant (Tuition Waiver)

Employees may enroll in Mott College credit and non-credit courses at a reduced payment of tuition and related service fees. The College will pay 80% of tuition and fees for employees only.

Employee Assistance Program (EAP)

Employees have available to them an Employee Assistance Program operated by Help Net. The Employee Assistance Program provides counseling to the employee and any your household members at no cost to the employee for a variety of issues.

*For additional information, contact the Human Resources department at
Mott Community College.*