

**CENTRAL MICHIGAN UNIVERSITY
2009-2010 YEAR BENEFIT PROGRAMS
FOR REGULAR FACULTY – 10 MONTH**

Benefits under **CMU Choices**, the University's flexible benefit plan, are summarized below. Additional information about these benefit programs can be found in the 2008-2011 Agreement and in the contracts with individual insurers. If you have questions about your benefits, please contact the Benefits and Wellness Office in Rowe 108, email Benefits@cmich.edu, or phone (989) 774-3661.

Through **CMU Choices** regular faculty are able to participate in a variety of benefit options. The "plan year" for **CMU Choices** is July 1 through June 30. The University will contribute toward the cost of most of the benefit programs. University premium costs and the University contributions are effective July 1, 2009. If the cost of the employee's choices exceeds the University contributions, the employee will pay the excess through payroll deduction. When University contributions exceed the cost of the premium, excess contributions will be applied to dental, vision, employee life and disability elections.

For new regular faculty who begin employment at the start of the academic year, all benefits are effective as of date of hire. New regular faculty who begin employment at anytime other than the start of the academic year will have all benefits effective as date of hire. All benefits end on the last day worked, except faculty on academic year contracts that remain employed through the end of the 2010 Spring semester. They will be entitled to benefit coverage through August 15, 2010, unless they retire under MPERS, and end 5/15/2010. **You must complete the online benefit enrollment process within 30 days from the start date of your employment.** Enroll at http://www.cmich.edu/HR_Home/Benefits_and_Wellness/New_Hire_Benefits.htm. If you fail to enroll by this deadline, you will be automatically enrolled in MESSA Choices II, single coverage, no dental or vision coverage, 1x life, 50% LTD, no STD, spousal or child life and no FSA. You will be unable to change elections during the plan year unless you have a qualifying status change event. **University and employee contributions are applied in semi-monthly installments over the eighteen (18) pays of the academic year, regardless of the pay plan selected. The per pay amounts indicated below represent the payroll deductions or excess contributions which will be effective for paychecks issued from 8/31/09 through 5/15/10.**

CMU CHOICES

Medical Insurance: Regular faculty are eligible to enroll in one of two medical insurance plans or to elect no coverage. The plans provide coverage for yourself and your qualifying dependents. The MESSA Super Care 1 is a traditional indemnity plan, which provides 100% reimbursement of eligible approved basic expenses, and 90% reimbursement of major medical expenses with a \$50/\$100 deductible per calendar year. The MESSA Choices II is a Preferred Provider Organization (PPO) plan and offers in-network benefits through the Community Blue PPO network. In-network benefits have no deductible, a \$5 co-pay on office visits, and well care is covered (child immunizations, and routine physicals & screening tests). If using an out-of-network provider co-pays and deductibles are waived with referral from an in-network provider. Using out-of-network providers without a referral will result in greater out of pocket expenses. The prescription plan is the same for both MESSA Super Care 1 and Choices II. The plan has a \$5.00 co-pay for all generic drugs, brand name drugs when no generic is available, or when the physician indicates 'dispensed as written' (DAW). There is a \$10.00 co-pay for brand name drugs when there is a generic available and the script does not have DAW written. Prescriptions filled through mail order have a \$2.00 co-pay. Prescriptions can be filled on campus at the University Health Services in Foust Hall with free on-campus delivery.

The **2009-2010** total monthly premium cost, the University's monthly contribution and employee contribution are listed below. Your cost is based on the plan selected.

LEVEL OF COVERAGE - MEDICAL

MESSA Super Care 1	One Person		Two Person		Family	
	Per month cost (12 months)	Per pay cost (18 pays)	Per month cost (12 months)	Per pay cost (18 pays)	Per month cost (12 months)	Per pay cost (18 pays)
Total Premium Cost	\$540.35	\$360.24	\$1,231.92	\$809.28	\$1,348.64	\$899.09
University contribution	\$522.99	\$348.66	\$1,174.86	\$783.24	\$1,305.23	\$870.16
Employee cost (-) or excess contribution	\$17.36	\$11.58	\$57.06	\$26.04	\$43.41	\$28.93

MESSA Choices II	One Person		Two Person		Family	
	Per month cost (12 months)	Per pay cost (18 pays)	Per month cost (12 months)	Per pay cost (18 pays)	Per month cost (12 months)	Per pay cost (18 pays)
Total Premium Cost	\$494.06	\$329.38	\$1,109.77	\$739.85	\$1,232.91	\$821.94
University contribution	\$522.99	\$348.66	\$1,174.86	\$783.24	\$1,305.23	\$870.16
Employee cost (-) or excess contribution	-\$28.93	-\$19.28	-\$65.09	-\$43.39	-\$72.32	-\$48.22

If you have medical insurance coverage elsewhere and do not wish to enroll in the university-provided medical plan, a payback of \$80.00 per month will be available to cover the cost of other **CMU Choices** programs. Individuals selecting “no coverage” because they have coverage from another source outside of CMU will be required to furnish evidence of their medical coverage.

Dental Insurance: You are eligible to enroll in one of two dental insurance programs which have a plan year of July 1 to June 30. Your dental selection is a two-year plan and we are currently in the second year of that plan, which is in effect July 1, 2008 through June 30, 2010. The D100/50/50 plan pays 100% of Class I Preventative Services (with no deductible), 50% of Class II Basic Services including restorative, endodontic and periodontal services as well as oral surgery and 50% of Class III Major Prosthodontic Services. There is a \$50 per person deductible up to a family maximum of \$150 on class II & III services, with a \$1,000 annual maximum benefit per person per plan year. The D100/75/50/50 plan pays 100% of Class I Preventative Services, 75% of Class II Basic Services, and 50% of Class III; there is no deductible, with a \$1500 annual maximum benefit per person per plan year. Class IV orthodontic coverage pays 50% with a lifetime maximum per child of \$2,000. The orthodontic coverage is for eligible dependents that begin treatment prior to attaining age 19.

The **2009-2010** total monthly premium cost, the University's monthly contribution and the employee contribution are listed below. Your cost is based on the cost of the plan selected.

LEVEL OF COVERAGE - DENTAL

D100/50/50	Single		Two Person		Family	
	Per month cost (12 months)	Per pay cost (18 pays)	Per month cost (12 months)	Per pay cost (18 pays)	Per month cost (12 months)	Per pay cost (18 pays)
Premium cost	\$28.68	\$19.12	\$60.28	\$40.19	\$71.30	\$47.54
University contribution	\$29.25	\$19.50	\$61.50	\$41.00	\$72.75	\$48.50
Employee cost (-) or excess contribution	-\$0.57	-\$0.38	-\$1.22	-\$0.81	-1.45	-\$0.96

D100/75/50/50	Single		Two Person		Family	
	Per month cost (12 months)	Per pay cost (18 pays)	Per month cost (12 months)	Per pay cost (18 pays)	Per month cost (12 months)	Per pay cost (18 pays)
Premium cost	\$50.72	\$33.82	\$104.62	\$69.75	\$130.60	\$87.07
University contribution	\$29.25	\$19.50	\$61.50	\$41.00	\$72.75	\$48.50
Employee cost (-) or excess contribution	\$21.47	\$14.32	\$43.12	\$28.75	\$57.85	\$38.57

If you do not wish to enroll in a university-provided dental plan, a payback of \$10.00 per month will be available to cover the cost of other **CMU Choices** programs.

Vision: One plan available: This is an Optional coverage with no university contribution. One eye exam is covered per plan year with a \$20 co-pay for in-network providers. In addition to frame coverage, frame lenses OR contact lenses are covered in plan year. Limited coverage is also available for out-of-network services. Discounts are available for additional complete eyewear purchases and Lasik Surgery when using in-network providers.

Long Term Disability Insurance: Regular faculty are eligible to select either a 50% or a 67% (\$6,000 maximum monthly benefit) option. CMU will contribute a amount per year per \$100 of your base salary that will fully pay the premium for the 67% coverage.

Short Term Disability Insurance: Regular faculty are eligible to select either a 50% (\$900 maximum weekly benefit) or 67% (\$1,200 maximum weekly benefit) option. There is no University contribution toward the cost of this benefit. Bargaining unit members have access to the Sick Leave Bank, which was designed to cover all but extreme short-term disability situations. This is an optional benefit. Contact the Faculty Association and/or the Benefits office for more information.

Life Insurance: Regular faculty are eligible for term life insurance equal to one, one and one-half, two, three, or four times one's base salary. CMU will contribute a monthly amount per \$1000 of coverage equivalent to 1.5 times your base salary that will fully pay the premium for this level of coverage. You are required to elect a minimum of one times your base salary of coverage. Each coverage option contains an equal amount of additional benefit in the form of Accidental Death & Dismemberment coverage.

Dependent term life insurance for spouse/OEI and child(ren) also may be purchased. Costs depend on the coverage level and the age of the insured. This is optional coverage and is a post tax deduction; there is no University contribution toward the cost.

Flexible Spending Accounts (FSA): There are two separate FSAs available which allow certain expenses to be paid with pre-tax dollars. The dependent day care FSA affords the opportunity to cover the cost of day care for eligible children under age 13 and for costs of similar care for eligible disabled family members. The health care FSA affords the opportunity to cover the cost of IRS eligible health care expenses not covered by medical/prescription drug/dental/vision insurances. The minimum per pay deduction for each of these accounts is \$10. The maximum annual contributions are \$5,000 for dependent day care and \$5,000 for health care.

OTHER BENEFIT PROGRAMS

Other Eligible Individual (OEI) benefits: A program for certain benefits to individuals enrolled as an "other eligible individual", and the OEI's IRS dependent children are also eligible for coverage provided they meet the criteria that apply to a dependent child. All benefits provided to an OEI or their dependent children are taxable to the employee. Benefits available are medical, prescription drug, dental, vision, dependent life, long-term care, child life, tuition waiver, employee assistance program, bereavement leave, family sick leave, SAC/CHIP membership discount and access to university apartment rentals. CMU's OEI policy can be found at: <http://www.cmich.edu/x3555.xml>. Contact the Benefits & Wellness office for additional information.

Sick Leave: Regular faculty are eligible for coverage under a sick leave plan which provides for an accrual of twelve days per year for full-time employment. Sick leave accrual rates for faculty on reduced assignments shall be prorated based upon the proportion of their appointment to a regular full-time appointment. There is also a sick leave bank, administered by the Faculty Association, which offers additional sick leave to individuals who exhaust their sick leave accrual. However, a faculty member may not use more than 130 days of sick leave in any calendar year and/or for the same continuing illness. Faculty member may use up to 10 days per calendar year of sick leave for the care of sick or injured immediate family member or other eligible individual.

Retirement Plan: Regular faculty hired on or after January 1, 1996 with appointments of one-half time or more will be enrolled in the 403(b) base retirement plan. This is a defined contribution plan offering various combinations of fixed and variable annuities and mutual funds. In some cases, new regular faculty may choose between participation in the Michigan Public School Employees Retirement System (MPERS), a defined benefit plan as explained below, or the defined contribution plan. When this option is available, the employee receives a one-time irrevocable choice for the duration of the faculty member's CMU employment. To make this irrevocable choice, you must request the application paperwork from the Benefit and Wellness Office and return it to them within ninety (90) days of commencement of your contract or the default election by law, will be MPERS.

Effective as of August 2009, regular faculty eligible for the 403(b) Base Retirement Plan will be pre-enrolled in TIAA-CREF and the University contribution commences with the date of hire. The University contribution will be remitted to TIAA-CREF and invested in a life cycle fund which is based on the employee's age. No employee contribution is required. At any time you may change the investment fund option with TIAA-CREF, or you can elect to invest part or all of the university contribution with Fidelity Investments. You are strongly encouraged to discuss your retirement options with a TIAA-CREF and/or Fidelity investments counselor. For additional information, visit <http://www.cmich.edu/x14215.xml>.

Defined Contribution Plan: For eligible regular faculty, CMU contributes 10% of the total CMU earnings to the faculty member's account with the vendor you select. TIAA-CREF and Fidelity Investments are the current vendors for this defined contribution plan.

Defined Benefit Plan: Eligible regular faculty may choose MPSERS, instead of participating in the defined contribution plan, only if you have previously participated in MPSERS at one or more of the following Michigan universities: Central Michigan, Eastern Michigan, Ferris State, Lake Superior State, Michigan Technological, Northern Michigan, or Western Michigan. If you previously worked at CMU and made an irrevocable choice, you must be placed in the plan they choose.

The University also participates in the Social Security System.

Supplemental Tax Deferral 403(b) & 457(b) Plans: Regular faculty are eligible to set aside a portion of salary to increase retirement savings regardless of IRA or other retirement plans they might have. Contributions reduce taxable income, and the earnings on the contributions are tax-deferred as well, thus allowing a higher saving rate and faster growing accumulations. Limitations on the amount of contributions and on the withdrawal of funds are set by IRS guidelines. TIAA-CREF and Fidelity Investments are the current vendors for the 403(b) plan and TIAA-CREF for the 457(b) plan. To obtain more information and to complete a salary reduction agreement to participate, contact the Benefits & Wellness Office.

Travel Accident Insurance: Regular faculty are automatically covered under the University plan, which provides \$500,000 to beneficiary for accidental death while traveling on University business.

Parking Permit: Regular faculty may purchase a parking permit for a single vehicle, valid for all times of the year during which a parking permit or day ticket is required. The cost of a permit is \$185 for 2009-10. Contact the parking bureau through the CMU Police for more information at (989) 774-3083.

Tuition Remission: Each regular faculty member on a full-time appointment is eligible to receive tuition credit of up to twenty-four (24) credit hours per benefit year at on-campus rates to be used by the faculty member, spouse, OEI or dependent children. A part-time faculty member is entitled to the tuition credit prorated on the proportion of her/his part-time appointment to full-time employment. Any enrollment fees, special course fees, etc. are not waived. Tuition waiver forms are available at http://www.cmich.edu/HR_Home/Benefits_and_Wellness/Tuition_Waiver.htm

This benefits summary is not a contract. The information in this summary is subject to policies, procedures and contracts relating to each benefit plan. These documents are controlling as to the availability and amount of benefit coverage.

REMINDER: All Faculty are paid on a semi-monthly payroll cycle. Pay dates occur twice a month, on the 15th and last day of the month, or on the last workday preceding those dates.