

**CENTRAL MICHIGAN UNIVERSITY
2009-2010 YEAR BENEFIT SUMMARY
FOR PART-TIME TEMPORARY FACULTY- LESS THAN HALF-TIME**

Student Activity Center: Memberships may be purchased at the faculty/staff rate for individual or immediate family members (self, spouse/OEI and dependent children as determined by IRS regulations). Three-month, six-month, nine-month or one-year memberships are available and all memberships are renewable. Please contact University Recreation at (989) 774-3686 for current rates and additional information.

Parking Permit: Eligible to purchase a CMU parking permit for a single vehicle. There is no University contribution toward the cost of a permit. Contact the parking bureau through CMU Police for more information at (989) 774-3083.

Travel Accident Insurance: Automatically covered under the University plan. Plan provides \$500,000 to the beneficiary for accidental death while traveling on University business.

Athletic Tickets: Temporary faculty are eligible to purchase season tickets at the faculty/staff discount. Season tickets are available for the following sports: football, men's basketball, women's basketball, and baseball. Tickets may be purchased by calling the Athletic Ticket Office at (989) 774-3045 at least 24 hours in advance.

Library Services: Temporary faculty may access various library services during the term of their appointment. These services include a six month circulation period for books, faculty priority for interlibrary loan service, and document delivery of article photocopies.

Retirement Plan for Eligible MPSERS Participants ONLY: If you participated in the Michigan Public School Employees Retirement System (MPSERS) prior to January 1, 1996 through CMU, Northern Michigan University, Ferris State University, Lake Superior State University, Michigan Technological University, Eastern Michigan University or Western Michigan University, you will be required to participate in MPSERS. If this applies to you, please contact the Benefits and Wellness Office in Rowe Hall 108 at (989) 774-3661 or e-mail: benefits@cmich.edu.

Supplemental Tax Deferral 403b Plan: Temporary faculty less than half-time are eligible to set aside a portion of salary to increase retirement savings regardless of IRA or other retirement plans you 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. TIAA-CREF and Fidelity Investments are the current vendors for the 403(b) plan. Limitations on the amount of contributions and on the withdrawal of funds are set by IRS guidelines. Under these programs, a portion of the employee's current salary is tax deferred to various fixed or variable annuities and mutual funds with TIAA-CREF and/or Fidelity Investments. Employees enrolled in the MPSERS pension are eligible to participate in this supplemental tax deferral plan. To participate in this plan you must fill out a voluntary salary reduction agreement and a vendor application. Employees may start, stop or change the amount of the deferral at any time during the year for the next available pay date after the completed forms are received by the Benefit and Wellness Office.