

## Benefits Packet

### Blue Care Network (BCN)

BCN is the Largest HMO in Michigan, coverage includes preventive services and vaccines as well as health screenings...Choose your own physician.

Employer pays 50% of premium

- Dental
- Vision
- Medical

### Michigan Public Schools Employees Retirement System

**Two** Retirement Plan Choices

- Pension Plus
  - Includes defined benefit
  - Include defined contributions
- Defined Contributions (no monthly pension)

### Regular Status Employee Paid Days Off

- **Personal Days (4)**
- **Sick Days (4)**
- **Holidays (8 Days)**
  - Labor Day (1)
  - Thanksgiving (2 Days)
  - Christmas/New Year's (2 Days)
  - MLK Day (1 Day)
  - Good Friday (1 Day)
  - Memorial Day (1 Day)

## Two Retirement Plan

### 1. Pension Plus

- Defined Benefit
  - Employee Contributes
    - 3% for employee's salaried \$0-5000
    - 3.6% employee's salaried \$5001-15,000
    - 6.4% employee's salaried \$15,000+
  - Receive monthly allowance over age 60 with 10 years of employment.
- \*Defined Contribution 401K/457 (optional)
  - Employer contributes 50% of employee contribution to 401k
  - Employee contributes 2% if income to 457
  - Personal Health Care (PHC) employee contributes 2% of income. Funds are accessible after termination of employment. (employee may opt out of program)
- \*Personal Health Care PHC (optional)
  - Employee contributes 2% of income.
  - Funds are accessible after termination of employment.

### 2. \*Defined Contribution (only)

- Defined Contribution 401K/457 (optional)
  - Employer contributes 50% of employee contribution to 401k
  - Employee contributes 6% of income to 457K
  - Personal Health Care PHC (optional) Employee contributes 2% of income.
  - Funds are accessible after termination of employment. (employee may opt out of program)

\*Employee may opt out of plan contact *Voya*