Fiscal Year 2016-2017

FULL-TIME BARGAINING UNIT MAINTENANCE PERSONNEL BENEFITS
(General Terms Only)

Coverage for medical, dental, vision, Flexible Spending Account and supplemental life insurance is effective the first day of the month following the date of hire, provided employee returns completed forms to Human Resources within 30 days of date of hire. If employee fails to return the forms within this time period, he/she will be required to wait until next Open Enrollment period to enroll.

Medical Insurance

MESSA Choices II; Single, 2-Person or Full Family coverage

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible</td>
<td>$500 per person, with limit of $1000 per family</td>
</tr>
<tr>
<td>Preventive Services (Services such as annual exams, screenings, childhood and adult immunizations and preventive drugs including contraceptives)</td>
<td>100% coverage Not subject to deductible (see MESSA list of covered preventive drugs for more information at <a href="http://www.messa.org">www.messa.org</a>)</td>
</tr>
<tr>
<td>Office Visit Co-pay</td>
<td>$5.00</td>
</tr>
<tr>
<td>Urgent Care Co-pay</td>
<td>$10.00</td>
</tr>
<tr>
<td>ER Co-pay</td>
<td>$25.00</td>
</tr>
<tr>
<td>Prescription Coverage</td>
<td>MESSA Saver Rx copayments ($2.00 co-pay generics for specific conditions; $10 co-pay other generics and over the counter for specific conditions; $20 co-pay brand name for specific conditions; $40 co-pay brand name drugs) apply up to out-of-pocket maximum.</td>
</tr>
<tr>
<td>Employee Monthly Contribution</td>
<td>Single: $304.31 Two: $735.62 Full: $915.27</td>
</tr>
</tbody>
</table>

- or -

MESSA Choices II Higher deductible; Single, 2-Person or Full Family Coverage

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible</td>
<td>$1000 per person, with limit of $2000 per family</td>
</tr>
<tr>
<td>Preventive Services (Services such as annual exams, screenings, childhood and adult immunizations and preventive drugs including contraceptives)</td>
<td>100% coverage Not subject to deductible (see MESSA list of covered preventive drugs for more information at <a href="http://www.messa.org">www.messa.org</a>)</td>
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<td>Office Visit Co-pay</td>
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</tbody>
</table>
Prescription Coverage

MESSA Saver Rx copayments ($2.00 co-pay generics for specific conditions; $10 co-pay other generics and over the counter for specific conditions; $20 co-pay brand name for specific conditions; $40 co-pay brand name drugs) apply up to out-of-pocket maximum.

Employee Monthly Contribution

<table>
<thead>
<tr>
<th>Single</th>
<th>$235.80</th>
</tr>
</thead>
<tbody>
<tr>
<td>Two</td>
<td>$673.80</td>
</tr>
<tr>
<td>Full</td>
<td>$838.36</td>
</tr>
</tbody>
</table>

-or-

MESSA ABC1 (High Deductible Plan); Single, 2-Person or Full Family coverage.

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible</td>
<td>$1,300 per calendar year for single coverage in network; $2,600 per calendar year for 2-person or family coverage in network</td>
</tr>
<tr>
<td>Preventive Services (Services such as annual exams, screenings, childhood and adult immunizations and preventive drugs including contraceptives)</td>
<td>100% coverage Not subject to deductible (see MESSA list of covered preventive drugs for more information at <a href="http://www.messa.org">www.messa.org</a>)</td>
</tr>
<tr>
<td>Coverage and Co-Pay After Annual Deductible</td>
<td>Plan covers 100% with no co-pay for in-network services including: hospital, emergency, office visits, surgical services, diagnostic services, etc.</td>
</tr>
<tr>
<td>Prescription Coverage</td>
<td>After annual deductible, MESSA Saver Rx copayments ($2.00 co-pay generics for specific conditions; $10 co-pay other generics and over the counter for specific conditions; $20 co-pay brand name for specific conditions; $40 co-pay brand name drugs) apply up to out-of-pocket maximum</td>
</tr>
<tr>
<td>Out of Pocket Maximum</td>
<td>$1,000 for single coverage; $2,000 for family coverage.</td>
</tr>
</tbody>
</table>
| Employee Monthly Contribution                | Single: $201.88  
| Two:  $497.47  
| Full: $618.95 |

Employee contributions for health insurance premiums are deducted from the first and second pay of each month. Pre-tax contributions available.

Reimbursement Accounts – Flexible Spending Healthcare Account ($2,500 max/year) AND/OR Dependent Care Account ($5,000 max/year) through Benefit Consulting Group, Inc. Annual re-enrollment required for calendar year plan year. Health Savings Account available for employees enrolled in MESSA ABC1; administered through Health Equity.

Life Insurance - $50,000 plus accidental death and dismemberment Hartford Insurance. Additional life insurance for employee and family is available.
Short Term Disability – 66 2/3% of basic weekly earnings to maximum of $1,150/week beginning the 8th consecutive day of disability.

Long Term Disability - 60% of basic weekly earnings to maximum of $1,150/week following 90 consecutive calendar days through Hartford Insurance.

Dental Insurance - Through American Dental Network (ADN); 90/10 co-pay on Class I services, 75/25 co-pay on Class II services and 55/45 co-pay on Class III services. No deductible with an annual (July 1 through June 30) maximum benefit of $1,300 per person.


Retirement - Michigan Public School Employees Retirement System – Choice of Defined Benefit or Defined Contribution Plan. Employees contribute between 0% and 13% towards retirement based on plan choice. Plan information can be found at: http://www.michigan.gov/orsschools.

Tax-Sheltered Annuities – 403(b) and 457 Plans available for elective employee contributions. See vendor listing, plan information and enrollment form at http://www.lcc.edu/hr/employee_benefits/. May enroll at any time.

Travel - Mileage reimbursed at the current approved IRS rate.

Tuition Scholarships - Available to the employee and all eligible IRS dependents. Dependents must be added to the employee’s list of dependents through Human Resources with proof of IRS dependency.

Siena Heights Tuition Scholarships – available to employee only, once he/she has been in a full-time position at Lansing Community College for at least one year. 50% tuition discount for undergraduate program; 20% for graduate program.

Parking - At no expense to the employee in designated lots.

Employee Assistance Program – FEI administers the plan designed to provide professional assistance to employees and their household members wanting help with a wide range of personal problems. Initial evaluation of your personal problem by a FEI professional is free. If long-term counseling or other help outside of FEI is required, employee may have to pay part or all of these costs. Contact FEI at 800-638-3327 or access information online at www.feieap.com by using the Username: lcc

Holidays - 8 to 10 paid holidays per year.

Paid Time Off (PTO) – 5.22 hours earned PTO per full pay period worked. Accruals increase after 2 years, 5 years, 10 years & 14 years. Up to 360 hours PTO may be banked at any time.

Bereavement - Five (5) days for bereavement for members of immediate family

Jury Duty - Pay for time spent serving as a juror when summoned (60 days maximum).

Family Medical Leave - Unpaid leaves of up to 12 weeks per year due to serious health condition or other qualifying reasons. Contact Human Resources at 517-483-1870 for information.
Disability Leave - Leaves may be granted for disability purposes up to 12 months.

Military Leave - Unpaid leaves may be granted for military service.

Credit Union - Employment with Lansing Community College makes the employee eligible for membership in the Capital Area School Employees Credit Union. Contact 393-7710 for details. Direct deposit available.

Voluntary Benefit Plans – Employees may choose to purchase coverage for the following: supplemental health, life, disability, dental, vision.

Additional Benefits Information Available at: http://www.lcc.edu/hr/employee_benefits/