



# CENTRAL MICHIGAN UNIVERSITY

# Benefits

# AT A GLANCE

## A resource for CMU faculty

As a Central Michigan University benefit-eligible employee, you will receive a solid benefit package that offers a variety of choices. These benefits — combined with your pay — provide a compensation package that can be customized based on individual choice and personal preference.

The benefits explained within this brochure are for reference only and not a contract document. A complete description of the terms of the coverage — including exclusions and limitations — is provided in the CMU Choices Flexible Benefit Plan document and benefit-specific contracts, policies, certificates or summaries.



### New hire enrollment

Benefits are available on the date of hire. Newly hired benefit-eligible employees have 30 calendar days from their date of hire to enroll in CMU benefit plans.



### Medical/prescription coverage

Several different plan options are available to choose from. CMU makes a substantial contribution toward an employee's medical and prescription coverage.



### Dental coverage

Employees can choose from two dental plan options: (1) core plan and (2) buy-up plan with orthodontic coverage. For eligible employees, CMU pays a significant portion of the dental premium for the core plan.



### Vision coverage

This is optional group coverage paid for by the employee. Coverage includes eye exams, standard and progressive lenses and frames, contact lenses in lieu of glasses, and discounts for laser surgery.



### Health Advocate

CMU cares about the health and wellness of its employees, which is why CMU partners with Health Advocate for employee solutions focused on healthcare management and improving well-being.

#### Enrollment Advocate

Can't decide what plan options to select? Call or email Health Advocate for decision support on what's best for you and your family.

#### Employee Assistance Program (EAP)

Confidential personal and work/life support offered in-person and virtual, and a large online resource library. Available to employees, spouses, dependents, parents, and parents-in-law.



### Flexible spending account plan

Employees may choose to participate in the Flexible Spending Account (FSA) plan. Two accounts are available under this plan: Health Care FSA and Dependent Care FSA. FSAs allow employees to set aside pretax earnings for eligible expenses.



Contact the CMU  
**Benefits and Wellness office**

108 Rowe Hall  
989-774-3661



[benefits@cmich.edu](mailto:benefits@cmich.edu)  
[cmich.edu/benefits-wellness](http://cmich.edu/benefits-wellness)



## Life/accidental death & dismemberment insurance

Eligible employees are provided with group term life and accidental death and dismemberment (AD&D) insurance, based on employee group, at no cost. Supplemental coverage may be purchased to provide insurance for employees and eligible dependents. Evidence of good health may be required for supplemental coverage.



## Disability insurance

### Short-term disability

Eligible employees may purchase voluntary short-term disability coverage, which provides income protection for absence due to nonwork-related injury or illness. Two short-term disability plan options are available.

### Long-term disability

Eligible employees are automatically enrolled in long-term disability coverage at no cost. Long-term disability is an income protection program that provides benefits after 180 days of disability.



## Retirement plans

CMU offers generous benefits to help you build long-term savings and a source of income after you retire. The CMU retirement plan has two components: The Basic Retirement Plan and the Tax Deferred Investment Plans.

- 403(b) Basic Retirement Plan (employer's contributions): A defined contribution plan where 10 percent of employee earnings are contributed by CMU to the employee's individual 403(b) basic retirement account. No employee contribution is required, and employees are immediately vested. Available to all half-time or greater benefit-eligible employees who are not eligible for the Michigan Public School Employees Retirement System — MPSERS.
- 403(b) and 457(b) Tax Deferred Investment Plans (employee's pre-tax or Roth contributions): Two plans are available to employees who elect to supplement their retirement savings by deferring a percentage of their earnings into one or both plans. Annual deferral limitations apply.



## Paid leaves

Eligible employees earn the following paid time off. Specific information can be found in the collective bargaining agreements or benefit summaries.

- Legal holidays – six per calendar year: Independence Day, Labor Day, Thanksgiving Day, Christmas Day, New Year's Day and Memorial Day
- CMU-designated holidays: Day after Thanksgiving and the working days between Christmas Day and New Year's Day
- CMU-designated floating holiday: Christmas Eve
- Necessity leave
- Vacation (12-month faculty only)
- Funeral leave



## Tuition benefit program

Eligible employees can use the tuition benefit program for courses taken at CMU starting with the semester that begins after their date of hire. Up to 24 credit hours of tuition benefit is available annually and is prorated based on appointment level. The program provides tuition benefits for employees and their eligible dependents up to the maximum credit hours. In some cases, tuition benefits may be reported as taxable income as defined by IRS regulations.



## Additional benefits

- Employee discount program through YouDecide.com
- Connect CMU Cellular Services offers exclusive rates on wireless plans, features and device.



## Statutory benefits

Beginning with the first day of employment, employees are enrolled and protected by Social Security, workers' compensation and unemployment insurance.