



BENEFITS IN BRIEF – FIXED TERM FACULTY – APPOINTED LESS THAN HALF TIME

BENEFIT	WHO PAYS	ELIGIBILITY	COVERAGE
Retirement	Central Michigan University	Date of Hire	<p>Michigan Public School Employees Retirement System (MPERS): If you are a participant or retiree of the Michigan Public School Employees Retirement System (MPERS), CMU may be required to report your wages and withhold retirement contributions. Contact the Benefits and Wellness office at benefits@cmich.edu or (989) 774 – 3661 to report your current status as a member or retiree with MPERS. Failure to report may have a negative impact on your retirement pension.</p> <p>Social Security: The University participates in the Social Security system.</p>
Tax Deferred Investment 403(b) Plan	You	Date of Hire	<p>A tax-deferred investment plan is available to employees who wish to supplement their retirement savings by deferring a percentage of earnings into the 403(b) plan. After-tax Roth contributions are also permitted. Annual deferral limitations apply to the 403(b) plan.</p> <p>Elective deferral contributions made to certain outside plans, including 403(b), 401(k), 501(c)(18), SIMPLE, SEP and Roth plans, in addition to elective deferrals to CMU’s 403(b) plan must be disclosed to the CMU Benefits & Wellness office in order to determine your elective deferral limit for the year.</p>
Paid Sick Leave	Central Michigan University	Date of Hire	May receive and use paid sick leave as described under CMU’s Michigan Earned Sick Time Act policy . Earned sick time is calculated based on your semester appointment level and frontloaded for immediate use during the current calendar year. Unused earned sick time does not carry forward from one year to the next.
Travel Accident Insurance	Central Michigan University	Date of Hire	Automatically covered under the University plan, which provides \$500,000 to beneficiary for accidental death while traveling on University business.
Parking	You	Date of Hire	May 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 or parking@cmich.edu .
CONNECT CMU Cellular Services	You	Date of Hire	CONNECT CMU Cellular Services provides wireless plans with Verizon, AT&T and T-Mobile at a significant lower rate than retail providers. These services are available to the CMU community, including staff, faculty, alumni, retirees, and students. CONNECT CMU manages all processes from upgrades, changes, troubleshooting, and other wireless transactions. For more information, contact CMU Cellular Services at 989-774-3087 or connect@cmich.edu .
CMU Health Services	You	Date of Hire	CMU faculty and staff with a one-time medical need — or who may be interested in establishing a long-term health care relationship — can visit CMU Health Services. Patients from the local community and family members of CMU faculty and staff will also be accepted. Services include same-day appointments, routine care and physicals, allergy injections, immunizations, full-service lab testing, gynecological exams, sports physicals and sports medicine, basic cardiac screening, and an easy-to-use online patient portal. The CMU Health Services is conveniently located at 600 E. Preston St. (Foust Hall 200) with dedicated free Patient Only parking spots.. To make an appointment, call 989-774-7585 or www.CMUHealth.org .

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Student Activity Center	You	Date of Hire	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.
Athletic Tickets	You	Date of Hire	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 <u>at least 24 hours in advance</u> .
Library Services	----	Date of Hire	Access to various library services during the term of appointment. These services include a six-month circulation period for books, faculty priority for interlibrary loan service, and document delivery of article photocopies. Contact the CMU Library at 989-774-3470 or libref@cmich.edu for more information.
Electronic Pay	----	Date of Hire	<p>Employees may choose to receive their pay through:</p> <ul style="list-style-type: none"> • Direct deposit – paycheck is sent directly to bank account(s) of employee's choice at any financial institution in the United States. • Pay Card Program – payroll wages are deposited on a stored value debit card that is accepted at millions of locations nationwide that accept MasterCard debit cards. <p>Employees should contact the CMU Payroll office at 989-774-3481 or payroll@cmich.edu for information and instructions on these options.</p>

All faculty are paid semi-monthly on the 15th and last day of the month, or on the last workday preceding those dates.

This document is for reference only and not a contract document