

# Central Michigan University

## BENEFITS IN BRIEF – FIXED TERM FACULTY – APPOINTED LESS THAN HALF TIME 2018 – 2019 YEAR

BENEFIT	WHO PAYS	ELIGIBILITY	COVERAGE
<b>Travel Accident Insurance</b>	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.
<b>Retirement</b>	Central Michigan University & You	Date of Hire	Only employees that have 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 are eligible and will be required to participate in MPSERS. If this applies, please contact the CMU Benefits and Wellness Office in Rowe Hall 108 at 989-774-3661 or e-mail to <a href="mailto:benefits@cmich.edu">benefits@cmich.edu</a> .
<b>Tax Deferred Investments 403(b)</b>	You	Date of Hire	<p>Tax-deferred investment plan available to employees who wish to supplement their retirement savings by deferring a percentage of earnings. Limitations on the amount of contributions and on the withdrawal of funds are set by IRS guidelines. TIAA is the record-keeper for the 403(b) plan. To obtain more information and to complete an application and salary reduction agreement to participate, contact the CMU Benefits &amp; Wellness Office.</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 &amp; Wellness office in order to determine your elective deferral limit for the year.</p>
<b>Parking</b>	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.
<b>CONNECT CMU Cellular Services</b>	You	Date of Hire	CONNECT CMU Cellular Services provides wireless plans with Verizon, AT&T and Sprint at a significant lower rate than retail providers. These services are available to the CMU community, including staff, faculty, alumni, retirees, students and parents. CONNECT CMU manages all processes from upgrades, changes, troubleshooting, and other wireless transactions.
<b>CMU Health Primary &amp; Specialty Services Clinic</b>	You	Date of Hire	Central Michigan University faculty and staff with a one-time medical need — or who may be interested in establishing a long-term health care relationship — can visit the CMU Health Primary and Specialty Services clinic. 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 Primary and Specialty Servicesclinic is conveniently located on the southwest side of campus at 2600 Three Leaves Drive in a quiet, easily accessible setting with free parking. To make an appointment, call 989-774-7585.
<b>Student Activity Center</b>	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.
<b>Athletic Tickets</b>	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> .
<b>Library Services</b>	----	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.
<b>Electronic Pay</b>	----	Date of Hire	<p>Employees may choose to receive their pay through:</p> <ul style="list-style-type: none"> <li>• Direct deposit – paycheck is sent directly to bank account(s) of employee's choice at any financial institution in the United States.</li> <li>• Money Network Card – this is a stored value debit card that is accepted at millions of locations nationwide that accept MasterCard debit cards.</li> </ul>

All faculty are paid on a semi-monthly payroll cycle. Pay dates occur twice a month, 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.