


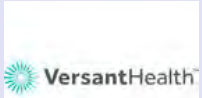
## Total Rewards Summary—2020

Total Rewards is much more than your salary; it's all of the various ways that we show you how much we appreciate you. Whether we're helping to improve your health and well-being, or getting your finances in order, we strive to help you and your family stay happy and healthy. This is a brief summary of WCC's Total Rewards programs; for complete information, please visit the Human Resources page on [Blackboard](#).

### Medical and Dental Plans

Employee Cost (Per Pay)	Blue Care Network HMO w/Funded HSA	Blue Care Network HMO w/Unfunded HSA	Simply Blue PPO 2000/4000 w/Funded HSA	Simply Blue PPO 1400/2800 w/Funded HSA	Simply Blue PPO 1400/2800 w/Unfunded HSA	Medical Opt-Out (paid to employee)
<b>Employee Only</b>	\$22.92	\$8.34	\$107.60	\$176.30	\$117.97	\$62.50—\$83.33
<b>Two Person</b>	\$60.01	\$19.17	\$260.76	\$399.82	\$283.15	
<b>Family</b>	\$64.00	\$23.17	\$338.71	\$470.59	\$353.93	
<b>Deductible (In Network)</b>	Single \$1,400 DBL/Family \$2,800	Single \$1,400 DBL/Family \$2,800	Single \$2,000 DBL/Family \$4,000	Single \$1,400 DBL/Family \$2,800	Single \$1,400 DBL/Family \$2,800	
<b>HSA Employer Contribution</b>	\$1,400/\$2,800	N/A	\$1,000/\$2,000	\$1,400/\$2,800	N/A	
<b>Out of Pocket Max (annual)</b>	\$2,300/\$4,600	\$2,300/\$4,600	\$3,000/\$6,000	\$2,300/\$4,600	\$2,300/\$4,600	
<b>Dental</b>	Dental benefits are provided at no cost to employee and dependents. Employees may "opt out of coverage" and receive \$150. Plan is 80% /20% cost share = College pays 80% of claim, employee pays 20% .					

### Vision (previously Davis Vision)


Employee Cost (Per Pay)	Benefits (In-Network)
<b>Employee Only - \$3.04</b>	Eye Exam Copay \$10. Every 12 months.
<b>Two Person - \$5.46</b>	Lenses Copay \$25. Clear glass or plastic lenses in any bifocal, trifocal or lenticular prescription. Every 12 months.
<b>Family - \$8.50</b>	Frames Copay \$0 (Davis Vision Collection \$160) or frame allowance \$130 plus 20% off balance. Every 24 months.
	Contact Lens Exam, fitting and follow-up Copay \$25. Davis Vision Collection or standard soft contacts covered in full. Specialty contacts \$60 allowance less copay plus 15% off balance. Every 12 months. Contact Lenses in lieu of eyeglasses Copay \$0.

\*Benefits are available on the first day of the month, following date of hire. The value of and eligibility for certain fringe benefits is determined by collective bargaining agreements and administrative policies; please consult your [collective bargaining agreement](#) or the [Independent Staff](#) guide to Employment and Benefits.


### Life, Disability & Worksite Benefits

Employer Provided Benefits (No cost to Employee)*	
<b>Life Insurance</b>	Universal and Term Life, up to 2x your Annual Salary.
<b>Short-Term and Long-Term Disability</b>	Eligible employees will be covered under these plans. Value based on salary and Sick Bank availability.
<b>Accidental Death &amp; Dismemberment</b>	1-2x your Annual Salary.
<b>Optional Benefits:</b> (At minimal cost to employee)	<ul style="list-style-type: none"> <li>• Additional Term Life (Employee)</li> <li>• Dependent Life: Spouse or Child up to age 19</li> <li>• Additional Accidental Death &amp; Dismemberment (Employee)</li> <li>• Aflac Critical Care, Accident and Hospital Indemnity. <i>This election is only available during the annual, open enrollment period.</i></li> </ul>

### Work-Life Balance

Paid Leave Time*	Employee Assistance Program
<ul style="list-style-type: none"> <li>12 Paid Holidays</li> <li>Sick Leave</li> <li>Personal Days</li> <li>Generous Vacation Time</li> </ul>	<ul style="list-style-type: none"> <li>Counseling</li> <li>Legal Advice</li> <li>Resources for Child and Elder Care</li> <li>On-Demand Webinars and much more</li> </ul>  <p>Phone 24/7: 1-877-622-4327</p>

### Retirement\*





**MICHIGAN OFFICE OF RETIREMENT SERVICES**  
Public School Employees Retirement System

Choose from a Pension Plan or a Defined Contribution Plan\*. Depending on your selection, you may be eligible for immediate vesting and additional Retirement Health Benefits. The College contributes to these accounts in addition to your required payroll deductions.

**Supplemental Retirement Accounts** (pre-tax payroll deduction available): TIAA, Valic, and Lincoln Financial. Schedule an appointment at any-

### More Optional Benefits

<p><b>Medical Flexible Spending &amp; Dependent Care Reimbursement</b></p> 	<p>Tax incentive accounts to help you pay for healthcare or dependent care expenses.</p>
<p><b>Legal and Identity Theft Protection*</b></p>  	<p>Legal advice, wills, privacy monitoring, and much more.</p>

Health Advice & Treatment	Wellness Incentives
 <ul style="list-style-type: none"> <li>24 Hour Nurse Line</li> <li>Online Doctor and Therapist Visits</li> <li>Convenient Mobile App</li> </ul>	 <ul style="list-style-type: none"> <li>12 Week Program meets at WCC</li> <li>Online Access</li> <li>Discounted Rates/Health Reimbursement Eligible†</li> </ul>
 <p><b>Digital Health Assistant:</b></p> <ul style="list-style-type: none"> <li>Lose weight</li> <li>Manage stress</li> <li>Quit smoking</li> </ul>	 <p><b>WCC Health &amp; Fitness Center</b> Get discounted Rates/Health Reimbursement Eligible†</p>
 <p><b>Employee Walking Program</b> (Perk for all employees):</p> <ul style="list-style-type: none"> <li>Weekly goals and check-ins w/nurse</li> <li>Counseling w/Dietician</li> <li>Weekly Prizes and other fun incentives</li> </ul> <p>† Up to \$160 reimbursement for expenses related to health &amp; Wellness activities.</p>	

### Professional Development and Tuition Assistance

<p><b>Tuition for Employees:</b> All Full-time employees are eligible to attend any credit or non-credit class at WCC tuition-free (additional fees or course pre-requisites may apply).</p>
<p><b>Tuition for Dependents:</b> Spouses and eligible dependents also qualify for WCC tuition grants for credit and non-credit classes (additional fees or course pre-requisites may apply).</p>
<p><b>Tuition Reimbursement:</b> You may be eligible to receive tuition reimbursement for courses completed at other institutions, please consult your <a href="#">collective bargaining agreement</a> or the <a href="#">Independent Staff</a> guide to Employment and Benefits.</p>
<p><b>Professional Development:</b> The College offers endless opportunities for professional development and employee wellness through The Teaching and Learning Center. Complimentary Lynda.com Subscription available to all WCC employees.</p>  