



## **POLICE OFFICER EMPLOYEES BENEFIT SUMMARY**

This document is intended to provide an overview summary of benefits for Police Officers at Oakland University. Health care directories are available in the Benefit and Compensation Services Office in 142 North Foundation Hall. Contact the Benefit and Compensation Services Office at (248) 370-4207 or by fax at (248) 370-4212 for more information.

**NOTE:** As you read through each of the plans, you can go to [www.oakland.edu/uhr/benefits/benefitsummaries](http://www.oakland.edu/uhr/benefits/benefitsummaries) for benefit plan summaries.

- Medical Insurance:** Police Officers who are scheduled to work a minimum of twenty (20) hours per week may choose from two BCBSM Community Blue PPOs, Blue Care Network Healthy Blue Living HMO, Health Alliance Plan Health Engagement HMO, and Priority Health HealthbyChoice HMO medical plans. Medical insurance is effective the 1st of the month following thirty (30) days of employment. The University pays the lowest cost HMO amount for the Police Officer and their covered dependents. Employee pays any excess for other options.
- Dental Insurance:** Delta Dental insurance is available at no cost for all full-time Police Officers and their covered Dependents. The dental plan is a comprehensive plan that covers preventive, basic, major and orthodontic benefits for the entire family. Annual benefit is \$1,000 per covered person. Orthodontic benefit is \$1,500 lifetime per eligible dependent. Dental insurance is effective the 1st of the month following thirty (30) days of employment.
- Optical Insurance:** Oakland University provides, at no cost to Police Officers who are scheduled to work a minimum of twenty (20) hours per week and their covered dependents, coverage through Co-Op Optical or Blue Cross/Blue Shield Vision. Eligible Police Officers may enroll in the plan when first hired or during an annual open enrollment period. The benefit provides for an eye examination, with lenses if needed, and new frames every twenty-four (24) months. Under the Co-Op plan, you can receive an annual eye exam. Optical insurance is effective the 1st of the month following thirty (30) days of employment.
- Life Insurance:** Oakland University provides each Police Dispatcher who is scheduled to work a minimum of twenty (20) hours per week with term life insurance in an amount equal to one (1) times their annual base salary, subject to age reductions starting at age sixty-five (65). Oakland University also offers additional optional life insurance coverage. All premiums for such additional coverage are paid by the employee. Life insurance is effective the 1st of the month following thirty (30) days of employment.

Accidental Death and Dismemberment:	Police Officer employees who are scheduled to work a minimum of twenty (20) hours per week and their dependents may elect to purchase accidental death and dismemberment insurance through Mutual of Omaha. All premiums for such additional insurance coverage will be paid by the employee. An application must be completed within sixty (60) days of employment or during an open enrollment period. Accidental Death and Dismemberment insurance (AD&D) is effective the 1st of the month following thirty (30) days of employment.
Holidays:	The following holidays are observed: Memorial Day; Independence Day; Labor Day; Thanksgiving Day and the day after; Christmas Eve and Christmas Day; New Year's Eve and New Year's Day.
Leave Accruals:	Full-time Police Officers accrue vacation leave at a rate of 4.62 hours per pay period. Vacation accrual rates increase with length of service. Sick time for full-time employees accrue at a rate of 4.00 hours per pay period. Personal time for full-time employees is forty eight (48) hours per year effective each July 1 and prorated for new hires.
Short Term Disability:	A short-term disability plan is provided for all full-time Police Officers. Short Term Disability insurance (STD) is effective the 1st of the month following thirty (30) days of employment.
Long Term Disability:	A long-term disability plan is provided for all full-time Police Offices. Long Term Disability insurance (LTD) is effective the 1st of the month following thirty (30) days of employment. After six (6) months of total disability the plan provides a monthly benefit of 60% of your base monthly earnings or up to a maximum monthly benefit of \$5,000. While you are receiving disability benefits, reduced university contributions will be made to your existing Employer Sponsored Retirement Plan for you. However, you must have been a participant in the plan at the start of disability. Premiums for this coverage will be paid by the University.
Multiple Option Retirement:	Oakland University provides all Police Officers who have completed three (3) or more years of service the option of participating in the Multiple Option Retirement Program. If the Police Officer fails to enroll when first eligible, they may enroll at any time thereafter, but participation cannot be made retroactive. Two tax-deferred, defined contribution retirement plans are currently available: TIAA-CREF and Fidelity. Oakland University contributes 13% of base salary on a monthly basis for participating Police Officer. The University provides Police Officers the option of investing, at their expense, in supplemental retirement tax-deferred vehicles.

Retiree Health Care:

Early Retirement

A retiree with twenty-five (25) years of full-time service who has not attained age sixty-two (62) may elect to continue group hospital-medical coverage at her/his expense by making advance arrangements with the Benefit and Compensation Services Office.

The monthly premium costs of group health coverage may be paid for a retired Police Officer who meets these criteria: 1) has been Police Officer, Police Dispatcher or any combination of, for at least twenty-five years of services, 2) has attained at least the age of fifty-five (55), 3) retires from a police officer or dispatcher position, and 4) retires after 2012. The benefit is available to the retired Police Officer until he/she become eligible for the coverage at age sixty-five (65). The retiree may provide coverage for his/her spouse under the group medical plan at his/her cost.

Tuition/Career Development:

The University provides Police Officers the opportunity for tuition reimbursement of up to sixteen (16) credit hours per fiscal year for position-related courses or career development courses at Oakland University which are approved by the Chief of Police. Dependents and spouses of Police Officers who meet the participation eligibility criteria may receive 50% tuition credit for up to thirty-two (32) credit hours per fiscal year taken at Oakland University.

Other Services:

Other available services may include use of the bookstore, payroll deduction (Met Law, auto/home insurance, long term care, etc.), credit union services, golf course, Internet access, library privileges, parking, use of Recreation and Athletics Center. Some of these services may require an employee-paid fee.