



**International Union of Operating Engineers  
 Local 324 – A, B, C, D, G, H, P, RA, S – AFL-CIO  
 January 1, 2020 – December 31, 2020**

Detroit Public Schools Community District offers a comprehensive benefits package to all eligible full-time employees. Pension benefits are effective the date of hire and all other elected benefits are effective the first of the month following date of hire. Following is a listing of shared cost, employer paid and employee cost benefits. More detailed information pertaining to the benefits offered to DPSCD employees is located on our website <http://detroitk12.org/benefits>.

**Benefit Group:**           **Non-Instructional Supervisory Personnel (NISP):** Class A Food Service Manager; Class B Food Service Manager; Class C Food Service Manager; Constellation Food Service Manager; Constellation Manager; Payroll Administrative Supervisor; Payroll Department Supervisor; Purchasing Department Supervisor; Special Programs Specialist  
**(12 Months)**

**Medical/Rx:**           Blue Care Network (HMO) - Health Engagement Plans (4 plans)  
 Blue Cross Blue Shield PPO  
 Health Alliance Plan (HMO) - Traditional

**Dental:**               Delta Dental EPO  
 Delta Dental PPO (Standard)  
 Delta Dental PPO (Point-of-Service)

**Vision:**               Heritage Vision Plan Core Plan (Select Network)  
 Heritage Vision Core+ (Select Network)  
 Heritage Vision Premium (National Network)

**Life Insurance:**     \$25,000 (100% DPSCD paid)

**Sick Leave Days:**   **Accrue**

<b>Years of Service</b>	<b>Rate</b>	<b>No. of Days</b>
0 - 1 Year	1 day per month	10
1 – 4 Years	1.20	12
5 Years or More	1.42	17

**Personal Emergency:**     3 days (included in sick total)

**Personal Business:**       2 days (included in sick total)

**Bereavement:**             5 days (included in sick total)



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**Vacation Days: Accrue**

Years of Service	Rate Per 2 Weeks of Service	No. of Days
0 - 1 Year	0.19	5
1 - 5 Years	0.38	10
6 - 10 Years	0.57	15
11 - 19 Years	0.76	20
20 Years or More	0.96	25

**DPSCD Paid Observed Holidays:**

New Year's Day  
 Martin Luther King's Birthday  
 Good Friday  
 Memorial Day  
 Fourth of July  
 Labor Day  
 Thanksgiving Day  
 Day After Thanksgiving  
 Christmas Day

**Retirement (Member of the Michigan Public School Retirement System)**

Employees who have never worked in a Michigan Public School System will be enrolled into the Defined Contribution (DC) or the Pension Plus 2 plan depending upon their election. Contributions will automatically begin on your **first day** of work as described below.

- **Defined Contribution Plan** (tax deferred retirement investment account)
  - Savings Component
    - Employee contribution to retirement investment account – 3%
    - DPSCD 100% contribution match to retirement investment account – up to 3%
    - DPSCD mandatory contribution – 4%
    - Employee contribution to retirement Personal Healthcare Fund – 2%
    - DPSCD 100% match to retirement Personal Healthcare Fund – up to 2%



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**Retirement (Member of the Michigan Public School Retirement System) continued**

- **Pension Plus 2 Plan** (pension component with a savings component)
  - Savings Component
    - Employee contribution to retirement investment account – 2%
    - DPSCD 50% contribution match to retirement investment account – up to 1%
    - Employee contribution to retirement Personal Healthcare Fund – 2%
    - DPSCD 100% match to retirement Personal Healthcare Fund – up to 2%
  - Pension
    - Employee contribution to pension – 6.2%
    - DPSCD contribution to pension – 6.2%

**Tax Deferred Annuity (403b or 457)**

- The Omni Group

**Employee Assistance Program (many services 100% DPSCD paid)**

Ulliance Life Advisor Employee Assistance Program assists with the following:

- Counseling
- Coaching
- Crisis Intervention
- Community Resources
- Financial or legal referrals

**Additional Employee Paid Benefits**

- Healthcare Flexible Spending Account – up to \$2,750 annually
- Dependent Care Flexible Spending Account – up to \$5,000 annually
- Supplemental Employee Life Insurance – up to 5x annual salary (up to 2x salary without EOI at initial eligibility)
- Voluntary Employee/Dependent Life Insurance (Term and Whole)
- Critical Illness
- Accident
- Disability Insurance (Short and Long)
- Identity Theft Protection