



**International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers  
 Local 214 – 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:** Police Officer; Campus Security Police Officer; Fingerprint Technician

**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**

Years of Service	Rate	No. of Days
0 - 1 Year	.19	5
2 Years or More	.46	12

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

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

**Vacation Days: Accrue**

Years of Service	Rate Per 2 Weeks of Service	No. of Days
0 - 1 Year	0.39	10
2 - 3 Years	0.57	15
4 - 19 Years	0.77	20
20 Years or More	0.97	25



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**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%
- **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



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**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