

2017 MAINTENANCE, GROUNDS, AND SERVICE STAFF FULL-TIME STAFF BENEFITS SUMMARY*

Vacation	Accrue up to 104 hours annually. After 2 years additional 8 hours added annually, maximum of 4 weeks total.
Holiday - Pay	9 paid holidays per year, 2 closure days plus possible 2 additional closure days.
Holiday - Work	Double time pay for work on a holiday.
Overtime	Opportunities available seasonally.
Sick Leave	Annually accrue up to 104 hours; maximum of 160 hours.
Short-Term Disability	For disabilities between 20 days and up to 6 months in duration. Pays 75% of wages.
Long-Term Disability	For disabilities longer than 6 months. Pays 60% of wages.
Medical Insurance	<p>Priority Health PPO High Deductible Plan: No Copays. In-network deductible: \$2,000 single or \$4,000 family. Many preventative services at no cost</p> <p>Priority Health Standard PPO Plan. \$20 copay for in-network office visits. In-network deductible: \$250 single or \$500 family. Many preventative services at no cost.</p>
Dental Insurance	DeltaDental: Approx: \$4 - \$12 per pay Diagnostic and Preventative Services at no charge.
Vision Insurance	EyeMed: \$3 - \$11 per pay period.
Healthy Choices	Opportunity to earn up to \$500.
Life Insurance	Equivalent to annual earnings.
Retirement Plan	8% University contribution plus a 2% match up for up to 10%.
Encompass	7 counseling sessions available at no cost.
Academic Participation	Eligible for tuition free GVSU courses.
Reduced Tuition	Eligible dependents/spouses are eligible for 50% tuition reduction.
Plant Services Fund	Dependent may be eligible for tuition scholarship.
Attendance Bonus	Bonus of 40 hours of pay or vacation for perfect attendance over last 12 months.
Bereavement Leave	Maximum of five days of paid bereavement time (if needed).
Recreation Center	Access to exercise facilities at no charge.
Adoption Benefit	Qualifying adoption expenses can be reimbursed up to \$3,000.

*This is a summary of the major provisions of the benefit program. This summary is intended to provide an accurate outline of the provisions of the benefit program as amended to date. If, however, there are any discrepancies between this summary and the provisions of the benefit program documents, the benefit program documents will be controlling. Copies of the benefit program documents are available in the Human Resources Office or at <http://www.gvsu.edu/healthwellness/>.

