

## **Employee Compensation Information 2016**

The Superintendent of Schools is the only district employee whose compensation meets the criteria for reporting.

**Salary:** The Medicare Wages for the Superintendent are \$101,116.22.

**FICA:** The District is required to pay the employer's share of FICA (7.65%) on the first \$118,500 of compensation and 1.45% on compensation over that amount equaling \$7,749.92.

**Retirement:** Michigan law requires all employees to belong to the Michigan Public School Employees Retirement System (MPERS). The District must contribute a statutorily defined amount, as expressed in terms of a percent of compensation, to MPERS. The districts cost was \$41,514.12.

**Health Insurance and Prescription Drugs:** Staff and administration that are eligible for coverage are covered by a MESSA Choices II Plan or a MESSA ABC Plan 1 HSA From January 2016 to June 2016. The district moved to Priority Health July 2016 with both a Traditional Plan and HSA being offered. There is no cost difference to the district as the Board of Education has adopted a Hard Cap as there means of calculating employee cost of health insurance. The districts cost was \$12,845.04. Starting in July 2016 the district was able to contribute to the HSA because the Priority insurance was under the hard cap.

**Dental and Vision Insurance:** The district has Delta Dental through MESSA and VSP through MESSA. The costs are \$730.71 for dental and \$151.22 for vision.

**Life / LTD Insurance:** The Superintendent currently is covered by a long-term disability plan based on a 60% of salary payout, up to \$2,500 per month as well as a term life insurance policy of \$70,000. In addition, the Superintendent shall have paid for on his behalf, a variable term life insurance policy. The annual cost for the LTD was \$250.04 and \$1092.01 for the Life insurance.

**Tax Shelter Annuity:** The district pays into a tax sheltered annuity for the Superintendent in an amount equal to \$10,000.00. This contribution is not subject Retirement or FICA.