

2021 – Lapeer County Road Commission Benefits



- Wages
 - Truck Operator- \$18.28, one year \$23.28
 - Heavy Equipment Operator- \$18.53, one year \$23.53
 - Mechanic- \$23.92
 - Mechanic/Welder – \$24.33
- Health Insurance for all members of family or Opt Out Cash Option
 - Current Opt Out amount is \$5,200 per year/ \$200 per pay (decreases by \$400 for each removal of employee)
 - Blue Cross Blue Shield- HSA \$3000/\$6000
 - Blue Cross Blue Shield- PPO \$2500/5000 80%/20%
 - Blue Cross Blue Shield- PPO \$1000/2000 80%/20%
- Dental/Vision allowance of \$1,200/year, can be applied to BCBS dental/vision insurance plan
- Life Insurance policy for \$30,000
- 12 Paid Holidays
- Sick/Personal Time, 8 hours awarded after 30 days, 8 hours every 30 days (two pay periods)
- Retirement Pension Plan through MERS
 - Defined Contribution 401(a) – employee contribution is 3% LCRC contributes 7%, 6 years is fully vested
- Health Care Savings Plan for post-retirement health care
 - \$50 per pay
 - 10 years is fully vested
- \$150 Annual Boot Allowance

Additional Options

- IRS 125 Cafeteria Plan
- Supplemental Insurances (AFLAC)
- Deferred Compensation and Roth 457 Plans (VALIC, Nationwide)