


WAYNE STATE UNIVERSITY

Finance and Business Operations

To: All Non-Represented Employees

From: 
Rick Nork, Vice President for Finance and Business Operations

Subject: Compensation and Benefit Plan Announcement for Non-Represented Employees

Date: March 28, 2013

We recognize and appreciate all that our employees do to continue moving Wayne State University forward. The changes described below are intended to reward performance and maintain our commitment to providing a market competitive total compensation package while balancing the current financial and budget environment. In this regard, the salary plan for Non-Represented employees has been approved and will be implemented effective May 1, 2013, in conjunction with changes to the medical plan design and dental plan cost sharing discussed below. Details are as follows:

Non-Represented Employee Salary Program

The non-represented salary program will consist of two components:

- A \$1000 lump sum bonus (prorated based on appointment percentage)
- A 1% merit pool allocated based on performance

In order to receive the lump sum bonus and be eligible for a merit increase, employees must have a current 2012 performance rating of at least Meets Objectives/Fully Satisfactory.

The lump sum bonus and any merit increase, if awarded, will be effective on May 1, 2013 with both appearing in the May 22nd pay check.

Medical and Dental Plan Changes

Medical Plan Changes

The changes to medical benefits described below will result in lower employee payroll deductions for medical coverage. The medical plan design changes are summarized below:

- Increase the office visit and urgent care copays from \$15 to \$20
- Increase the emergency room copays to \$100 (copay waived if admitted)
- Introduction of a 3-tier prescription drug copay schedule at \$5/\$20/\$45

Dental Plan Changes

Employees now will be responsible for 5% of the dental premium costs. The employee payroll deductions will be as follows:

Dental Coverage Level	Bi-Weekly Deduction
Single	\$0.78
Two Person	\$1.57
Family	\$2.86

Additionally, we are eliminating subsidized dental coverage for employees that are receiving the cash in lieu of medical benefit. However, employees currently in this situation will have the option to continue the dental coverage offered through the Wayne State University plan at 100% of total cost.

Effective Dates and More Information

The new lower medical rates and the dental cost share will go into effect in the April 10th paycheck which is paying for coverage for the 1st half of May. The new rates are available at: <http://wayne.edu/hr/tcw/health-welfare/medical-rates.php>.

Additional information on the benefit plan changes can be accessed by clicking on the following link: <http://wayne.edu/hr/tcw/health-welfare/med-insurance.php>.

All Executives, Deans and Directors will receive a separate communication from the Division of Human Resources with instructions regarding the process for implementing the Merit Plan.

Thank you for your efforts, contributions and continuing support towards the success of our University.