Patricia Stanton, Payroll & Benefits Coordinator
Education and Administration Center
31301 Evergreen, Beverly Hills MI 48025
Ph: 248.203.3098 • Fax: 248.203.3072 • pstanton@birmingham.k12.mi.us

Birmingham PUBLIC SCHOOLS Achievement Character Community

RE: Pay Stub Abbreviations for Employee Deductions - Updated 07/01/2021

Here is an **updated** explanation of abbreviations on your pay stub for some of the employee deductions regarding retirement and health insurance. You will notice that some descriptions have changed. There are many different retirement plans. The best information about your specific plan is found on the ORS website. You will not have all of these on your check stub. If there are any other items on your check stub that you don't understand, please email or call me.

MEDICAL, DENTAL, VISION, LTD - This is your portion of the MESSA health, dental, vision and long-term disability insurance premium

FLEX DEPENDENT, FLEX MEDICAL (If you have this) – This is your FLEX Spending account deductions. These can only be modified during the open enrollment period.

HSA (If you have this) – If you have one of the high deductible plans you can save in a Health Savings Account. You may change amount, start or stop the deduction at any time. Forms are in the HR office.

OPTSTD/OPT LIFE (If you have this) – This is the optional benefits offered by MESSA such as Short-Term Disability or additional Life Insurance

PHF (If you have this) - This is the retirement healthcare, default amt is 2%. The Personal Healthcare Fund is a portable, tax-deferred fund that can be used to pay for healthcare expenses in retirement. . You can change your contribution percentage by logging in to your retirement investment account at https://my.voya.com after you receive your password in the mail from Voya. The Personal Healthcare Fund automatically enrolls you in an additional 2 percent contribution to your 457 Plan account, earning you an additional 2 percent employer match to your 401(k) Plan account. Personal Healthcare Fund contributions made by you and your employer are invested in the State of Michigan 401(k) and 457 Plans.

PREMSUBS (If you have this) – This is the 3% for the Retirement Healthcare Fund, this cannot be changed

BASIC 4, MIPFIXED, MIPGRADE, MIP PLUS, MIP 7, PENSPLUS, PENSPLS2 (If you have this) - This is your guaranteed pension. Your contribution may be flat percentage or may be a 3 tier graded percentage based on your accumulated fiscal year's wages. Depending on your plan, your percentages may be either:

0 - $5000 = 3%		0 - $5000 = 3%
$5000 - 15,000 = 3.6%		$5000 - 15,000 = 3.6%
$15,000 + = 6.4%	Or	$15,000 + = 4.3

DC2/1, DCBM0/4, DCPP6/3, DC 3/3 (If you have this) - This is the investment portion of your retirement. You can change your contribution percentage by logging in to your retirement investment account at https://my.voya.com after you receive your password in the mail from Voya.
The Savings Component of your plan enrolls you in a tax-deferred investment account, so you can enhance your savings for retirement. Your contributions to this account are invested in a 457 plan, and your employer's contributions to this account are invested in a 401(k) plan. Employer and employee contributions to the Savings Component are invested in the State of Michigan 401(k) and 457 Plans.

403B-1, 403B-2, 457-1, 457-2 (If you have this) – These are your contributions to your 403B or 457 accounts that you set up through one of the vendors and is handled by our 3rd party administrator OMNI. All changes go through them.