

Central Oregon Community College
Benefits for
Confidential Full-Time, Non-represented, Hourly Overtime Eligible

C OCC offers a comprehensive package of employer and employee paid benefits. Through [Oregon Educators Benefits Board \(OEBB\)](#), options are available that best fit the needs of employees and their families, including domestic partners. Group health benefits are available on the first day of the month following the employee's date of hire. The plan year is October 1 through September 30.

Medical/RX insurance is offered through **Moda Health**. **Dental** Plans are offered through **Moda Health** and **Willamette Dental Group**. **Vision** coverage is offered through **Moda Health**. Domestic partner coverage is available; imputed tax values apply. Child dependents are covered to the age of 26. The College contributes a negotiated premium amount; the coverage options determine the employee's premium contribution. The group health plans (Medical/Rx, Dental, & Vision) with the lowest annual deductible costs the employee **\$187** per month. Eligible dependents may be added to enrolled plans at no additional cost.

Flexible Spending Account is offered through **PacificSource Administrators** and allows pre-tax dollars to be set aside to use toward reimbursable Health Related Expenses (HRE) and/or Dependent Care Expenses (DCE).

College-paid premiums for \$50,000 **Basic Life** and \$50,000 **Accidental Death & Dismemberment with Long Term Disability** insurance plans offered through **The Standard** at no cost.

After six months of employment, you become an eligible member of the Oregon Public Service Retirement Plan, administered by **the Public Employees Retirement System (PERS)** <http://oregon.gov/PERS/>. The College pays the required contribution to the program.

Academic year **Holidays** for standard 12-month contract: Link: [Contracts and Manuals - Central Oregon Community College \(cocc.edu\)](#)

Sick leave is accrued at the rate of one day (8 hours) per month worked and accrues without limit.

Vacation Leave is accrued at the rate of 10 hours per month worked with an accrual increase at 6-yrs, 10-yrs and 14-yrs. Employees are allowed to carry some accrued hours into the next fiscal year.

College-provided confidential **Employee Assistance Program** through OEBB and **Reliant Behavior Health** allows for five (5) free visits to a counselor per plan year, along with many other support tools and resources.

Professional development and funding opportunities are available for and may be approved at the discretion of the College. See the Exempt and Confidential Employee Handbook for eligibility details.

Employees may enjoy a **20% discount at the College Bookstore** on most purchases. This *excludes* textbooks, electronics, CD's, videos, and all food/beverage items. (Discount is for employees only, not dependents.)

Tuition Waiver for employees, spouses, domestic partners, and children up to the age of 25 shall be allowed to enroll in credit/non-credit/Ed-2-Go courses free of **tuition** cost. Does not include materials or lab fees. Imputed tax values apply to domestic partnership.

Employees may ride the Bend public transportation system **Cascades East Transit** Reduced cost bus passes are available at the Information Office located in the Boyle Education Center.

Employees and their families may use all **College recreation facilities** in Mazama Gym at no cost. Information regarding minors may be found in the General Policies and Procedures manual. The College also has an established Staff Wellness program that offers a variety of activities and health resources.

Additional Optional Benefits

Medical Leave Assistance Program (MLAP) - Employees may enroll in this voluntary contribution program to receive income assistance during critical/serious illness.

Optional Basic Life and AD&D Insurance may be purchased through **The Standard** for employee and eligible dependents.

Long Term Care Insurance may be purchased through **Unum** via voluntary payroll deduction. The program is available to benefit eligible employees, dependents, and their family members.

Participation in approved **Tax-Sheltered Annuities** 403b plans through Carruth Compliance Consulting, which allows contributions into a retirement plan with payroll pre-tax deduction.

Oregon Savings Growth Plan (OSGP) is a 457b deferred compensation plan that provides employees a convenient way to save for retirement through payroll pre-tax deduction.

