

Central Oregon Community College Benefits for Full-Time ABS Faculty, Represented by OSEA Chapter 700

COCC 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 plan (Medical/Rx, Dental, & Vision) with the lowest annual deductible costs the employee **\$183** per month. Eligible dependents may be added to enrolled plans at no additional cost.

Flexible Spending Account is offered through **PacificSource Administrators** and allows for savings with pre-tax dollars, which are set aside for additional 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**.

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 employee required contribution of six percent 6% (of the employee's annual salary) to the program.

Academic-year **holidays** for standard 179-day contract include Veteran's Day, Thanksgiving (2 days), Martin Luther King Day, and Memorial Day. A 229-day contract observe the same, including July 4, Labor Day and Friday prior to Labor Day.

Sick Leave for standard 179-day contract accrues 80 hours; a 229-day contract accrues 96 hours. Sick leave is front loaded at the start of each academic year, and accrues without limit.

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 is based on federal grant money that is awarded to the ABS program each year for program improvement. Refer to the ABS Bargaining Agreement Article 22, Section 3, for more detail.

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. 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** through Carruth Compliance Consulting, which allows contributions into a retirement plan with "pre-tax" dollars.

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

HOLIDAYS

Holidays are consistent for all employee groups:

- January -** New Year's Day and Martin Luther King, Jr. Day
- May -** Memorial Day
- July -** Independence Day
- September –** Labor Day, including the Friday prior to Labor Day
- November -** Veterans Day, Thanksgiving, and the Friday after Thanksgiving
- December –** Winter Break

Weekend Holidays: Whenever a Holiday falls on Saturday, the preceding Friday shall be observed as a Holiday. Whenever a Holiday falls on Sunday, the following Monday shall be observed as a Holiday.