Central Oregon Community College
Benefits for Part-Time Classified
(.50 FTE/.75 FTE) Represented by the Classified Association, Overtime Eligible

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 plans (Medical/RX, Dental, & Vision) with the lowest annual deductible costs the employee $79 per month. Eligible dependents may be added to enrolled plans for an 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).

After six months of employment, you become a 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 12-month contract: New Year’s, Martin Luther King Day, Memorial Day, Independence Day, Labor Day (2 days), Veterans Day, Thanksgiving (2 days), and the week of Winter Break.

**Sick Leave** is accrued each month based on prorated FTE. Sick leave accrues without limit.

**Vacation Leave** is accrued each month based on prorated FTE. The accrual amount increases at 6-yrs, 10-yrs and 14- yrs. Employees are allowed to carry some accrued hours into the next fiscal year.

A 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** opportunities are available for COCC Classified Association Members and may be approved within funding guidelines. See Collective Bargaining Agreement 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 the employee and eligible dependents.

**Optional Long Term Disability** may be purchased through The Standard for the employee.

**Long Term Care Insurance** may be purchased through Unum via voluntary payroll deduction. The program is available to 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.

1/22/2021
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 *

*The five (5) working days that occur during the week in which the College is closed between the Fall and Winter term will be paid as holidays, including the day observed as Christmas.

**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.