

Central Oregon Community College Benefits for Full-Time Faculty, Represented by the Faculty Forum, Overtime Exempt

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 **\$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 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 employee's 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.

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

Sabbatical Leaves and Professional Improvement may be granted when such leave contributes to the goals of the College and enhances the professional competence of the individual. Details are contained in the faculty bargaining agreement.

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.

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 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.

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](#) 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.