

PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)

- Employee must be employed six months before becoming a member unless transferred from another Oregon PERS employer.
- Employer pays employee contribution of 6% of monthly gross income
- Vested after five years or age 50, whichever comes first. (Membership information is available on the PERS website)

EARLY RETIREMENT

Employees hired prior to July 1, 2011 and are eligible for PERS retirement and have 12 years of service at CCC, the following benefits will be offered:

- Medical and dental insurance coverage, to age 65, for employee.
- Medical and dental insurance may be available for dependents.
- Life Insurance policy of \$50,000 (to age 65).
- Potential monthly stipend. (Details available in the Human Resource Office.)
- Tuition waivers for self, spouse, domestic partner and IRS dependents.

ADVANCED DEGREE PROGRAM

1/3 tuition paid by employee, 1/3 tuition paid by CCC, 1/3 tuition waived by Marylhurst University.

CCC will pay 1/3 of the tuition at the college of employee's choice. (If the tuition,

at the college of employee's choice, is higher than that of Marylhurst, CCC pays only the amount equivalent to 1/3 tuition at Marylhurst rates.)

WORKER'S COMPENSATION

- Special Districts Association of Oregon (SDAO) - SDIS- Self-Insured Employers Group

PAYROLL DEDUCTIONS

Upon written request, the college shall deduct from the salary of any employee and make appropriate remittance for the following approved deductions:

- Approved deferred compensation program (403(b) 457 plans, CCC's group insurance programs, IRC Flex 125, CCC Foundation, or any other benefit program approved by the College Board.
- Automatic Deposit for payroll available.

ADDITIONAL BENEFIT INFORMATION

- Administrative Regulations
- Board Policy Manual

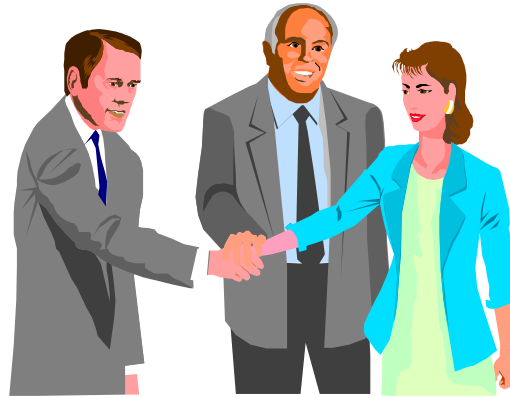
Clackamas Community College

Human Resources

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BENEFITS SUMMARY



2011-12

ADMINISTRATIVE/ SUPERVISORY BENEFITS SUMMARY

Contract – 261 days each fiscal year

July 1 – June 30

HOLIDAYS

Ten (10) paid holidays are included in the 261 day contract.

VACATION

16 hours are posted each full month worked. These hours can be used as soon as they accrue.

➤ Maximum yearly carryover is 384 hours.

➤ Hours in excess of 384, as of June 30, will be lost.

➤ Upon voluntary separation from employment, vacation hours not used will be paid.

SICK LEAVE

8 hours are posted each full month worked. (Can be used as soon as it accrues; unlimited accrual.)

➤ When transferring from another Oregon PERS institution you may transfer ½ of your sick time balance (up to 600 hours) to CCC.

➤ Sick leave balance is not paid out upon separation.

STEP MOVEMENT

Step movement on the Exempt salary schedule occurs July 1.

FRINGE BENEFIT PACKAGE

Health, dental, long term disability, and life insurance are required benefits. A monthly benefit package is provided to assist with the cost of these benefits for the employee. Health and dental insurance is available for family members and domestic partners at the college's group rates. Any additional amount over the college's package may be tax-sheltered (per federal/state law) and is automatically deducted from the employee's paycheck.

Four health plans to choose from:

- OEBB Providence HMO
- OEBB ODS – PPO or HSA
- OEBB Kaiser HMO

*Life & Accidental Death and
Dismemberment Insurance:*

- *Group Term Life/ADD each \$50,000*

- *Policy Rate is \$5.70 per month*

Long-Term Disability:

- *66% of gross monthly wage*
- *Policy premium rate = .0038 x month salary.*

Oregon Dental Service (ODS):

- *Dental insurance coverage includes a \$1500 comprehensive orthodontic benefit supplement.*
- *\$50.00 co pay.*

Willamette Dental Service:

*No annual Maximum
\$10.00 co-pay*

PERSONAL LEAVE

➤ 24 hours are credited on July 1, the beginning of each fiscal year. Prorated for new hires.

➤ Hours not used by June 30th of each year will be lost.

IRC FLEX 125 PROGRAM

➤ Excess health/dental premium costs above the fringe package for dependent coverage.

➤ Limited Out-of-pocket medical expenses.

➤ Dependent childcare expenses.

Note: Not available with HSA plan

ADMINISTRATIVE SHORT TERM LEAVE PROGRAM

Dollar allotment varies each year. For current amount available and to apply, complete a *Short-Term Administrative Leave* form and send to: Human Resources Office

**TUITION WAIVER /
CLACKAMAS COMMUNITY
COLLEGE**

Tuition will be waived for full-time and retired staff, spouse, domestic partner and IRS dependents.

TAX SHELTERED ANNUITIES

A list of approved companies is available in Human Resources.

EAP

Please refer to the OEBC website