

PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)

- Employee must be employed six months before becoming a member unless transferred from another Oregon PERS employer.
- Employee contributes 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

If an employee is eligible for PERS retirement and has 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

Liberty Northwest (by law)

PAYROLL DEDUCTIONS

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

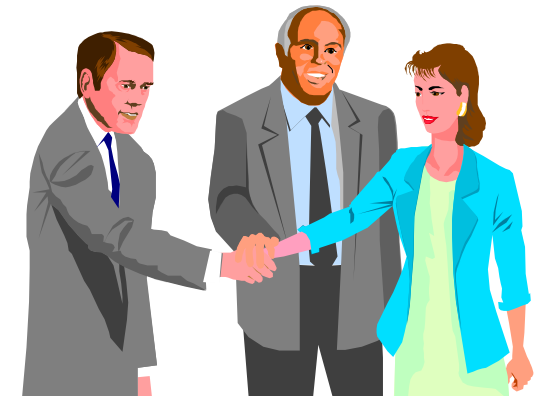
- Savings Bonds, Tax Sheltered Annuities (a list of approved companies is available in Human Resources), CCC's group insurance programs, IRC Flex 125, Long-term care, CCC Foundation, United Way, Credit Union or any other benefit program approved by the College Board.

ADDITIONAL BENEFIT INFORMATION

- Administrative Regulations
- Board Policy Manual

BENEFITS SUMMARY

Administrative and Supervisory Staff



Clackamas Community College

Human Resources

19600 S. Molalla Avenue
Oregon City, OR 97045
Phone (503) 657-6958
Fax (503) 650-7348



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. (Vacation year ends August 31 each year.)
- Hours in excess of 384, as of August 31, will be lost.
- Upon voluntary separation from employment, the maximum payment made for accrued vacation hours will be 384 hours if separation is due to retirement.

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.

STEP MOVEMENT

Step movement on the Exempt salary schedule occurs each year.

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.

Three health plans to choose from:

- OEBC Providence HMO
- OEBC ODS – Legacy PPO
- OEBC Kaiser HMO

Life & Accidental Death and Dismemberment Insurance:

- Group Term Life \$50,000
- Policy Rate is \$11 per month

Long-Term Disability:

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

Oregon Dental Service (ODS):

- Dental insurance coverage includes a \$1500 comprehensive orthodontic benefit supplement.

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 hire.
- 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.
- Out-of-pocket medical expenses.
- Dependent childcare expenses.

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: Renee Boeckman / 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

Cascade Centers is a confidential short-term counseling and referral service provided at no cost. Call 1-800-433-2320