

# BLUE MOUNTAIN COMMUNITY COLLEGE BENEFITS INFORMATION

## Classified Staff Positions

### **Eligibility:**

Eligibility for medical benefits will begin on the first day of the month following start date.

### **Medical/Dental/Vision Insurance:**

BMCC offers Medical, Dental, and Vision coverage through Moda Health administered by Oregon Educators Benefit Board (OEBB).

### **Life, Accidental Death and Dismemberment, and Long Term Disability Insurance:**

The college offers \$50,000.00 Life and \$50,000 Accidental Death and Dismemberment insurance and Long Term Disability through Standard Insurance. Employees may buy additional supplemental plans.

The College pays a negotiated amount as per bargaining agreement for the cost of the above coverage plans. Insurance costs are subject to increase each October.

### **Other benefits:**

One vacation day earned per month for each month worked; as a rule, new employees may take vacation after 6 months on the job

Up to sixteen (16) paid holidays or campus closed days per year (depending on schedule)

Sick leave accrues at the rate of one day per month worked.

403B Tax Sheltered Annuity plans; 457 Deferred Compensation Plans; Roth 403b Annuity Plans; and 457b Annuity Plans available.

Retirement plan through Oregon PERS (Public Employees Retirement System)

Personal days, floating holiday, bereavement leave, funeral leave, and other leaves as provided for in the Classified Staff Bargaining Agreement in effect at the time

Tuition waivers for employee and eligible dependents

Flexible Spending / 125 Salary Reduction Plan

**Note:** This document is informational only and the information contained herein is effective as of the date of this document, 1/14/15. All information is subject to change and in no way implies or establishes a guarantee of benefits at the level indicated.