

# BLUE MOUNTAIN COMMUNITY COLLEGE BENEFITS INFORMATION

## Administrators and Exempt / Technical Employees

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

### **Medical Insurance:**

Moda Health managed by Oregon Educators Benefit Board for Medical, Dental, and Vision Coverage

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

Standard Insurance \$50,000.00 Life and AD&D insurance, plus employees may buy additional supplemental life insurance. College pays for Long Term Disability insurance.

The College pays a set amount as directed by the BMCC Board of Education for the cost of the above coverage. Costs are the same whether insuring an individual or a family. Insurance costs are subject to increase each October.

### **Other benefits:**

Twenty vacation days earned per year. As a rule, new employees may take vacation after 6 months on the job

One sick day earned per month for each month worked. No limit on accrual

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

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, bereavement leave, funeral leave and other leaves as provided for in the Management 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.