

Mt. Hood Community College

Full-time Faculty Employees Benefit Summary

The following is a brief description of the benefits offered by Mt. Hood Community, this is intended to be a summary only – any errors or omissions are unintentional. Please refer to benefit booklets, plan documents, college policy and regulations for more detailed information. Greater detail regarding fringe benefits is available in the [Full-time Faculty Bargaining Agreement](#).

COLLEGE PAID BENEFITS

Health Benefit Options

MHCC is a member of the Oregon Educators Benefit Board (OEBB) which administers Medical, Dental, Vision, Life Insurance, Accidental Death & Dismemberment (AD&D), Long Term Disability (LTD) and Employee Assistance Plan (EAP). If the first working day for a faculty member falls between the 1st and the 14th of the month, the health insurance plan coverage will begin on the first working day of employment with the College. If the first working day for a faculty member falls between the 15th and the 31st of the month, health insurance plan coverage will begin on the first full month of employment. A faculty member who starts after the 14th and wishes to pay the full month's premium to acquire health insurance immediately may do so provided it is possible for the College to provide insurance.

Available medical, dental and vision plans and rates are available on the MHCC intranet site, under Human Resources/Benefits.

Important Retirement Information:

Make sure you are enrolled in the medical, dental, vision and/or optional plans you want when you retire. Retirement is not considered a Qualified Status Change (QSC) so you cannot add or change plans at the time of retirement.

In order to ensure that a spouse/domestic partner and/or eligible dependent can be covered when you retire **you will need to enroll them on MHCC's policy at the open enrollment period prior to your retirement date** even though they may be covered under another policy.

Coverage for domestic partners is a taxable benefit under IRS guidelines. Appropriate taxes will be deducted from your payroll.

Other College Paid Insurances

- Life Insurance Coverage = Two (2) times the basic contract salary (rounded to the nearest \$1,000). not to exceed \$300,000
- Accidental Death & Dismemberment (AD&D) Coverage = Two (2) times the basic contract salary (rounded to the nearest \$1,000). not to exceed \$300,000
- Long Term Disability (LTD)
- Approved benefit claims begin after 90-day elimination period. Maximum benefit is 66 2/3 of monthly salary; benefit may be adjusted based on other income received by retirement benefits.

Public Employees Retirement Plan (PERS)

Consistent with PERS rules, the employee contributes 6% of their gross salary into an Individual Account Program (IAP) with PERS. The contribution is set up automatically. At the time of retirement, based on one of the following programs, a monthly pension benefit is calculated. Please refer the Public Employees Retirement System (PERS) website for detailed information on retirement benefits: <http://oregon.gov/PERS/>

Public Employees Retirement System – Tier One/Tier Two

Hired by a PERS employer before August 28, 2003 and have an active account.

Oregon Public Service Retirement Plan - OPSRP

Hired on or after August 28, 2003 and do not have active account in the PERS Program.

Tuition Waiver Plan

The College will maintain the current tuition waiver plan for faculty members, their spouses/domestic partners and their eligible dependents eligible through age 23. Faculty members and their spouses/domestic partners will pay only course specific fees.

Employee Assistance Program (EAP)

MHCC's Employee Assistance Program (EAP) is through Reliant Behavioral Health (RBH) which provides services to help people privately resolve problems that may interfere with work, family, and other important areas of life.

The EAP provides FREE (no charge for utilization) and confidential services to employees and their dependents, living at or away from home, and all household members, related or not. MHCC employees, spouses/domestic partner, dependents and their eligible household members have five (5) free EAP services per new issue, including relationship, family, stress, anxiety, and other common challenges. **Employees must get a referral from the EAP for each issue for services to be covered.** [Employee Assistance Program \(EAP\)](#)

Use of MHCC Swimming Pool

The College will provide a swim pass for faculty members, their spouses/domestic partners and their dependents through age 23.

Sick Leave

A faculty member shall receive a credit of ten (10) days of sick leave upon initial employment, and thereafter shall accrue sick leave at the rate of ten (10) days for working the three (3) terms during the contract year. A faculty member who works a fourth term in the summer shall receive one (1) sick leave day for each five-week session or equivalent, up to a maximum of two (2) sick leave days.

Holidays

A faculty member who works a fifty percent (50%) or greater instructional load in a term is eligible for paid holidays that fall within that term.

Fall Term Holidays

- Veterans Day
- Thanksgiving Day
- Friday after Thanksgiving
- December 25

Winter Term Holidays

- New Year's Day
- Martin Luther King, Jr. Day

Spring Term Holiday

- Memorial Day

Summer Term Holiday

- Independence Day (only if this day falls on a regular class day)

Additional Information

Detailed information regarding all full-time faculty benefits are available in the [Full-Time Faculty Bargaining Agreement](#).