

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). The effective date of employer-provided benefits is the first day of the first full month of employment at MHCC, unless otherwise indicated. Available medical, dental and vision plans and rates are included in the tables at the bottom of this document.

Important Retirement Information:

Make sure you are enrolled in the medical, dental and/or vision 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 you payroll.

Other College Paid Insurances

- Life Insurance
Coverage = 2x's annual salary not to exceed \$300,000
- Accidental Death & Dismemberment (AD&D)
Coverage = 2x's annual salary not to exceed \$300,000
- Long Term Disability (LTD)

Approved benefit claims begins 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)

On behalf of the employee, MHCC contributes 6% of their gross salary into an Individual Account Program (IAP) with PERS. 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.

Full-time employees, their spouses, domestic partners and children through the age of 23 will be entitled to tuition-free enrollment in MHCC courses. Application fee, College Service Fee per term and course fees are the responsibility of the employee.

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. <https://www.myrbh.com/>

Use of MHCC Swimming Pool

Full-time employees and dependents have free access to the MHCC swimming pool during open recreation sessions. Swimming classes through the American Red Cross Learn-to-Swim program are not free under the tuition waiver plan or the swim pass. Employees are responsible to pay for the classes.

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 sick leave day for each five-week session or equivalent, up to a maximum of two (2) sick leave days.

Additional Information

Detailed information regarding all Classified Employee benefits are available in the [Full-time Faculty Bargaining Agreement](#)