



# Columbia Gorge Community College Benefit Eligibility Summary

Effective 10/1/2017

CGCC offers a competitive and comprehensive benefit package. Benefits are based on bargaining agreement and classification. For more detailed information, refer to the bargaining agreement or contact Payroll & Benefits at 541-506-6153.

		Full-time Employees	Part-time Employees**	Employee Payroll Deduction	
Health & Wellness	OEBB Medical, Dental & Vision Insurance Rate table is available at <a href="http://www.cgcc.edu/hr/payrolland-benefits">http://www.cgcc.edu/hr/payrolland-benefits</a> . Plan summaries are available at <a href="http://www.oregon.gov/oha/OEBB/Pages/Handbooks.aspx">http://www.oregon.gov/oha/OEBB/Pages/Handbooks.aspx</a>	Eligible	Eligible*	Yes	
	OEBB Standard Life & Accidental Death and Dismemberment Insurance	Yes	Yes*	Optional	
	OEBB Standard Long-term Disability Insurance	Yes	No	No	
	OEBB Long-Term Care	Yes	Yes*	Optional	
	Employee Assistance Program	Eligible	Eligible		
	American Fidelity Supplemental Insurance	Eligible	Eligible	Optional	
	Flexible Spending Account	Eligible	Eligible	Yes	
	Health Savings Account	Eligible	Eligible	Yes	
	Retirement	Oregon Public Employees Retirement System	Mandatory*	Mandatory*	Yes
		403(b) Salary Reduction Agreements	Optional	Optional	Yes
457(b) Salary Reduction Agreements		Optional	Optional	Yes	
	Columbia Gorge Community College Foundation Contributions	Optional	Optional	Yes	
	Tuition Waivers	Eligible	Eligible	No	
	Holiday Pay	Yes	Yes	N/A	
	Bereavement Leave	Yes	Yes	N/A	
	Sick Leave	Yes	Yes	N/A	
	Vacation Leave	Yes	No	N/A	
	Volunteer Leave	Eligible***	***	N/A	

\*Must meet eligibility requirements.

\*\*Student employees not eligible.

\*\*\*Part-Time Staff are eligible. Part-Time Faculty are not eligible.