CCC and our partners offer eligible employees the following benefits:

Medical, Dental and Vision Coverage
- Kaiser Permanente
- Moda Insurance
- HSA options available
- Willamette Dental
- Moda Insurance

Life Insurance and Supplemental
- $50,000 basic term life benefit paid by CCC
- Option to purchase additional amount
- For employee, spouse/partner and dependents

Long Term and Optional Short Term Disability
- Pays up to 66.67% of monthly basic earnings

Optional Long Term Care Insurance
- Option to purchase additional benefit for spouse/partner

Oregon Public Employees Retirement System (PERS)
- CCC pays all contributions to the plan
- Includes employee’s 6% contribution

Flexible Spending Account (FSA)
- Pre-tax contributions from paychecks for:
  - Medical expenses
  - Dependent care expenses

Employee Savings Opportunities / Save for Retirement
- 403b and 457 deferred compensation plans
- Providers include:
  - Oregon Savings Growth Plan
  - AXA Equitable
  - American Funds
  - Mass Mutual
  - Oppenheimer Funds
  - Vanguard
Other College provided benefits include:

**Fridays off during Summer term**
- College shifts to 4/9 work week
- First week of Summer Term through Labor Day weekend
- 40 hour employees to work 36 hours over 4 days (without loss of pay)

**Travel Emergency Assistance**
- If covered under Standard's basic term life insurance plan

**Professional Development / Paid Holidays / Paid Leave***
- Awarded according to respective Collective Bargaining Agreement
- *Includes vacation, sick and personal leave

**Tuition Waiver and Advanced Degree Program**
- Eligible employees and dependents
- Additional benefit for those employees seeking Advanced Degree

**Employee Assistance Program (EAP)**
- Confidential help with personal events including:
  - Financial and Legal Planning
  - Life Transitions
  - Family and Relationship issues
  - Alcohol and Substance abuse
  - Depression and Anxiety

*Employees should refer to the applicable labor agreement or policy which defines their benefit eligibility.

Disclaimer regarding benefits:
The Human Resources Division is responsible for reviewing and revising the benefit summary to be as current as possible; however, the information contained on these pages is subject to change at any time. This information is not intended to — and does not — create any contract. Importantly, information in this flyer and on the web may be improved, deleted, updated or otherwise changed without notice.

For additional services or information, please contact HR at 503-594-3458 or hr@clackamas.edu

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