

## **MID-COLUMBIA CENTER FOR LIVING**

### **Benefit Information**

This is a summary of the benefits offered by MCCFL and is strictly for informational purposes only. This information in no way constitutes a contract for employment.

#### **GROUP BENEFITS:**

Eligibility: Employees who work at least 22.5 hours per week (.60 FTE) are eligible for group benefits on the first day of the month following two (2) full months of employment.

#### Group Benefits Offered:

- ❖ Medical and prescription coverage is a high-deductible health plan with Health Savings Account (partially funded by employer) through Regence Blue Cross/Blue Shield. Dental coverage is through Oregon Dental Service (ODS). Vision coverage is through Vision Service Providers (VSP). The MCCFL pays a portion of the monthly premium and the employee is responsible for the additional amount. Dependent coverage is available.
- ❖ Life and AD&D Insurance through Regence Life. The MCCFL offers, at no cost to the employee, enrollment into a \$5000 Life and AD&D policy. Supplemental coverage is available to employee and dependents at the employee's expense.
- ❖ Flexible Spending Account – Section 125 Plan is offered through ASI Flex. Employees have the option of paying healthcare premiums, and dependent care expenses with pre-tax dollars.
- ❖ Supplemental Insurance is available through AFLAC. Premiums are paid by the employee

#### **RETIREMENT:**

After six (6) months of employment and at least 600 worked hours with MCCFL employees will automatically "join" the Public Employees Retirement System (PERS). MCCFL will contribute a specified percentage based on your gross wages (employer contribution for Tier 1 & 2 members is 8.84%, and for OPSRP is 9.16%) and the employee contribution of 6% will be automatically deducted from your salary when you become eligible. If an employee is already a PERS member upon employment, there is no waiting period and deductions will begin with the first pay period.

#### **OTHER BENEFITS OFFERED:**

Eligibility: The following benefits are offered to employees with no waiting period.

- ❖ Deferred Compensation Plan provided by Nationwide Retirement Solutions. This benefit is at the employee's expense.
- ❖ Exempt classification vacation time accumulated at 9.38 hours per month. Non-exempt classification vacation time accumulated at 6.25 hours per month. (part-time employees accrue on a pro-rata basis)
- ❖ Sick leave accumulated at 7.5 hours per month. (part-time employees accrue on a pro-rata basis)
- ❖ Holidays – 9 paid designated holidays and 1 floating holiday to use at employee's discretion.
- ❖ Membership is available at the Rivermark Credit Union in The Dalles.
- ❖ Employee Assistance Program offered through *Reliant Behavioral Health*.