



**COLORADO  
MOUNTAIN COLLEGE**

# **BENEFIT HIGHLIGHTS**

# **NON-EXEMPT STAFF POSITIONS 2021**

## **RETIREMENT BENEFIT**

- ▶ As a public employer, CMC is not subject to Social Security. In lieu of Social Security, 8% is deducted from the Employee's monthly salary and directed toward retirement.
- ▶ An Employee may choose from TIAA or Valic for their retirement plan.
- ▶ With a minimum of one year previous PERA service, an employee would be able to elect PERA. PERA employees are subject to the deduction guidelines set by PERA.
- ▶ Colorado Mountain College contributes up to 12% toward an employee's retirement.
- ▶ An optional 403 (b) plan is also available. Employees can receive up to a 2% match in qualifying cases.

## **RENTER'S ASSISTANCE**

- ▶ Eligible employees can receive a loan from the college to cover first, last, and security deposit for a rental. Repayment is on a 6 or 12 month payback period depending on the term of the lease.

## **HEALTH INSURANCE BENEFIT**

- ▶ CMC has a unique approach. The amount depends upon if you insure only yourself or if you include dependents. If you insure yourself, CMC contributes \$976.00 a month for individual coverage, which covers the premium for one Medical plan in full. Depending upon your choices of Medical plan, you might have a monthly insurance premium to pay. If insuring dependents, the amount of the monthly payroll deduction will depend on the plan selected. Details of the health insurance benefit are included in a separate document. Dental and Vision are optional benefits available.
- ▶ CMC health insurance benefit is on a calendar year. New plan offerings will be communicated and an open enrollment process conducted in the fall.

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

- ▶ Six free visits with a counselor, these can be in person or over the phone. This benefit may be shared with eligible dependents.
- ▶ Free online financial and legal resources.

## HEALTHCARE BLUEBOOK

- ▶ Healthcare Bluebook is a tool to encourage members to shop for healthcare to keep costs low and go to top-ranked providers. In some cases, the employee will receive a cash reward for choosing a low cost, high quality provider.

## SURGERYPLUS

- ▶ For employees who have upcoming non-emergent surgery, a SurgeryPlus Care Advocate will assist the employee in setting up appointment and travel arrangements for the surgery. By using SurgeryPlus, the deductible and co-insurance are waived and travel costs for the patient and a caregiver are included in the cost of your procedure.

## TELADOC

- ▶ Consultations with a physician over the phone 24 hours per day, 7 days per week, 365 days per year. \$0 co-pay.

## MARATHON HEALTH CLINICS

- ▶ Employees may use these clinics at little or no cost to the employee. They offer a variety of services and many of those services are free of charge. There are Health and Wellness Centers in Glenwood Springs, Rifle, Gypsum, Colorado Springs, Loveland and Greeley.

## COLONIAL SUPPLEMENTAL INSURANCE

- ▶ Accident Insurance
- ▶ Cancer Insurance
- ▶ Critical Illness Insurance
- ▶ Hospital Confinement Indemnity Insurance
- ▶ Whole Life Insurance

## CAMPUS HEALTH FAIRS

- ▶ Human Resources hosts annual Health Fairs for all our campuses. Included in the health fairs are: blood screening, flu shot, health risk assessment, chair massage, ...

## FLEXIBLE SPENDING ACCOUNTS

- ▶ Employees can set money aside pre-tax to cover certain medical-related expenses associated with Medical & Dependent Care. 2021 limits are \$2,750 annually for medical and \$5,000 annually for dependent care.

## LIFE INSURANCE, AD&D AND LONG TERM DISABILITY COVERAGE

- ▶ CMC provides life insurance, AD&D and long term disability coverage for full time employees. Life insurance coverage is one and one half times your annual salary up to a maximum coverage amount for \$450,000.

## LEAVE ACCRUAL FOR NON-FACULTY STAFF AND COLLEGE PAID HOLIDAYS

- ▶ Annual Leave is earned at the rate of 14 hours per month which is 21 days per year.
- ▶ Sick leave is earned at the rate of 8 hours a month.
- ▶ Holidays: Memorial Day; Independence Day; Labor Day; Thanksgiving (along with the day before & after); Christmas Eve, Christmas Day; New Year's Eve & New Year's Day. The College closes on the days between Christmas and New Year's and those days are also considered paid holidays.

## TUITION GRANT

- ▶ Full Time employees may take classes at CMC for up to 12 credit hours per semester. This benefit may be shared with eligible dependents.

## TUITION REIMBURSEMENT PROGRAM

- ▶ Reimbursement for employees continuing their education in both degree-seeking programs at accredited institutions and certifications and licensing programs.

## EMPLOYEE COMMUNITY INVOLVEMENT PROGRAM

- ▶ Eight hours of paid time to volunteer for approved programs.

## HEALTHY LIFESTYLES BENEFIT

- ▶ All full time employees have a benefit of \$500 per calendar year for specific services. Some examples are CMC non-credit physical activity classes such as yoga, weight training, Pilates, etc. Other uses could be for health club membership, ski passes, health fairs, etc.

## PET INSURANCE

- ▶ Provided by Nationwide, employees are eligible for preferred pricing on pet insurance.

## LEGAL SHIELD

- ▶ Legal and Identity Theft Protection.

## MEDICARE EDUCATION

- ▶ Employees and their dependents approaching age 65 can work with Medicare consultants to discuss Medicare options.