



**COLORADO
MOUNTAIN COLLEGE**

BENEFIT HIGHLIGHTS

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.

RELOCATION

- ▶ A relocation benefit is extended to eligible employees in the amount of 1/12 of the annual salary.

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.