



**COLORADO
MOUNTAIN COLLEGE**

BENEFIT HIGHLIGHTS PART-TIME 2023

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 Corebridge Financial 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.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- ▶ Three 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.

COLONIAL SUPPLEMENTAL INSURANCE

- ▶ Access to group rates
- ▶ Employee-paid by direct debit from your bank account
- ▶ Five policies available
 - Accident insurance
 - Cancer insurance
 - Critical illness insurance
 - Hospital Confinement Indemnity Insurance
 - Whole and term life insurance

LEAVE ACCRUAL AND COLLEGE PAID HOLIDAYS FOR QUALIFIED* PART-TIME EMPLOYEES

- ▶ Annual leave is earned at the rate of one hour for every 30 hours worked.
- ▶ Sick leave is earned at the rate of one hour for every 20 hours worked.
- ▶ Holidays: *qualified part-time employees will receive 4 hours for 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 is closed between Christmas and New Year's and considered paid holidays.
- ▶ Bereavement *qualified part-time employees may receive up to 20 hours of paid leave for the death of a member of the employee's immediate family.

TUITION GRANT FOR QUALIFIED* PART-TIME EMPLOYEES

- ▶ Part-Time employees may take credit classes at CMC for up to 6 credit hours per semester. This benefit may be shared with eligible dependents.

UNIVERSITY OF DENVER COHORTS

- ▶ DU is a university with academic programs at the undergraduate and graduate levels that will provide graduate-level education programs for CMC faculty and staff who wish to earn an advanced degree. There are cohorts for the Professional Master of Business Administration and Doctorate of Education. This is available to all *qualified part-time staff who have worked a minimum of 1000 hours.

EMPLOYEE COMMUNITY INVOLVEMENT PROGRAM FOR QUALIFIED PART-TIME EMPLOYEES

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

HEALTHY LIFESTYLES BENEFIT (HLB) FOR * QUALIFIED PART-TIME EMPLOYEES

- ▶ Part-time employees have a benefit of \$250 per calendar year to use toward promoting their healthy lifestyle. Many use this benefit to cover expenses like ski passes, pool passes, massage, health insurance premiums, etc.

PET INSURANCE

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

LEGALSHIELD

- ▶ Legal and Identity Theft Protection.

MEDICARE EDUCATION

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

EMPLOYEE ASSISTANCE FUND FOR QUALIFIED* PART-TIME EMPLOYEES

- ▶ The college has an Employee Assistance Fund to assist *qualified employees in the event of an unexpected hardship. Emergency relief of up to \$2500 is available to employees in need. The Employee Assistance Fund is funded by employees for employees. A third-party vendor administers the plan to protect employee privacy.

**Qualified part-time employees are currently employed, have been continuously employed with Colorado Mountain College for at least 6 months and have worked at least 500 hours in the previous 12 months.*