

CC Health Insurance Costs  
2015/2016 Actuals, December, 2015

College	Employee Group	Employee Cost/ Month					Employer Contributions or Caps/ Month					HRA Plan or Health Savings Account			
		Employee	EE + Child	EE + Spouse	Family	Average or Range	Employee	EE+Child	EE + Spouse	Family	Flat Cap	HRA Account	H. Savings Ac.	College Contri.	
Blue Mtn	Faculty	\$0	\$0 - 820.57	\$0 - 1075.96	237.82-1965.24	\$0 to \$1,965.24					\$1,025	No HRA	Yes	Depending if employee has excess from \$1,025.	
	Classified	Composite Rate on all plans									\$1,025	No HRA	Yes		
	Exempt/Tech	\$0 - 1146.54	\$0 - 1241.52	\$0 - 1227.50	\$0 - 1333.81	\$0.00 to \$1333.81					\$1,025	No HRA	Yes		
Central Oregon	Full-time	Full-time employees are on a composite rate									\$95 - \$185	\$1,662	No HRA	Plan H	\$1500 or \$3000
	Part-time (.50 FTE)	\$38 - \$78	\$73 - \$660	\$110 - \$892	\$354 - \$1581	\$38 - \$1581	Less than .50 FTE ees (including pt faculty) are not covered				\$831	No HRA	Plan H	No contribution	
	Part-time (.75 FTE)	\$38 - \$78	\$73 - \$244	\$110 - \$446	\$118 - \$1166	\$38 - \$1166					\$1,247	No HRA	Plan H	No contribution	
Chemeketa * (Not OEBB mbr)	All FT EE's	Comp. rate	Not tiered		\$0 - \$359.09						\$1312.50 + \$30/mo premium relief for classified and exempt				
	Part-time	premium paid based on FTE					\$57.99 - \$1002.54				pro-rated				
Clackamas	Classified	\$0 - \$45	\$0 - \$290	\$0 - \$467	\$0 - \$830		\$630	\$777	\$777	\$1,009		Yes	Empl. Only, \$52.44/Mo		
	PT Classified						382.18 - \$2089	\$0	\$0	\$0	\$0		Yes	Empl. Only, \$52.44/Mo	
	FT Faculty	\$0 - \$25	\$0 - \$420	\$0 - \$460	\$0 - \$765		\$623	\$967	\$822	\$1,249		Yes	Empl. Only, \$52.44/Mo		
	Faculty/ Exempt	\$0 - \$190	\$0 - \$690	\$0 - \$760	\$20 - \$1,215		\$623	\$967	\$822	\$1,249		Yes	Empl. Only, \$52.44/Mo		
Clatsop	All FT EE's	0	\$0 - \$307	\$0 - \$473	\$364 - \$1,084					\$953*	No HRA	No H. Savings A.	\$0		
Columbia Gorge	PT Classified	\$190 - \$405	\$541 - \$1150	\$638 - \$1364	\$991 - \$2113		no cap	no cap	no cap	no cap					
	All FT EE's	\$0	\$88 - \$186	\$112 - \$240	\$200 - \$427		no cap	no cap	no cap	no cap					
Klamath	All FT EE's	\$0	\$0 - \$135	\$0 - \$345	\$147 - \$978		\$670.85	\$1,050	\$1,050	\$1,050		Yes	No Contribution		
Lane	Classified	\$80.89	\$286.98	\$286.98	\$358.02		\$824.48	\$1,770.99	\$1,770.99	\$2,209.60		No HRA	No H. Savings A.		
OEBB Plan A	PT Faculty*	\$189.79	\$1,083.37	\$966.70	\$1,804.48		\$771.48	\$1,017.59	\$878.87	\$1,185.76					
OEBB Plan A	FT Faculty*	\$198.07	\$452.68	\$389.03	\$607.63		\$771.48	\$1,656.56	\$1,464.82	\$2,390.89					
	Managers/Exempt	\$80.89	\$286.98	\$286.98	\$358.02		\$824.48	\$1,770.99	\$1,770.99	\$2,209.60					
Linn Benton	Faculty	\$0	\$181.86	232.64	\$415.74			\$625.00	\$797.00	\$1,423.00					
	Exempt/Confid.	\$0	\$181.86	232.64	\$415.74					\$1,360.00					
	Classified	\$10.54	\$121.17	151.36	\$262.83					\$1,323.00					
Mt Hood	Faculty	\$56.27-96.88	\$106.91-184.08	\$123.79-213.14	\$174.44-300.35		\$376.56-648.37	\$715.49-1231.94	\$828.44-1426.43	\$1167.37-2010					
	Classified	\$56.27-96.88	\$106.91-184.08	\$123.79-213.14	\$174.44-300.35		\$376.56-648.37	\$715.49-1231.94	\$828.44-1426.43	\$1167.37-2010					
	Non-Union Grps	\$0-\$235.25	\$0-\$486.02	\$0-\$569.57	\$0-\$810.35		\$421.92-561.03	\$801.67-1069.98	\$928.25-1234.26	1307.98-1739.22					
Oregon Coast	Full-time						\$0 to 1,155				\$910				
	Part-time										pro-rated				

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<b>Portland</b>	All EE's except PT fac	\$0	\$57.91	\$133.83	\$511.26	\$0 - \$511.26	\$702	\$1,196	\$1,286	\$1,516	No HRA	Yes	\$0	
	PT Faculty	\$130.16	\$657.97	\$833.89	\$1,361.73	\$130.16 - 1361.73	\$456.30	\$456.30	\$456.30	\$456.30				
<b>Rogue</b>	Full-time	\$0-\$60.22	\$0-\$109.27	\$0-\$134.06	\$0-\$182.55		\$596.20	\$1,155.81	\$1,298.68	\$1,862.91	No HRA			
	PT Classified	\$0-\$60.22	\$280.78-\$688.88	\$378.15-\$836.54	\$10.17-\$1449.26		\$596.20	\$596.20	\$596.20	\$596.20	\$596.20	No HRA		
	PT Adj Faculty	80.86-\$262.57	\$605.70-\$871.2	\$712.07-\$1038.89	\$140.94-\$1651.61		\$393.85	\$393.85	\$393.85	\$393.85	\$393.85	No HRA		
<b>Southwestern</b>	Classified					\$0 - \$627.00	\$516.68	\$967.62	\$1,065.00	\$1,466.06				
	PT Classified					\$0 - \$155.32	\$516.68	\$0	\$0	\$0				
	Faculty					\$0 - \$785.89	\$497.39	\$896.98	\$985.40	\$1,307.17				
	Exempt					\$0 to \$685.89	\$497.39	\$965.98	\$1,060.40	\$1,407.17				
<b>Tillamook Bay</b>	All Ees					\$0-\$1271.00				\$1,278.00				
	Part-time	Pro-rated based upon actual FTE												
<b>Treasure Valley</b>	FT Faculty	\$0 - \$30.39 Composite rate on all plans					\$171				\$1,642.00	Yes	Plan H	\$83.33/\$166.67
	FT Non-faculty	\$0 - \$358.39					\$87				\$1,314.00	Yes	Plan H	\$83.33/\$166.67
	Part-time	\$0 - \$358.39 .75 and above									\$1,314.00	Yes	Plan H	\$83.33/\$166.67
<b>Umpqua</b>	Full-time	All on composite Rate					\$0 - \$569.49				\$1170; \$1200 if earn less than \$36,000/yr			

\* Average or range depends on plan selection by employee.

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**OEBB Plans**

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MODA Medical A, B, C, D, E, F, G, H

MODA Vision 1, 2,3 ,4

MODA Dental Plans 1,2,3,4,6,, Will Dental 8

Medical Plans B, C, D, E & H; Dental Plans 2 & 8; Vision Plan 2

Medical Plans B, C, D, E & H; Dental Plans 2 & 8; Vision Plan 2

Medical Plans B, C, D, E & H; Dental Plans 2 & 8; Vision Plan 2

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Plan 1 (Kaiser), MODA (ODS) Plans D & H

ODS Plan H employer contribution is \$138 per month for single tier only

Plan 1 (Kaiser), MODA (ODS) Plans D & H

ODS Plan H employer contribution is \$138 per month for single tier: Multi tiers range is \$0 - 130 per month

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Plans C, D, G & H - Added to the flat-cap (if needed) is a contribution from the pool. This year it ranges from **\$200/mo to \$500/mo** added to the cap based on monthly income.

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Medical MODA Plans A, B, C, D, E, F, G & H

Dental ODS Plans 3, 4 and 6, Willamette Dental 8

Vision Plans 1, 2 & 3

Plans 3, 6, 7; EE cost = avg high/low plans

PacificSource carrier - No Proration of College Contributions for PT .50 - .99 FTE

Only faculty participates in OEBB; employee contributions are based on MODA Plan A, dental plan 4 w/ortho, and vision

OEBB/MODA Plans A, B, C, E & G

PacificSource carrier - No Proration of College Contributions for PT .50 - .99 FTE

Medical Plans MODA B through G and Kaiser, No proration, Quotes based on highest premiums of available plan choices

Medical Plans MODA B through G and Kaiser; Hire dates on or after 7/1/05 have proration for dependent coverage for FTE 0.51 - 0.99; For FTE of .5 or less the employee pays 1/2 emp-only premium and 100% of dependent premium, Quotes based on highest premium

Medical Plans MODA B through G and Kaiser; Hire dates on or after 7/1/05 have proration for dependent coverage for FTE 0.51 - 0.99; For FTE of .5 or less the employee pays 1/2 emp-only premium and 100% of dependent premium, Quotes based on highest premium

Plans MODA A, B, C, E, H and Kaiser

Plans MODA A, C, E, H and Kaiser

Plans MODA A, C, E, H and Kaiser

Plans 3 through 9 (excluding plan4)

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Plans C, H, E; and Kaiser 1 and 3; 'ee contribution amount based on MODA C medical, 1 vision and 4 dental

Plans C, E, H; and Kaiser 1; 'ee contribution amount based on MODA E medical, no vision and no dental

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MODA Plans C, G, H, Vision 3 and Dental 4. Funding \$100/mo into HSA for EE only coverage (FT/PT Ees), \$200/mo into HSA EE+1 (FT Ees only) - Plan H

Single rate cap; Ees can elect EE+1 but pay the difference between RCC pd portion and total premium

Adjunct Ees pay 40% of the single rate

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Plans B, C, G and H

Funding the deductible for Plan H

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MODA A,C,E, H; ODS Dental 3, Willamteet Dental 8, MODA vision 3 & 4

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MODA A - H, ODS Dental 1 - 6, ODS Vision 1 - 4

MODA A - H, ODS Dental 1 - 6, ODS Vision 1 - 4

MODA A - H, ODS Dental 1 - 6, ODS Vision 1 - 4

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Plans 3, 4, 6, 7

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