

2013-2015 LANE COMMUNITY COLLEGE MANAGERS COMPENSATION

Subject	2013-2014	2014-2015
Length of Agreement	<i>Year 1</i>	<i>Year 2</i>
Compensation		
Salary Adjustment	1.75% salary adjustment effective July 1, 2013	1.00% salary adjustment effective July 1, 2014
Steps	1.8% step equivalent effective July 1, 2013	One-half step equivalent (0.9%) July 1, 2014 and a second half-step equivalent January 1, 2015
Vacation Sell	Allow employees to sell up to 40 hours of vacation within a College designated window.	Allow employees to sell up to 40 hours of vacation within a College designated window.
Vacation Cap	Vacation cap will be waived	Vacation cap will be waived
Extra Days Paid	December 23 and December 24, 2013 will be compensated as normal and no accrued leave is required to be taken by management employees	2 days will be awarded in December 2014 for the Holiday closure. Most likely December 22 and December 23, 2014.
Insurance		
Health Insurance	College to cap contribution to health insurance premium at July 1, 2012 levels by tier: Employee Only: \$730.97 Employee + One: \$1,555.93 Full Family: \$1,945.91	Employee covers first 3.82% of any increase, and College and employee split difference above the 3.82% renewal increase.
Employer Section 125 Contribution	For calendar year 2014, College will maintain the current levels of contribution to a general FSA, dependent on participation in Health Risk Assessment (HRA) and meeting minimum employee contribution level of \$240 annually: Employee Only: \$150 Employee +1: \$250 Family: \$300	For calendar year 2015, College will maintain the current levels of contribution to a general FSA, dependent on participation in Health Risk Assessment (HRA) and meeting minimum employee contribution level of \$240 annually: Employee Only: \$150 Employee +1: \$250 Family: \$300
Health Insurance Plans	Choice model of health insurance to include three plans: Plan A: Current plan (same coinsurance, copays, OOP, deductible, alt care, etc.) Plan B: \$750/\$1875 deductible, \$2500/\$5000 OOP, all other plan items remain the same) Plan C: \$1000/\$2500 deductible, \$3000/\$6000 OOP, all other plan items remain the same).	Choice model of health insurance to include three plans: Plan A: Current plan (same coinsurance, copays, OOP, deductible, alt care, etc.) Plan B: \$750/\$1875 deductible, \$2500/\$5000 OOP, all other plan items remain the same) Plan C: \$1000/\$2500 deductible, \$3000/\$6000 OOP, all other plan items remain the same).
Other		
PERS Contribution	College will continue to pay 6% PERS employee contribution	College will continue to pay 6% PERS employee contribution
Early Retirement	Continue current program for remaining eligible; sunset as of 7/1/1991.	Continue current program for remaining eligible; sunset as of 7/1/1991.