

Article V: Human Resources/General
Section C: Compensation
Policy 010: Insurance

V.C.010: Employee dishonesty insurance is carried on all staff members who have fiscal responsibility. The amount of said insurance shall be adequate to provide coverage for funds on hand at any time.

Article V: Human Resources/General
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Policy 020: Payroll Deductions

V.C.020: Payroll deductions as required by law for the Public Employees Retirement System, Social Security, State Industrial Accident Insurance, and State and Federal income taxes. These deductions are made automatically by the College Business Office in collaboration with the Human Resources Payroll Department. Individual staff members can arrange for automatic payroll deposits to their bank or credit union, professional associations, tax-sheltered annuities, donations to the College Foundation, and Section 125 Options set forth by the Internal Revenue Service. Authorization by each individual staff member shall be made in writing.

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Policy 030: Tax-Sheltered Annuities

V.C.030: Each staff member of Rogue Community College is given the privilege of entering into an amendment of the existing contract reflecting a reduction in the salary of the staff member for the remainder of the contract term; and for those staff members who elect to accept such reduction in salary, Rogue Community College will apply for a non-forfeitable annuity contract and purchase same for the benefit of the staff member. The contribution of Rogue Community College for the purchase of the annuity contract from individual insurance companies shall be the amount of reduction in salary voluntarily agreed to by the staff member. Authorizations will continue until canceled in writing by the staff member. An employee may alter authorization once a year.

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Policy 040: Workers' Compensation

V.C.040: Workers' compensation insurance coverage shall be provided for all college employees, as required by law. Procedures for reporting injuries, distributing worker's compensation payments, and supporting return to work shall be established by the College administration.

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Policy 050: Affordable Care Act Compliance

V.C.050: The College Board directs RCC administrators to adhere to the requirements of the Affordable Care Act (ACA) that provides for affordable group health insurance for employees who meet the ACA definition of a covered employee and their children up to age 26.