RFP- Information Technology Managed Services Question & Answer

Category	Question Detail	Response
Alternative Proposals	We received multiple questions related to the college's willingness to accept alternative proposals and operating models.	Yes, All alternative proposals will be considered per section A, subsection 7 & 10. The priority is to seek best offers for partnering with CGCC Information Technology team to increase efficiency, effectiveness, and long-term sustainability. The college is open to proposals that include versions staffing (staff sharing) proposals including proposals with the college remaining the primarily staffing employer.
Applications	What applications are expected to be sunset in the next 5 years by the college?	None. Existing Application section A, subsection 7 details are ongoing applications with intended continued use. Miscellaneous cloud based accreditation and productive applications not listed may sunset.
Applications	Is the college expecting to identify and acquired in the next 5 years and new applications that aren't listed under the current application environment?	None presently. Ongoing needs analysis of all applications, but no current discussions or negotiations.
Applications	Could you provide details on the current support and subscription status with Anthology? Additionally, are there any existing instances of custom development or plugin integration?	Annual maintenance and user agreement with Anthology through 06/30/2025. Custom developments included transcript and degree audit applications the college is in the process of discontinuing. Plugin integrations include Bookstore enrollment / AR with Slingshot and Payment through Transact Campus.
Applications	Could you furnish information on the legacy systems that are included within the scope, specifically referring to proposal subsection 3.3?	RogueNet ERP and SIS are in the sunset process. Use application ended 05/01/2021 for the SIS and 07/01/2023 for the ERP. Sunset and archival processes still in implementation.
Applications	Could you provide information on the existing voice communication system? How many phone end points are managed by CGCC IT services	MiTel VoIP on--perm services are in place. There are roughly 271 endpoints.

RFP- Information Technology Managed Services Question & Answer

Category	Question Detail	Response
Applications	Has the Google Workspace been procured from and is it managed by any third-party entity?	Google Workplace is managed in-house.
Applications	Are there any application platforms or services hosted by the college's data center that are meant to be accessible over the Internet?	Yes
Applications	Is there an Enterprise Agreement in place with any of the software Original Equipment Manufacturers (OEMs)?	No
Applications	How are the Anthology platforms supported today? Are there support services through Anthology or do onsite staff support this?	Master Service Agreement in place at end of project support transitioning to Support Desk assistance within the next 3 months.
Applications	What is the overall cloud posture of the institution? Please describe what applications or services are currently hosted in the cloud.	The college has been moving to the cloud and it about 80% in the cloud, video and access controls on-perm.
Applications	Is Moodle hosted on prem or in the cloud?	Cloud through a partnership with Open LMS
Applications	How were past integrations between the Anthology suite of products and its other enterprise applications accomplished and who currently maintains them?	A majority of the past integrations were completed in partnership between IT staffing, third party project teams, and the operating department. Consulting project management support contracted for ERP launch.
Budget	A number of inquires were received requesting additional budget details.	See Appendix B for additional financial breakdown.
Budget	How will the College address critical investments or shortfalls (e.g., a high security risk or deficit) identified during the assessment that impacts the ability to meet the extensive deliverables?	Critical investments should be addressed within the annual budgeting process. Emergent or critical investments are evaluate on a case by case bases with adherence to Oregon procurement and budget requirements. The college frequently leverages grant funding to address emerging needs.
College	What is the current number of student FTEs?	750
College	What is the current number of faculty/staff FTEs?	113
College	How many classrooms does CGCC IT services manage?	~85
College	Number of Full Time staff/faculty (on-site):	92

Category	Question Detail	Response
College	Number of Part Time or adjunct staff/faculty (on-site):	64
College	Number of Full Time Remote staff/faculty:	We do not have or use a remote employee classification
College	Number of Part Time or adjunct Remote staff/faculty:	We do not have or use a remote employee classification - 15 employees primarily work remote.
College	Is there existing documentation in place for: Business Continuity/Disaster Recovery:	All policies are available at https://www.cgcc.edu/policies
College	Is there existing documentation in place for: Written Information Security Program:	All policies are available at https://www.cgcc.edu/policies
College	Is there existing documentation in place for: Incident Response Plan:	All policies are available at https://www.cgcc.edu/policies
College	Is there existing documentation in place for: Policies and Procedures:	All policies are available at https://www.cgcc.edu/policies
Compliance	In addition to the potential compliance with PCI-DSS, what other (digital / information management) security frameworks is the college aware of that it must comply with?	FERPA
RFP	The document states: The Closing Date and Time is by the end of business 12/01/2023; can you confirm if the actual schedule is accurate in section B, subsection 4?	Bid Closing deadline is 12/15/2023
Equipment & Hardware	What are the approximate hardware counts for Windows PC/Workstations:	300
Equipment & Hardware	What are the approximate hardware counts for .Mac Workstations:	10
Equipment & Hardware	What are the approximate hardware counts for iPads:	5
Equipment & Hardware	What are the approximate hardware counts for Tablets:	10
Equipment & Hardware	What are the approximate network device counts for: Servers - physical:	7
Equipment & Hardware	What are the approximate network device counts for Servers – virtual:	175
Equipment & Hardware	What are the approximate network device counts for: Switches:	50
Equipment & Hardware	What are the approximate network device counts for: Routers:	0 - Another local government party handles are internet ingress
Equipment & Hardware	What are the approximate network device counts for: Firewalls (make & model):	0 - Another local government party handles are internet ingress
Equipment & Hardware	What are the approximate network device counts for: Wireless Access Points (WAPs):	75

RFP- Information Technology Managed Services Question & Answer

Category	Question Detail	Response
Equipment & Hardware	What are the approximate network device counts for: Storage Area Network (SANs):	2
Equipment & Hardware	What are the approximate network device counts for: Network Attached Storage (NAS):	0
Equipment & Hardware	What are the approximate network device counts for: How many email domains do you have?	3
Equipment & Hardware	What software or platform is used for: Monitoring/audit of network:	SolarWinds
Equipment & Hardware	What software or platform is used for: Cybersecurity:	N/A
Equipment & Hardware	What software or platform is used for: Data backups:	Veeam
Equipment & Hardware	What software or platform is used for: Cloud services:	Anthology, Paylocitiy, Live25, Transact, more
Equipment & Hardware	What software or platform is used for: Specialized or proprietary licensing/software:	N/A
Equipment & Hardware	What software or platform is used for: Hardware ordering/procurement:	Microsoft Dynamics 365
Equipment & Hardware	What software or platform is used for: Email (MS 365, Gsuite, etc.):	Gsuite
Insurance	Does the college currently have liability insurance policies in place related to cyber and other technical equipment in the event of incidents?	Yes, Insurance under (PACE) primary insurance provider as well as secondary specialized cyber security policy through Trisura
IT Environment	Hardware and equipment goals are clearly listed; however, has an analysis process been conducted historically to strategize around expected software changes and is that information available to help inform future strategies?	No formal analysis or assessment completed beyond inventory and GASB 96 Contract evaluation.
IT Environment	How many faculty accounts are serviced by CGCC IT services?	250
IT Environment	How many student accounts are serviced by CGCC IT services?	~23,000
Equipment & Hardware	How many printers are managed by CGCC IT services?	113
Equipment & Hardware	How many physical servers are managed by CGCC IT services?	7
Equipment & Hardware	How many virtual servers are managed by CGCC IT services?	175
Equipment & Hardware	Does CGCC have advanced endpoint protection in place?	MS Defender (workstations), McAfee (servers)

Category	Question Detail	Response
Equipment & Hardware	Does CGCC have MFA in place?	No, project for Spring 2024
Equipment & Hardware	How many network segments are managed by CGCC IT services?	6
Equipment & Hardware	How many network equipment devices and of what class of service are the devices within the CGCC network system?	50
IT Environment	What percentage of all systems managed by CGCC IT services are documented?	25%
IT Environment	Does the college currently have continuity of operations planning, incident response and mitigation planning (disaster recovery), cyber communications planning, and general technology policy management and control in place? If so, when were the strategies and plans last refreshed and affirmed by the college?	Not current, last revised around 2012
IT Environment	Has the college recently tested its current backup systems to validate true and capable recovery?	No
IT Environment	Does the college have a current inventory of the system with supporting information to make asset management a seamless transition?	Yes. Full inventory of equipment, servers, and virtual environments conducted on an annual basis.
IT Environment	Does the college have a current inventory of vendors with contact information to help transition management of contracts for services provided to CGCC IT services?	Yes. Full contact and vendor information available.
IT Environment	Could you please furnish additional information regarding the application requirements, particularly focusing on data analytics and reporting modules? 1) On "Reducing the organization's dependence on software customization and increasing. 2) utilization of and value from core applications;" 3) Are these developed in-house (If yes, are they developed in-house or by a third-party vendor or integrated with commercial off-the-shelf products) e.g. Anthology?	The original launch of Anthology - Campus Nexus Student included customization of transcript and degree audit. We are in the process of returning to the core applications within the software. Organizationally we are investing in reviewing of business process and data analytics tools such as PowerBi instead of exploring or relying on customizations.
IT Environment	What percentage of IT equipment (both hardware and software) is currently under warranty/subscription, and what portion has reached end-of-life or is no longer supported?	In warranty/subscription around 90%

Category	Question Detail	Response
IT Environment	Do you have a comprehensive IT asset inventory that includes the age of the equipment?	Yes. Asset inventory conducted annually.
IT Environment	Is there an IT support ticketing system in place? If so, could you provide details, including the average monthly ticket counts?	Yes, put in place Sept ember 2023 no data to share yet.
IT Environment	Could you provide information regarding the current Anti-Virus/EDR and any other Information Security-related products in use?	MS Defender, McAfee. Firewall handled by local government agency.
IT Environment	Could you share an architectural overview of the existing network, encompassing details on routers, firewalls, switches, and WIFI devices?	Local govt. agency handles the router and firewall for the college.
IT Environment	Could you provide details on the existing data communication links, including available bandwidth?	Main 10G fiber connection to Pittock interconnect, 10G connection on fiber ring on campus, 1G connection from edge switches to endpoints. 1G transport line between Hood River Center and The Dalles campus.
IT Environment	Is there an established disaster recovery process/plan, and could you provide details about the alternate site? And RTO/RPO requirements.	Current plan was created in 2012, not revised. No established site but Hood River Center is planned site.
IT Environment	Can you share information about the current backup architecture and the associated process in place?	Veeam
IT Environment	Could you please provide an inventory of servers, storage, and backup devices, including details such as make, model, capacity, and age?	Nimbale ~5 years old, Wasbai and Crashplan
IT Environment	Can you provide details regarding the warranty and Annual Maintenance Contract (AMC) status of the existing IT equipment?	Keep all available warranty and maintenance contracts up to date
IT Environment	Is IT support expected to encompass assistance for users' personal devices (BYOD)?	No. The only service provided to BYOD is WIFI access.
IT Environment	Have devices been provided to the faculty and students by the college, and are these devices managed through any Mobile Device Management (MDM) solution?	Laptops are available for checkout at the Library for students or faculty. There is a small number of handheld devices (10) that are given out to staff. No MDM in place.
IT Environment	Are users allowed to connect their Bring Your Own Device (BYOD) systems to the college network?	Yes, a device policy is put in place. Ran through GSuite

RFP- Information Technology Managed Services Question & Answer

Category	Question Detail	Response
IT Environment	Are faculties and students provided with the option for remote work or study?	Staff have remote access through standard cloud based applications. VPN environment no longer accessible to staff beyond limited IT staffing. No resource for students.
IT Environment	Do faculties and students connect to the college network from their home, hostel, or public networks?	Remote access for faculty and students is limited to cloud based applications such as the LMS that is partitioned from the operational environment. No network access available.
IT Environment	Has there been a security assessment conducted on the college network and application platforms, such as Vulnerability Assessment and Penetration Testing?	Pen test was completed in 2018. Security assessment completed in 2023.
IT Environment	Is there a Software Patch Management process and solution deployed?	Updates are applied as they are released. No centralized deployment.
IT Environment	How is compliance with licensed software managed within the organization?	95% of software is site license based or cloud subscription based.
IT Environment	Are there any data centers located at the "The Dalles Campus, Hood River Center" or at any other facilities?	The Dalles Campus
IT Environment	Do both facilities have Internet links with redundancy, and if so, could you provide details on the bandwidth for each?	No redundancy in place, solution locked. 1G bandwidth between Hood River and The Dalles campus. 10G bandwidth from The Dalles campus.
IT Environment	Network Questions – please provide the quantity, manufacturer, and model of network equipment onsite, including firewall, switches, and APs.	Local govt. agency handles the router and firewall for the college. APs are currently being replaced in Winter 2024. Switches are Brocade 7250 line.
IT Environment	Please provide a network topology if available.	Pending assessment and evaluation in progress.
IT Environment	How do users authenticate to the network? Does the institution use a Network Access Control (NAC) platform?	MS AD
IT Environment	Would you provide an export of your VMWare environment?	No
IT Environment	Please describe the backup and disaster recovery posture of the institution. Does the institution backup to an on-prem appliance and/or to the cloud?	Current back-up policy was created in 2012, new solutions have been installed and needs to be updated and tested. Back-up to both on-perm and to the cloud.

RFP- Information Technology Managed Services Question & Answer

Category	Question Detail	Response
IT Environment	What is the total storage of production data(TB)?	20 TB
IT Environment	Could you provide a list of outstanding IT projects that you would expect the MSP to complete?	Policy and procedures, back-up policy and testing, switches assessment and possible replacement, server maintance
Campus	How many campuses are managed by CGCC IT services? What are the locations of the managed campuses?	1 Campus located in The Dalles, OR and 1 Center (building) in Hood River, OR, 2 other buildings in The Dalles, OR
Campus	Does the college utilize long-distance / virtual / asynchronous learning environments? Do CGCC IT services manage and host those environments?	Yes, we have (2) Zoom classrooms for virtual / asynchronous learning. IT supports campus equipment and software applications. Online learning is cloud based.
PCI / POS	The payment acceptance, billing, and register system is understood to be a financial transactions based software; this suggests the college must be compliant with PCI-DSS standards; is this an accurate assumption?	Yes, PCI-DSS standards are an expected compliance standard for campus payment.
RFP	If a government Information Technology department is a respondent within the college's RFP process, will the college consider the internal management of public systems as relevant experience sufficient to meet the grading requirements in section B, subsection 9, in addition to in-kind services offered to a public health district and behavioral health agency serving three counties?	All relevant technology management experience and qualifications will be considered. In-kind or local service sharing proposals will be considered within the Pricing criteria.
Campus	For remote users, do you have a remote access policy? If yes, can CGCC share the process?	No
RFP	Is there a minimum timeframe of employment retention for the college employees who are transitioned to the selected firm?	Per Attachment A section 2.23 one of our key priorities is mentorship of existing staff. We would expect to see development plans and at least 6 months of professional development prior to any changes to existing staffing.

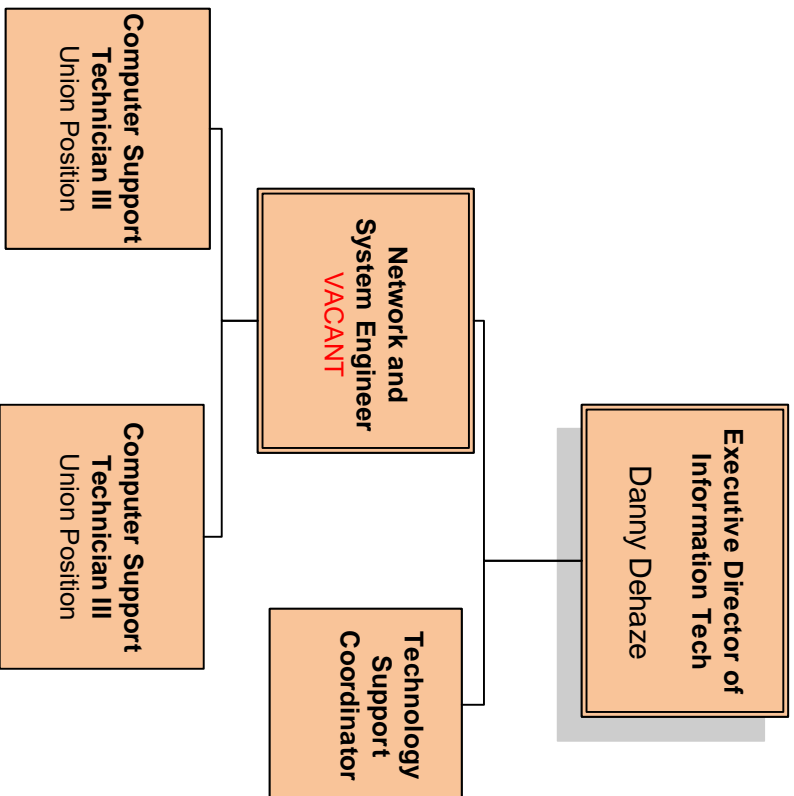**RFP- Information Technology Managed Services Question & Answer**

Category	Question Detail	Response
RFP	Are there any registration and/or eligibility requirements that need to be satisfied in order for vendors to participate in the RFP process on behalf of CGCC?	No specific registration or eligibility requirements. Vendors should be in good standing with all federal regulatory agencies and not be disbarred from federal procurement in any way that would impede work on federal grants or projects with regulatory agencies.
RFP	Is the college able to provide a copy of the Word (.docx) document of the Attachment A document to enable easy markup and to avoid any potential formatting issues when converting from PDF to Word to include the attachment in the respondents response to the RFP request?	Yes. With updated date clarification question on page 2. Please track changes for any return of this document. For the purposed of the RFP, the PDF version posted on the website will remain the official RFP document.
RFP	On page 4, under bullet point 4, there are several applications or modules which still need to be implemented or completed. Could we get clarification on specifically: Which applications need work? More specifics about what work is remaining for each application.	The original launch of Anthology - Campus Nexus Student included customization of transcript and degree audit. We are in the process of returning to the core applications within the software. Organizationally we are investing in reviewing of business process and data analytics tools such as PowerBi instead of exploring or relying on customizations.
Staffing	Multiple positions are listed under staffing. What positions are currently budgeted and how many of each position type? Have any positions been filled after October 2023?	5 positions were budgeted for fiscal year 2023. As of 12/7/2023, 4 positions are filled. Network and System Engineer remains vacant.
Staffing	Could you please outline the roles and responsibilities of the current IT team?	Roles and responsibilities are consistent with job description with little variation.
Staffing	Is there a third-party vendor or service organization involved in supporting and managing the AD/AAD and other systems?	The college has contracted short term Network Security Administrator support through a third party vendor. All third party service agreements will end by 12/31/2023
Staffing	Does the Helpdesk function require Voice and Chat support?	No. Helpdesk is a virtual ticketing system.

RFP- Information Technology Managed Services Question & Answer

Category	Question Detail	Response
Staffing	What is the % allocated for end-to-end IT support, including salaries, in the current baseline budget of the college?	Average 10% year over year IT allocation to IT infrastructure including salaries, benefits, and operating expenses.
Staffing	Various question relate to the organization chart and employment structure.	See Appendix A
Staffing	Are job descriptions available for the 4 positions?	Standard job duties consistent with position title.
Staffing	Are any of the 5 IT positions identified part of the College Union?	2 positions are union position. See provided Organization chart.
Staffing	Is it a 100% requirement that the vCIO from the managed services company be completely onsite for the first 12-18 months?	Per Attachment A section 2.23 one of our key priorities is mentorship of existing staff. To achieve our goals we would desire a CIO on-site within 6 months of agreement.
Staffing	Can you tell us the turnover rate of the IT staff for the past 2-3 years?	25%
Staffing	Are the existing IT-managed services handled internally or outsourced to single/multiple third-party vendors (Service desk, Security, Network, etc.)?	Router and firewall are managed by a local govt. agency.
Staffing	Can CGCC share the current benefits plan of college IT employees in order to ensure minimum expectations are satisfied and a commensurate benefits package is proposed for consideration?	Appendix C
Support	Are CGCC IT services designated to provide 24 / 7 support? What are the IT Services hours?	No, business operations hours on campus are 8 am to 5 pm PST. Outside of classroom emergencies a 24 hour response time is accepted.

Appendix A

Information Technology Organizational Chart

12/7/2023

Executive Director of Information Tech
Danny Dehaze

Network and System Engineer
VACANT

Technology Support Coordinator

Computer Support Technician III
Union Position

Computer Support Technician III
Union Position

Appendix B
Information Technology Budget

Description	21-22	22-23	23-24 Adopted
GF-IS-IT SERVICE-FT PROFESSIONAL SUPPORT SALARIES	$ 128,065	$ 114,463	$ 140,709
GF-IS-IT SERVICE-CLASSIFIED UNION WAGES	$ 117,225	$ 110,967	$ 104,582
GF-IS-IT SERVICE-EMPLOYEE TAXABLE ALLOWANCE	$ 2,397	$ 1,568	$ 1,980
GF-IS-IT SERVICE-SOCIAL SECURITY	$ 18,258	$ 16,520	$ 17,559
GF-IS-IT SERVICE-WORKERS COMPENSATION INS	$ 709	$ 360	$ 638
GF-IS-IT SERVICE-STATE WORKERS BENEFIT FUND	$ 90	$ 73	$ 116
GF-IS-IT SERVICE-UNEMPLOYMENT INSURANCE	$ 3,014	$ 1,779	$ 2,983
GF-IS-IT SERVICE-PERS	$ 36,769	$ 32,175	$ 38,387
GF-IS-IT SERVICE-DISABILITY INSURANCE	$ 562	$ 468	$ 576
GF-IS-IT SERVICE-LIFE INSURANCE	$ 339	$ 210	$ 235
GF-IS-IT SERVICE-HEALTH INSURANCE	$ 64,983	$ 60,606	$ 82,841
GF-IS-IT SERVICE-OR PFML	$ -	$ -	$ 1,181
GF-IS-IT SERVICE-PERS BOND	$ 9,996	$ 8,703	$ 10,633
GF-IS-IT SERVICE-MAINTENANCE CONTRACTS	$ 8,872	$ -	$ 5,000
GF-IS-IT SERVICE-OTHER CONTRACTED SERVICES	$ 13,603	$ 44,208	$ 60,000
GF-IS-IT SERVICE-SOFTWARE & LICENSES	$ 293,036	$ 331,096	$ 400,000
GF-IS-IT SERVICE-PRINTING & DUPLICATING	$ 123	$ 233	$ 200
GF-IS-IT SERVICE-EQUIPMENT LEASE	$ 67,616	$ 64,147	$ 135,000
GF-IS-IT SERVICE-OFFICE SUPPLIES	$ 255	$ 414	$ 350
GF-IS-IT SERVICE-TELECOMMUNICATIONS SERVICES	$ 32,701	$ 69,541	$ 65,000
GF-IS-IT SERVICE-EMPLOYEE MEETINGS & TRAVEL	$ 2,173	$ 3,345	$ 6,000
GF-IS-IT SERVICE-EQUIPMENT REPAIR	$ 705	$ 500	$ -
GF-IS-IT SERVICE-MEMBERSHIP FEES & DUES	$ 300	$ 300	$ 300
GF-IS-IT SERVICE-INFO TECH EQUIPMENT <$5000	$ 67,120	$ 61,685	$ 60,000
IT Services Personnel	$ 247,686	$ 226,997	$ 247,272
IT Services Benefits	$ 134,719	$ 120,892	$ 155,148
IT Services Materials & Services	$ 486,503	$ 575,470	$ 731,850
Total IT Services	**$ 868,908**	**$ 923,359**	**$ 1,134,270**

GF-IS-IT SERVICE-OTHER CONTRACTED SERVICES	22-23
Campus Nexus Contracted Support	$ 33,498
Independent Contractor	1,020
Repair and Service Contracts	3,871
Misc. Software Suport (Panthon & CrashPlan)	5,820
	$ 44,208

Appendix B

GF-IS-IT SERVICE-SOFTWARE & LICENSES

CAMPUS MANAGEMENT CORP	$ 130,118
COLLEGENET	12,820
COPYLEAKS	2,250
DOCULYNX	10,752
ETHINK EDUCATION	23,571
FLASHALERT NEWSWIRE	324
IVANTI	3,915
LAYTON TECHNOLOGY INC	1,095
MATRIX NETWORKS	8,290
MONSIDO	16,808
ORG FOR EDUCATIONAL TECH & CUR	7,959
SHI INTERNATIONAL	20,463
STRATEGIC PLANNING ONLINE LLC	43,000
Misc. Microsoft and other programs	14,592
ZONES, INC	35,138
	$ 331,096

GF-IS-IT SERVICE-EQUIPMENT LEASE

Network and Server Hardware - Lease to Own	$27,273 *Paid in full
Copier Lease	36,874
	$64,147

GF-IS-IT SERVICE-TELECOMMUNICATIONS SERVICES

The Dalles Campus Internet	$ 20,154
Hood River Internet	15,932
MATRIX NETWORKS	14,071
Telephone	5,377
Misc.	14,007
	$ 69,541

GF-IS-IT SERVICE-INFO TECH EQUIPMENT <$5000

Misc. Accessories and small purchases	$ 15,799
APPLE, INC	1,258
Hardware - PC, Laptop, Monitor, etc.	44,628
	$ 61,685

Benefit Rate Sheet
Oregon Educators Benefit Board Plan Options

10/01/2023 - 09/30/2024

MEDICAL OPTIONS

MODA Plan 1 ($400/$500/$800 deductible)	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	767.25	1,687.93	1,457.80	2,378.52
Employer contribution - Full Time Employee	767.25	1,457.76	1,285.16	1,975.70
Employee deduction - Full Time Employee	0.00	230.17	172.64	402.82
Total Premium	767.25	1,687.93	1,457.80	2,378.52
Employer contribution - PT Mgmt, Classified Employee	383.63	383.63	383.63	383.63
Employee deduction - PT Mgmt, Classified Employee	383.62	1,304.30	1,074.17	1,994.89
Total Premium	767.25	1,687.93	1,457.80	2,378.52
COBRA Monthly Premium	782.60	1,721.69	1,486.96	2,426.09

MODA Plan 2 ($800/$900/$1600 deductible)	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	711.74	1,565.82	1,352.33	2,206.43
Employer contribution - Full Time Employee	711.74	1,352.30	1,192.18	1,832.76
Employee deduction - Full Time Employee	0.00	213.52	160.15	373.67
Total Premium	711.74	1,565.82	1,352.33	2,206.43
Employer contribution - PT Mgmt, Classified Employee	355.87	355.87	355.87	355.87
Employee deduction - PT Mgmt, Classified Employee	355.87	1,209.95	996.46	1,850.56
Total Premium	711.74	1,565.82	1,352.33	2,206.43
COBRA Monthly Premium	725.97	1,597.14	1,379.38	2,250.56

MODA Plan 3 ($1200/$1300/$2400 deductible)	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	667.73	1,469.01	1,268.73	2,070.02
Employer contribution - Full Time Employee	667.73	1,268.69	1,118.48	1,719.45
Employee deduction - Full Time Employee	0.00	200.32	150.25	350.57
Total Premium	667.73	1,469.01	1,268.73	2,070.02
Employer contribution - PT Mgmt, Classified Employee	333.87	333.87	333.87	333.87
Employee deduction - PT Mgmt, Classified Employee	333.86	1,135.14	934.86	1,736.15
Total Premium	667.73	1,469.01	1,268.73	2,070.02
COBRA Monthly Premium	681.08	1,498.39	1,294.10	2,111.42

Moda Plan 4 ($1600/$1700/$3200 deductible)	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	630.50	1,387.10	1,197.96	1,954.59
Employer contribution - Full Time Employee	630.50	1,197.95	1,056.10	1,623.57
Employee deduction - Full Time Employee	0.00	189.15	141.86	331.02
Total Premium	630.50	1,387.10	1,197.96	1,954.59
Employer contribution - PT Mgmt, Classified Employee	315.25	315.25	315.25	315.25
Employee deduction - PT Mgmt, Classified Employee	315.25	1,071.85	882.71	1,639.34
Total Premium	630.50	1,387.10	1,197.96	1,954.59
COBRA Monthly Premium	643.11	1,414.84	1,221.92	1,993.68

MODA Plan 6 ($1600/$1700/$3200 deductible) Health Savings Account Compliant - HSA Optional	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	594.09	1,307.01	1,128.81	1,841.73
Employer contribution - Full Time Employee	594.09	1,128.78	995.13	1,529.82
Employee deduction - Full Time Employee	0.00	178.23	133.68	311.91
Total Premium	594.09	1,307.01	1,128.81	1,841.73
Employer contribution - PT Mgmt, Classified Employee	297.05	297.05	297.05	297.05
Employee deduction - PT Mgmt, Classified Employee	297.04	1,009.96	831.76	1,544.68
Total Premium	594.09	1,307.01	1,128.81	1,841.73
COBRA Monthly Premium	605.97	1,333.15	1,151.39	1,878.56

DENTAL OPTIONS

Delta Dental Premier Plan 1 w/Ortho ($50 Deductible/$2200 Plan Year Maximum Benefit)
Benefit Levels (70/80/90/100) Start at 70% increase 10% each yr

	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	65.61	129.99	144.54	214.06
Employer contribution - Full Time Employee	65.61	113.90	124.81	176.95
Employee deduction - Full Time Employee	0.00	16.09	19.73	37.11
Total Premium	65.61	129.99	144.54	214.06
Employer contribution - PT Mgmt, Classified Employee	32.81	32.81	32.81	32.81
Employee deduction - PT Mgmt, Classified Employee	32.80	97.18	111.73	181.25
Total Premium	65.61	129.99	144.54	214.06
COBRA Monthly Premium	66.92	132.59	147.43	218.34

Delta Dental Premier Plan 5 w/Ortho ($50 Deductible/$1700 Plan Year Maximum Benefit)
Benefit Levels (70/80/90/100) Start at 70% increase 10% each yr

	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	57.95	114.80	127.67	189.06
Employer contribution - Full Time Employee	57.95	100.59	110.24	156.28
Employee deduction - Full Time Employee	0.00	14.21	17.43	32.78
Total Premium	57.95	114.80	127.67	189.06
Employer contribution - PT Mgmt, Classified Employee	28.98	28.98	28.98	28.98
Employee deduction - PT Mgmt, Classified Employee	28.97	85.82	98.69	160.08
Total Premium	57.95	114.80	127.67	189.06
COBRA Monthly Premium	59.11	117.10	130.22	192.84

Delta Dental Premier Plan 6 no Ortho ($50 Deductible/$1200 Plan Year Maximum Benefit)

	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	44.25	87.59	88.91	135.83
Employer contribution - Full Time Employee	44.25	76.76	77.75	112.94
Employee deduction - Full Time Employee	0.00	10.83	11.16	22.89
Total Premium	44.25	87.59	88.91	135.83
Employer contribution - PT Mgmt, Classified Employee	22.13	22.13	22.13	22.13
Employee deduction - PT Mgmt, Classified Employee	22.12	65.46	66.78	113.70
Total Premium	44.25	87.59	88.91	135.83
COBRA Monthly Premium	45.14	89.34	90.69	138.55

Delta Dental Exclusive PPO Incentive Plan w/Ortho ($50 Deductible/$2300 Plan Year Maximum Benefit)

	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	56.88	112.68	125.30	185.55
Employer contribution - Full Time Employee	56.88	98.73	108.20	153.38
Employee deduction - Full Time Employee	0.00	13.95	17.10	32.17
Total Premium	56.88	112.68	125.30	185.55
Employer contribution - PT Mgmt, Classified Employee	28.44	28.44	28.44	28.44
Employee deduction - PT Mgmt, Classified Employee	28.44	84.24	96.86	157.11
Total Premium	56.88	112.68	125.30	185.55
COBRA Monthly Premium	58.02	114.93	127.81	189.26

Delta Dental Exclusive PPO Plan w/Ortho ($50 Deductible/$1500 Plan Year Maximum Benefit)

	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	38.33	75.92	84.43	125.05
Employer contribution - Full Time Employee	38.33	66.52	72.91	103.37
Employee deduction - Full Time Employee	0.00	9.40	11.52	21.68
Total Premium	38.33	75.92	84.43	125.05
Employer contribution - PT Mgmt, Classified Employee	19.17	19.17	19.17	19.17
Employee deduction - PT Mgmt, Classified Employee	19.16	56.75	65.26	105.88
Total Premium	38.33	75.92	84.43	125.05
COBRA Monthly Premium	39.10	77.44	86.12	127.55

Willamette Dental Plan w/Ortho ($20 Copay)

	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	46.99	93.99	100.11	150.18
Employer contribution - Full Time Employee	46.99	82.24	86.83	124.38
Employee deduction - Full Time Employee	0.00	11.75	13.28	25.80
Total Premium	46.99	93.99	100.11	150.18
Employer contribution - PT Mgmt, Classified Employee	23.50	23.50	23.50	23.50
Employee deduction - PT Mgmt, Classified Employee	23.49	70.49	76.61	126.68
Total Premium	46.99	93.99	100.11	150.18
COBRA Monthly Premium	47.93	95.87	102.11	153.18

VISION OPTIONS

MODA Opal Vision Plan ($600 Plan Year Maximum Benefit)

	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	21.99	48.35	41.72	68.10
Employer contribution - Full Time Employee	21.99	41.76	36.79	56.57
Employee deduction - Full Time Employee	0.00	6.59	4.93	11.53
Total Premium	21.99	48.35	41.72	68.10
Employer contribution - PT Mgmt, Classified Employee	11.00	11.00	11.00	11.00
Employee deduction - PT Mgmt, Classified Employee	10.99	37.35	30.72	57.10
Total Premium	21.99	48.35	41.72	68.10
COBRA Monthly Premium	22.43	49.32	42.55	69.46

MODA Pearl Vision Plan ($400 Plan Year Maximum Benefit)

	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	17.94	39.54	34.13	55.67
Employer contribution - Full Time Employee	17.94	34.14	30.08	46.24
Employee deduction - Full Time Employee	0.00	5.40	4.05	9.43
Total Premium	17.94	39.54	34.13	55.67
Employer contribution - PT Mgmt, Classified Employee	8.97	8.97	8.97	8.97
Employee deduction - PT Mgmt, Classified Employee	8.97	30.57	25.16	46.70
Total Premium	17.94	39.54	34.13	55.67
COBRA Monthly Premium	18.30	40.33	34.81	56.78

MODA Quartz Vision Plan ($250 Plan Year Maximum Benefit)

	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	12.67	27.92	24.09	39.28
Employer contribution - Full Time Employee	12.67	24.11	21.24	32.63
Employee deduction - Full Time Employee	0.00	3.81	2.85	6.65
Total Premium	12.67	27.92	24.09	39.28
Employer contribution - PT Mgmt, Classified Employee	6.34	6.34	6.34	6.34
Employee deduction - PT Mgmt, Classified Employee	6.33	21.58	17.75	32.94
Total Premium	12.67	27.92	24.09	39.28
COBRA Monthly Premium	12.92	28.48	24.57	40.07

VSP Choice Plus Plan

	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	14.56	32.04	27.68	45.14
Employer contribution - Full Time Employee	14.56	27.67	24.40	37.50
Employee deduction - Full Time Employee	0.00	4.37	3.28	7.64
Total Premium	14.56	32.04	27.68	45.14
Employer contribution - PT Mgmt, Classified Employee	7.28	7.28	7.28	7.28
Employee deduction - PT Mgmt, Classified Employee	7.28	24.76	20.40	37.86
Total Premium	14.56	32.04	27.68	45.14
COBRA Monthly Premium	14.85	32.68	28.23	46.04

VSP Choice Plan

	EE Only	EE+Spouse	EE+Child(ren)	Family
Retiree Monthly Premium	7.09	15.58	13.45	21.95
Employer contribution - Full Time Employee	7.09	13.46	11.86	18.24
Employee deduction - Full Time Employee	0.00	2.12	1.59	3.71
Total Premium	7.09	15.58	13.45	21.95
Employer contribution - PT Mgmt, Classified Employee	3.55	3.55	3.55	3.55
Employee deduction - PT Mgmt, Classified Employee	3.54	12.03	9.90	18.40
Total Premium	7.09	15.58	13.45	21.95
COBRA Monthly Premium	7.23	15.89	13.72	22.39

OTHER OPTIONS

Life Insurance - The Standard (Optional)

Rate (per $10,000 of benefit based on age)	Employee (No Tobacco)	Employee (Tobacco)	Spouse (No Tobacco)	Spouse (Tobacco Use)	Child per $2,000
Under 25	0.150	0.230	0.380	0.540	0.10
25-29	0.170	0.270	0.450	0.640	
30-34	0.190	0.360	0.600	0.860	
35-39	0.270	0.410	0.680	0.980	
40-44	0.380	0.550	0.800	1.190	
45-49	0.580	0.810	1.200	1.820	
50-54	0.880	1.240	1.840	2.670	
55-59	1.650	2.270	3.400	4.700	
60-64	2.520	3.460	5.140	7.040	
65-69	4.860	6.510	9.820	13.170	
70-74	5.660	9.270	11.770	16.480	
75+	7.880	10.100	16.480	34.830	

AD&D - The Standard (Optional)	Employee	Spouse	Child	
Employee Contribution	0.15	0.15	0.04	
	Per $10,000 Max $500,000	Per $10,000 Max $500,000	Per $2,000 Max $10,000	

Long Term Care (Optional)

Employee Contribution	Based on age and coverage amount. See calculator at unuminfo.com/oebb

I understand and agree that:

On or after the first day of the plan year, I cannot change or revoke my payroll deductions with respect to pre-tax premiums before the next anniversary date of the plan unless a "change in status" occurs (as defined under the Internal Revenue Code), and the change is caused by and consistent with the "change in status." I understand that I cannot revoke any pre-tax election based on a Right to Examine provision as may be contained in any insurance plan or policy issued to me.

New coverage will become effective the first day of the plan year. Terms and conditions and actual coverage will be determined under the separate benefit plans or insurance policies.

Paying for coverage on a pre-tax basis may cause insurance claim payments under health and medical coverage to be subject to federal and state taxes if claim payments (combining total from all health and medical policies/plans) are in excess of medical expenses.

_____
Name (Print)

_____   _____
Signature   *Date*

OR

I elect to waive all pre-tax benefits under the plan, and understand that certain benefits may be elected on an after-tax basis. Except for a "change in status," I understand that I cannot elect pre-tax benefits until the next anniversary date, and that any after-tax coverage shall be outside the plan.

_____
Name (Print)

_____   _____
Signature   *Date*