

# Policy Manual



<b>Title:</b> Group Insurance	<b>Number:</b> 6Hx2-3.17
<b>Legal Authority:</b> Fla. Statutes 112.0801; 112.11; 112.14	<b>Page:</b> 1 of 1

## GENERAL STATEMENT.

As part of an overall Total Rewards Strategy, the College offers a comprehensive health insurance plan for its full-time employees. The College also offers dental, disability and life insurance programs for eligible employees. Details of these insurance policies are negotiated with appropriate carriers and/or health maintenance organizations and are contained in separate insurance policies. Booklets outlining details of each of the coverages are available from the Human Resources, Benefits Office.

## THE POLICY and THE FACULTY AND STAFF.

The College maintains group life, medical, long-term disability, and dental insurance for full-time employees.

## RETIREES

Retirees may continue in the College's group health and dental insurance program at their own expense. Retirees who have elected to remain in the College's group insurance plan may continue to cover dependents in the College group insurance plan at their own expense. Employees who retire with 6 years creditable Florida Retirement Service, may continue in the College's group health and dental insurance program at their own expense.

## IMPLEMENTATION and OVERSIGHT.

The Vice President of Human Resources and Equity has responsibility for the implementation and oversight of this policy. Policy violations and appeals shall be investigated by the Vice President for Human Resources and Equity and/or his/her designee.

## VIOLATION OF POLICY.

Violations of this policy will be investigated and may result in consideration of disciplinary action up to and including termination. Violation could also result in recovery of benefits from the employee.

**History:** Revised as Policy

**Approved by the  
Board of Trustees**

**Date**  
08/26/08

**President's Signature**

*J. Daniel Anthony Jr.*

**Date**  
08/26/08