



Broward
Community
College

Policy Manual

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

The college provides for medical, dental, disability, and life insurance programs for 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 department.

The college will pay the premiums of the group life, medical, long-term disability, and dental insurance for full-time employees and employees filling a permanent, salaried, half-time position (20 hour per week).

The board will also provide the cost for the premiums of full-time, permanent employees who are on approved leave and meet the following conditions:

1. They have exhausted all available sick leave, annual leave, sick leave pool, and Family and Medical Leave Act protections, and
2. They have not ended their relationship with the college through voluntary or involuntary termination or retirement, and
3. They have received long-term disability benefits for a period not to exceed 29 months from the last day of full-time employment with the college.

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 10 years of creditable Florida Retirement Service, but indicate that they are deferring collection of their retirement checks to a later date, may continue in the college's group health and dental insurance program at their own expense.

[Link to Procedure A6Hx2-3.17](#)

History: Revised as Policy 3.27 on December 20, 1977; revised on October 16, 1979; revised on November 19, 1985; revised on October 26, 1986; revised on January 19, 1988; revised and re-numbered on May 21, 1997; revised on August 26, 1998

Approved by the Board of Trustees	Date 08/26/98	President's Signature 	Date 08/26/98
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