

# Policy Manual



<b>Title:</b> Group Insurance	<b>Number:</b> 6Hx2-3.17
<b>Legal Authority:</b> Fla. Stat §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

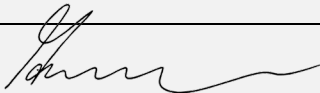
Retirees may continue in the College's group health and dental insurance program at their own expense. Retirees who have elected to remain in the College's group insurance plan may continue to cover dependents in the College group insurance plan at their own expense. Employees, who retire in accordance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

## IMPLEMENTATION and OVERSIGHT

The Executive Director of Talent and Culture has responsibility for the implementation and oversight of this policy.

## VIOLATION OF POLICY

Policy violations and appeals shall be investigated by the Executive Director of Talent and Culture and/or his/her designee. Violations of this policy may result in disciplinary actions up to and including termination. Violations could also result in recovery of benefits from the employee.

<b>History:</b> Revised as Policy on August 26, 2008, revised on September 25, 2012, revised August 13, 2019			
<b>Approved by the Board of Trustees</b>	<b>Date:</b> 08/13/2019	<b>President's Signature</b> 	<b>Date:</b> 08/13/2019