

	<b>POLICY</b>	<b>Motion No.</b>	<b>EXEC 1021-2020</b>
	<b>Health Related Benefits</b>	<b>Effective Date</b>	<b>12/15/2020</b>
		<b>Responsible Department</b>	<b>President/HR</b>
		<b>Attorney Review / Date</b>	<b>N/A</b>

**SCOPE**

This policy establishes health related benefits provided to full-time employees.

**POLICY**

The College will offer health related benefits to all full-time employees. All benefits are subject to change. Benefits referred to in collective bargaining agreements will supersede the language of this policy.

**Medical, Dental and Vision Coverage**

The College provides full-time employees and eligible family members with the opportunity to enroll in medical, dental, and/or vision coverage. Coverage for administrative positions is effective on the first day of work. Other classifications of employees may enroll as described in the collective bargaining agreements. The level of benefits, insurance carrier, and amount of the employee contribution is subject to change.

**Short-Term Disability (STD)**

A full-time administrative employee who is unable to work due to accident or illness may elect to use short-term disability (STD) to provide some financial relief during the period when the employee is unable to work.

**Long-Term Disability (LTD)**

A full-time administrative employee who is unable to work for an extended period due to accident or illness may elect to use long-term disability (LTD) to provide some financial relief during the period when the employee is unable to work. Employees who receive benefits under the College's long-term disability insurance program will be considered to be on a long-term disability leave for a maximum of one (1) year from the beginning date of long-term disability payments. The College reserves the right to terminate employment sooner than one (1) year or extend the period beyond one (1) year without prejudice to the LTD benefit as accorded by the Plan. Such period will run concurrently with any leave entitlement under FMLA.

**Life Insurance**

The College provides life insurance two times the annual base salary for full-time employees, up to a maximum of \$350,000 during the period of employment.

**Voluntary Insurance**

The College allows full-time and part-time employees to voluntarily obtain various supplement insurances offered by an outside vendor.

**Termination**

If employment ends, all health-related benefits are terminated on the last day of work.

**Health Activity Reimbursement**

A maximum \$150 yearly (calendar year) reimbursement toward a membership in a health club or fitness center or health related class(es) is available to full-time employees.

<b>Effective Date</b>	<b>Motion Number</b>	<b>Document Author</b>	<b>Description of Change</b>
12/15/2020	EXEC 1021-2020	President/HR	Removed procedural language to make policy more succinct
6/27/2017	EXEC 1024-2017	Human Resources	Changes to amounts for Life Insurance and Health Activity Reimbursement Needed Board Approval
5/01/2010	210	Human Resources	Possible Initial Release