



RULES OF THE BOARD OF TRUSTEES

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- (1) All employees shall be covered by Workers' Compensation while in line of duty.
- (2) Medical, dental, vision, long-term disability and life insurance shall be offered to all full-time College employees based on the terms and conditions of each benefit plan approved by the District Board of Trustees (DBOT).
 - A. At the expense of the employee, dependents of full-time employees may participate in applicable programs as provided under the terms and conditions of such coverage. The DBOT shall determine the extent of college funding of dependent coverage on an annual basis.
 - B. At the expense of retirees, retirees and their dependents may participate in applicable programs based on the terms and conditions of each benefit plan approved by the DBOT. In the event of the actively enrolled retiree's death who has a spouse/domestic partner and/or eligible dependent child(ren) on the plan(s), at the time of death, the coverage may continue as long as the monthly premium(s) are paid by the eligible dependents. A spouse/domestic partner cannot add any new dependents on the plan(s). Retirees who withdraw from the College group insurance plans will be ineligible to reenter at a later date.
- (3) The College President, or designee, is authorized to establish other types of insurance and voluntary savings programs, where the interest of the College and the employee is best served.
- (4) Retirement benefits for employees shall be in accordance with the rules of the Florida Retirement System.
- (5) The Office of Human Resources will maintain a list of positions approved by the DBOT for inclusion in the Senior Management Service Class of the Florida Retirement System (FRS). Changes may be made to this list in accordance with Florida Statutes and with DBOT approval.
- (6) Companies who desire to make other benefit programs available to the College employees are required to contact the Director of Compensation and Benefits for review.

(General Authority: F.S. 121.021, 121.031, 121.051, 121.052, 121.055, 1001.64, 1001.65)

(Adopted: 07/01/73, Revised: 07/13/78, 07/18/79, 12/19/79, 06/23/80, 07/25/84, 04/15/93, 06/02/98, 05/01/01, 06/09/15, 12/13/16 Formerly 5.34)