

# **POLICY: 4.9.2.** (III.U.4) **Flexible Benefits Programs**

**Revised:** January 17, 2001.

**Last Reviewed:** September 26, 2022; and June 23, 2005.

**Adopted:** April 2, 1987.



## **POLICY:**

The Technical College System of Georgia (TCSG) and its constituent Technical Colleges shall permit qualified employees to participate in the flexible benefits programs permitted other State of Georgia employees.

The programs may include legal, dental, life, disability, and vision insurance; deferred compensation programs and so-called flexible spending accounts that permit certain health related and childcare expenses to be paid by employees out of pre-tax dollars.

Any employee who works at least thirty (30) hours a week and is expected to work for at least nine (9) months is eligible for the Flexible Benefits Program. Some employees, such as temporary, contingent, and student employees, however, are not eligible.

The employee may select the flexible plans they wish at the time of their appointment or during the annual open enrollment period.

Employees of Technical Colleges upon conversion from Local Board to State Board control shall select their benefits in accordance with state law.

Employees may also participate in Board approved Tax Shelter Annuity Plans. Currently, these include those offered by Georgia Merit System, Travelers' Insurance and VALIC.

## **RELATED AUTHORITY:**

O.C.G.A. § 20-4-11 – Powers of Board.

O.C.G.A. § 20-4-14 – TCSG Established; Powers and Duties.

Georgia Merit System.