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


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


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 by other State of Georgia employees.

The programs may include legal, dental, life, disability, and vision insurance; deferred compensation programs; and flexible spending accounts that permit employees' specific health-related and childcare expenses to be paid 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. However, some employees, such as temporary, contingent, and student employees, 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.

Upon conversion from Local Board to State Board control, Employees of Technical Colleges shall select their benefits per state law.

Employees may also participate in Board approved Tax Shelter Annuity Plans. 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.