



November 19, 2018

MEMORANDUM

TO: District Board of Trustees

FROM: Jim Murdaugh, President 

SUBJECT: Policy Manual Changes

Item Description

This item requests Board approval of Policy Manual changes in Policy #04-11, Retirement Plans and Insurance Coverage.

Overview and Background

The College brings forth a request to modify the College's Policy #04-11. Highlights of the changes are outlined below.

- A. Retirement Plans, added language regarding the FICA Alternative Plan
- B. Health Insurance, revised language to remove reference to the Florida Community College Risk Management Consortium
- C. Life Insurance, clarified language

I. Receipt, Amendment, Extension of Resources

II. Commitments, Expenditures, Contracts for Services

Past Actions by the Board

The Board has approved previous revisions to Policy 04-11, Retirement Plans and Insurance Coverage.

Funding/Financial Implications

None

Staff Resource

Barbara Wills

Recommended Action

Approve revision of College policy as presented.

**TALLAHASSEE COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES
P O L I C Y**

TITLE: Retirement Plans and Insurance Coverage	NUMBER: 04-11
AUTHORITY: Florida Statute: 121. 111 , 1001.64, 1001.65 Florida Administrative Code: 6A-14.0261	SEE ALSO: • <u>Administrative Procedure 04-11AP- Retirement Plans and Insurance Coverage</u>
DATE ADOPTED: 12/01/97; Revised 06/17/02, 11/22/10, <u>11/19/2018</u>	

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A. Retirement Plans

All employees in established positions are required to become members of either the Florida Retirement System (FRS) or the Community College Optional Retirement Plan. (CCORP). Information on the available plans and election periods is available in Human Resources. [The FICA Alternative Plan is available to part-time adjunct faculty, OPS and PSAV employees. All part-time employees are required to participate in the FICA Alternative Plan.](#)

B. Health Insurance

~~All full and part time e~~Employees in established positionss are ~~enrolled in~~offered group health insurance ~~with the -through the Florida Community Colleges Risk Management ConsortiumCollege.-~~

C. Life Insurance

The College provides ~~all full time and part time~~ employees in ~~an~~ established positionss with term life insurance based on their annual salary.

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B. Health Insurance

Employees in established positions are offered group health insurance with the College.

C. Life Insurance

The College provides employees in established positions with term life insurance based on their annual salary.