SUBJECT: Employee Benefit Insurance

I. Insurance Plans

As an employee of the College, you may be eligible for the Texas Employees Group Benefits Program (GBP) through the Employee Retirement System of Texas. Certain GBP-eligible employees are covered automatically in a basic health and term life with AD&D plan the first of the month following their ninetieth day of full-time employment. Other coverages available on their first day of employment are as follows: dental, term life with AD&D (employee only), dependent term life with AD&D, voluntary AD&D, and disability income (employee only).

II. Premium Payments

Any portion of the insurance premiums paid by the College shall be from local and state funds. Contributions made by employees may be deducted from salary payments when the employee has authorized such deduction.

III. Health and Life Insurance

To comply with Insurance Code 3.50 - 3, the College shall participate in the uniform group life, accident, and health insurance coverages for most employees of Texas state colleges and universities.

IV. Basic Coverage

The College shall provide in its program of group insurance a basic plan for active employees and retired employees that includes at least the following coverage:

1. Hospital care expense.
2. Other medical expense.