***THIS DOCUMENT IS NOT A CONTRACT OF EMPLOYMENT. PRIOR DOCUMENTS ON THIS SUBJECT ARE REVOKED. EMPLOYMENT WITH THE CITY OF FOREST ACRES IS AT-WILL.***

**CITY OF FOREST ACRES**

**Group Health, Dental and Life Insurance Policy**

**CONTENTS**

I. Policy

Approval: _____ Date: 2/10/15
City Administrator

Adopted February 10, 2015; Replaces all previous policies.

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## Group Health, Dental and Life Insurance Policy

### I. Policy

All regular full-time employees are eligible for group health, dental and life insurance coverage and the premiums for employee coverage are paid by the City. Additional optional coverage or any dependent's coverage is at the employee's expense through payroll deduction.

Members of City Council are eligible for the same benefits as any regular full time employee and any health plan provision requiring a full time employee working thirty (30) hours per week is hereby waived for these positions.

Regular employees hired or "duly elected" or Council appointed official ***prior to May 1, 2006***, retiring under the provisions of one of the South Carolina Retirement System's retirement programs with a minimum of fifteen (15) consecutive years of total service with the City of Forest Acres, are eligible for the continuation of City paid group health insurance coverage as provided regular employees. Eligible dependents shall also be continued provided the premium is paid by the retiree on a timely basis. ***At the age a retiree becomes eligible for Medicare, group health insurance coverage may convert to Medicare supplementary insurance coverage selected by the City of Forest Acres.***

Regular employees hired or "duly elected" or Council appointed official ***after May 1, 2006***, retiring under the provisions of one of the South Carolina Retirement System's retirement programs with a minimum of fifteen (15) consecutive years of total service with the City of Forest Acres, are eligible to participate in the City group health insurance coverage at their expense to cover themselves and eligible dependents provided the premium is paid on a timely basis. ***At the age a retiree becomes eligible for Medicare, group health insurance coverage may convert to Medicare supplementary insurance coverage selected by the City of Forest Acres.***

Employees retiring under the provisions of one of South Carolina Retirement System's Programs may be able to continue life insurance coverage under the City's group policy at his or her own expense.