

## **V. GROUP HEALTH AND RELATED BENEFITS**

### **F. OPTIONAL BENEFITS AVAILABLE**

#### **1. Cancer and Accident Insurance**

Full-time regular and part-time regular employees may elect to purchase Critical Illness, Accident, Universal Life, Short-term Disability, Supplemental Vision and Long Term Care Insurance Coverage through payroll deduction. Employees are eligible for these benefits the first of the month following 30 days of employment. Employees may sign up at any time after that and are subject to approval by Insurance Carrier. For more information on these benefits, contact the Human Resources office.

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#### **2. Flexible Spending Accounts**

Flexible spending accounts are available to full-time regular, part-time regular and extra-board employees. Flexible spending accounts allow employees to set up deductions through payroll which set aside pre-tax funds in accounts to pay for unreimbursed medical, dental, prescription drug, or vision expenses which are not covered by another source. It can also be set up to cover the cost of dependent/child care. These accounts enable participants to pay for expenses with pre-tax dollars, thus lowering the tax burden and increasing after-tax income. Employees are eligible to enroll the first of the month following thirty (30) days in an eligible classification, within thirty (30) days following a significant family status change, or during open enrollment. For more information, contact the Human Resources Division. Employees must enroll in this program during open enrollment each year in order to continue participation. See Attachment Q: City HIPAA Policy