HEALTH AND DENTAL INSURANCE

PURPOSE: To provide all full-time employees the opportunity to participate in a group health and/or dental insurance program as designated by the University.

POLICY: The University will make health and/or dental insurance available to eligible employees on a voluntary and partially contributory basis.

DATE APPROVED: July 7, 1999
REVISED: July 11, 2005
REVIEVED: September 1, 2007

PRACTICES & PROCEDURES:

I. ELIGIBILITY:

A. All full-time employees are eligible to enroll in the University's health and/or dental insurance plan on the first day of the month following thirty days of employment with the University.

B. Employees who waive insurance coverage when first eligible will only have the opportunity to enroll thereafter on an annual basis. This annual occasion would be during the open enrollment period, which occurs on the group anniversary date, (January 1).

II. COVERAGE:

A. Health care coverage is currently provided by Harvard Pilgrim Health Care in the form of two (2) plans; Preferred Provider Option (PPO) or a HMO.

B. Dental care coverage is currently provided by Northeast Delta Dental. The University reserves the right to change insurance carriers and/or make plan design changes at the conclusion of any plan year.

C. Detailed descriptions of these plans and the Summary Plan Documents (SPD's) are available in the Human Resources Office or linking to: FP Health Insurance site.

D. Employees may choose from individual, two-person, and family coverage.

E. Eligible employees will be given the opportunity to add dependents, who they did not elect to previously insure, once per year during the annual open enrollment period held from October 15th through November 15th.

F. If an employee chooses not to take the insurance offered by Franklin Pierce University, there is no monetary reward given.

III. PREMIUMS:

A. Under the University's current cost sharing plan, the University pays 80% of the total premium regardless of the coverage selected. The employee pays the remaining 20% through the payroll reduction process. (This reduction is a pre-tax payment made through the University's Flex Spending Account.)

B. Premium rates are subject to change by the carriers, generally on the plan anniversary date, (January 1). Under the current cost-sharing arrangement,
the University and the employee may share in any future premium
increases or decreases.

IV. TERMINATION OF INSURANCE:
A. Insurance benefits terminate on the last calendar day of the month in which
the employee terminates or retires. (See Personnel Policy: Termination of
Employment, Sections II.A.6.)
B. In accordance with COBRA regulations, terminated employees may
continue their health and/or dental insurance at the University's group rate.
The total cost of such coverage is at the employee's own expense. (See
Personnel Policy: Termination of Employment.)
C. Retiring employees covered by the University's group Harvard Pilgrim
Health Care plan, if age eligible upon their retirement, can elect to convert
to a Medicomp policy to supplement Medicare coverage A and/or B.