

## Health and Welfare Insurance Coverage

District insurance carriers and benefit plan options may change from time to time; therefore, details of health-and-welfare insurance coverage will be provided to all benefit-eligible employees by the Human Resources Department at the time of hiring/eligibility and annually during open enrollment. In addition, a website has been established to provide detailed information about the various benefit program options.

## Eligibility for Temporary, Variable-Hour Assignments for Affordable Care Act Coverage

Newly hired temporary staff who are scheduled to work thirty (30) or more hours per week shall become eligible for district-sponsored health insurance as of the first of the month following a period of sixty (60) days and will continue for the duration of the temporary assignment. If the duration of the temporary assignment is unknown and/or work schedule is irregular, an offer of health insurance will be made to eligible employees during the annual open enrollment period in November of each year. Employees who have worked an average thirty (30) hours per week during the designated twelve-month eligibility period (November to October of the preceding year) will become eligible for district-sponsored health insurance. Employees who meet the eligibility criteria may enroll as of the start of the new benefit year (January 1).

Permanent part-time employees who are temporarily assigned additional hours, when combined with their regular hours, and who have worked an average thirty (30) hours per week across the entire designated twelve-month eligibility period (November to October of the preceding year) shall become eligible for district-sponsored health insurance. An offer of health insurance will be made during the annual open enrollment period in November of each year. Employees who meet the eligibility criteria may enroll as of the start of the new benefit year (January 1).

## Employee Wellness Program

The district's wellness program is designed to increase health awareness, promote physical activity, and encourage and educate employees to make healthy lifestyle choices. The program is meant to encourage employees to take a proactive approach to their health. The program provides wellness workshops, personalized health coaching, and electronic communications to promote health and fitness resources and events. All employees are eligible to participate in wellness program activities. Due to budget constraints, online services, such as health assessments, health coaching, and fitness/wellness challenges are limited to full-time faculty, regular classified employees, classified administrators, and academic administrators.