

1	<u>NMC Parameters</u>	1426.00
Staff Policy		

1426.00 HEALTH AND DENTAL BENEFIT

Comprehensive hospital medical and surgical coverage will be furnished by the college to full-time employees and their immediate families. Dental coverage will be provided to full-time employees with the option to purchase the same coverage for dependents through payroll deduction. Continuation of premium payments is carried out for one year from the last day worked upon qualifying for long-term disability benefits.

Part-time faculty, administrative/managerial, professional, technical/paraprofessional and support staff (on regular, annual appointments calling for 50 percent or more of a full-time work load) may purchase the core medical coverage for themselves and dependent family members. NMC will pay a prorated portion of the premium based upon the percentage of a full-time appointment held.

Continuing coverage is provided to dependents qualifying under current Internal Revenue Code eligibility criteria. Current IRC guidelines include 19- to 25-year-old dependents who are either full-time students ages 19 to 23 or full-time students aged 24 to 25 who earn less than \$2,150 per year. Proof of dependent and full-time student status shall be provided to the claims administrator as per their standard requirement.

AUTHORIZATION OF ADMINISTRATIVE POLICY

President's authorization: _____

Date authorized: _____ Effective Date: _____