

UNIFIED FIRE AUTHORITY BOARD POLICY MANUAL	
Chapter 3 <i>UFA Personnel Policies</i>	Section 8 <i>Insurance Eligibility</i>

**Relevant Information:** The UFA provides health and other insurance benefits (dental, vision, etc.) for benefit-eligible full-time employees. Each year as part of its budget process, the Board evaluates the available benefits and insurance renewal information and determines the scope of the insurance plan to be adopted for the next fiscal year. Full-time employees are eligible to enroll in such insurance benefits upon date of full-time hire and may change their benefits during periods of open enrollment. An employee’s insurance benefits terminate upon the separation of employment with UFA except under the terms of retirement benefits adopted by policy or continuing enrollment, subject to premium payment, pursuant to federal law (such as Consolidated Omnibus Budget Reconciliation Act (COBRA) benefits)

**Policy Statement:** It is the policy of the Board that it will adopt as part of its annual budget adoption process a set of insurance benefits to be offered to employees. The eligibility, nature, cost, and scope of such insurance benefits will be determined yearly as part of this process and be adopted as part of the plan document each fiscal year.