

POLICY: 4.9.2.

Flexible Benefits Programs

Revised: January 17, 2001

Last Reviewed: May 15, 2025

Adopted: April 2, 1987



POLICY:

Eligible employees of the Technical College System of Georgia (TCSG) and its constituent Technical Colleges may participate in the flexible benefits programs offered through the Department of Administrative Services.

The programs may include legal, dental, life, disability, and vision insurance; deferred compensation programs and various spending accounts that permit certain health related and childcare expenses to be paid by employees out of pre-tax dollars.

Any employee who works at least thirty (30) hours a week and is expected to work for at least nine (9) months is eligible for the Flexible Benefits Program. Temporary, contingent, and student employees are not eligible.

The employee may select the flexible plans they wish at the time of their appointment or during the annual open enrollment period.

Employees may also participate in approved tax shelter annuity plans offered through the Department of Administrative Services.

RELATED AUTHORITY:

O.C.G.A. § 20-4-11 – Powers of Board

O.C.G.A. § 20-4-14 – TCSG Established; Powers and Duties

Georgia Merit System