

# STOCKTON UNIVERSITY



## POLICY

### Health Benefit Plans

Policy Administrator: Assistant VP for Human Resource Operations and Payroll  
Authority: N.J.S.A. 52:14-17.29  
Effective Date: March 4, 1977; December 30, 2008; May 30, 2009; August 10, 2010;  
February 16, 2011; September 26, 2018  
Index Cross-References: Procedure 6113: Enrollment in Benefit Plans  
Policy File Number: VI-14  
Approved By: Board of Trustees

It is University policy that all employees may participate in the State Health Benefits Program for health, dental, prescription drug, and long term care.

Health, dental and prescription drug coverage becomes effective 60 days after employment. However, faculty who begin employment at the start of the academic year are covered September 1. Faculty who begin employment after the start of the academic year must wait 60 days for coverage. Faculty who have completed a ten-month appointment are entitled to health benefits coverage for the two (2) summer months following termination with the University.

Information and rates regarding the various plans available through the State Health Benefits Commission are available on the University [Human Resources Website](#) or in the Office of Human Resources.

On the first day of employment, a new employee will complete the necessary enrollment forms to join the health plan of their choice. Any change by the employee in the health benefits program must be made in writing during the open enrollment period. Exceptions to making changes during the open enrollment period are: marriage; birth; adoption/guardianship; divorce or separation; death; dependent ineligibility at age 26; and loss of coverage due to loss of employment or retirement.

### Review History:

	Date
Assistant VP for Human Resource Operations and Payroll	06/11/2018
General Counsel	06/27/2018
Cabinet	06/28/2018
President	07/02/2018
Board of Trustees	09/26/2018