

## FRINGE BENEFITS AND TERMS OF EMPLOYMENT

Depending upon eligibility criteria established by the Agency and, where applicable, insurers/providers/carriers, employees and former employees/retirees may be eligible for fringe benefits (e.g., health insurance, dental insurance, long-term care insurance, disability insurance, life insurance, Section 125 Flexible Spending Account access, Health Reimbursement Arrangement contributions, etc.) and employees may be eligible for terms of employment such as paid or unpaid leaves, holidays, vacations, etc. Recognizing the need from time-to-time for the Agency to review and evaluate all fringe benefits and terms of employment, notwithstanding any other policies, employee handbook provisions, rules, administrative regulations, contractual terms, or any other Agency source of fringe benefits and terms of employment, the Board of Control reserves the right to, at its sole discretion and with or without notice, alter, modify, change, or eliminate any fringe benefits and/or terms of employment, as well as to change any insurers/providers/carriers at any time. The intent of this policy is to make clear that no Agency policy, procedure, employee handbook provisions, rules, administrative regulations, contractual terms, or any other Agency source of fringe benefits and terms of employment shall be construed as guaranteeing any fringe benefit to employees or former employees/retirees, nor a guarantee of any terms of employment for employees, other than any fringe benefits and/or terms of employment mandated by state or federal laws or regulations.

Tentative Approval: June 1, 2016

FINAL APPROVAL: July 6, 2016