

AP 7380 Retiree Health Benefits

Reference:

Education Code Section 7000 et seq.

Procedure for Educational Administrators, Classified Managers and Supervisors, and Classified Confidential

7380.1 Eligibility

Classified Confidential employees with at least ten (10) years of full-time service with the District as of the date of retirement, and Classified managers and Supervisors who have been employed for not less than three (3) consecutive years on a multi-year contract as of the date of retirement, and at least fifty (50) years of age are eligible to retire from the District and receive a District contribution of two-thousand two hundred dollars (\$2,200) per year for health and welfare benefits.

Educational Administrators who retire with at least twenty (20) years of full-time service and are at least sixty (60) years of age and not eligible for Medicare, and Classified Managers, Supervisors, and Classified Confidential employees who retire with at least twenty-five (25) years of full-time service and are at least sixty (60) years of age and not eligible for Medicare, are eligible to receive a District contribution of four thousand dollars (\$4,000) per year for health and welfare benefits until age sixty-five (65).

7380.2 Benefits – Educational Administrators

- A. Retired employees at least sixty (60) years of age with at least twenty (20) years of full-time service at COC, who are not eligible for Medicare, shall be entitled to Health and welfare benefits paid to age sixty-five (65) with the District contribution of four thousand dollars (\$4,000) cap per fiscal year. Health and Welfare benefits include medical, dental, vision and life insurance, which are equal to the benefit programs provided active employees, subject to insurance carrier requirements. The District contribution may apply to the employee's spouse or registered domestic partner up to the contribution cap if the unit member had been married to the spouse or registered with his/her domestic partner for a minimum of ten (10) years before enrolling in this program. The employee may pay for the benefits for the spouse or registered domestic partner above the cap subject to insurance carrier requirements.
 - 1. At age sixty-five (65), retirees participating under these provisions may enroll in the regular retiree benefit program outlined in 7380.3c below.
 - 2. Except for the provision noted above, the District contribution to eligible retirees is \$2,200 annually for medical, life, vision and dental insurance on a reimbursement basis.
 - 3. Any amount of the District contribution not applied toward the payment of health and welfare premiums is forfeited.

7380.3 Benefits – Classified Managers, Supervisors, and Classified Confidential Employees

- A. Management employees affected by these procedures who retire from service with the District may elect to continue their coverage's under the District's medical, dental, vision and group life insurance programs, provided that the benefit carrier will provide these benefits. For retirees at age 65, the District will reimburse the supplemental plan to Medicare provided that the retirees' total benefit plan contribution from the District does not exceed \$2,200 per year.
- B. The District contribution for these coverage's shall not exceed \$2,200 annually. Any premiums in excess of this amount shall be remitted by the retiree in accordance with instructions from the Business Office.
- C. Except for the provision noted in 7380.3e, an employee who retires shall be entitled to the District contribution of two-thousand two-hundred dollars (\$2,200) under the following conditions:
 - 1. The retiring employee is fifty (50) years old or older and has eight (8) years of full-time service to the District shall receive this contribution for five (5) years.
 - 2. The retiring employee is fifty (50) years old or older and has nine (9) years of full-time service to the District shall receive this contribution for ten (10) years.
 - 3. The retiring employee is fifty (50) years old or older and has ten (10) years of full-time service to the District shall receive this contribution for life.
- D. A surviving spouse and/or dependent(s) shall continue to receive the benefit of up to two-thousand two-hundred dollars (\$2,200) for three (3) months after the death of the retiree.
- E. Employees who retire at sixty (60) years of age with a minimum of twenty five (25) years of full-time service in the District and are not eligible for Medicare, shall be entitled to health and welfare benefits to age 65 of four-thousand dollars (\$4,000) maximum per fiscal year. Health and welfare benefits include medical, dental, vision, and life insurance, which are equal to the benefit programs provided to active employees, subject to insurance carrier requirements. The District contribution of \$4,000 can be used to cover benefits of the employee's spouse if the employee had been married to the spouse a minimum of ten (10) years prior to the effective date of the retirement. The employee shall pay for the benefits above the maximum subject to insurance carrier requirements. If the employee receiving this benefit dies before age 65, the employee's spouse may continue to use the benefit only until the employee would have attained the age of 65.
- F. For retirees who relocate outside of the State of California, or a location within California not in the service area, the retiree may purchase insurance benefits from a provider other than the District's. Retirees exercising this option must submit proof of insurance as determined by the District. The retiree shall be responsible to pay the cost of the insurance benefits over and above the District's contribution.
- G. The extension of this coverage is subject to the requirements and conditions of the insurance carriers and the terms of the insurance contract between the carriers and the District.
- H. Retirees shall enroll in Medicare upon becoming eligible.
- I. Any dividend or refund or reduction in premium related to District paid coverage's shall be the property of the District.
- J. Any amount of the District contribution not used toward the payment of health and welfare premiums is forfeited.

7380.4 Service Credit

For purpose of this policy, service credit shall be granted for one-half contract year multiples. Credit shall be given for one-half year when the manager is in paid status for no less than 75

percent of the number of workdays in the one-half year period. For purpose of this policy, the contractual year for managers shall begin July 1.

Time spent on partially paid sabbatical leave shall be counted in the ten (10) consecutive year requirement.