QUESTION & ANSWER
About Benefits of Classified Staff & Management Team Members upon Retirement

1. **When can I retire from the District?**
   In general, a classified or management team member may exercise the right to retire from the District when they qualify under the rules and regulations established by PERS.

2. **What are the basic PERS eligibility rules to qualify for retirement?**
   Under Classic PERS, you must be age 50 and vested with at least 5 years of permanent, full time service.

3. **What health benefits do I qualify for which are District paid when I retire?**
   Retiree District-paid insurance is for medical only.

4. **How many years of service must I have to be eligible for District-paid hospital/medical benefits?**
   You must have 12 or more full years of permanent benefit eligible service with LBCC to qualify for District-paid benefits.

5. **What are my options if I have 12 or more years of service with LBCC?**
   Classified members hired prior to February 1, 1995 may choose from Option A or Option B. Classified members hired after February 1, 1995 can only choose Option B.

6. **What is the difference between Option A and Option B?**

   **Option A**
<table>
<thead>
<tr>
<th>Age at Retirement</th>
<th>Years of Service</th>
<th>Terms of Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 65</td>
<td>12</td>
<td>to age 67</td>
</tr>
<tr>
<td>65 or over</td>
<td>12 – 22</td>
<td>2 years past retirement</td>
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<tr>
<td>65 or over</td>
<td>23 – 29</td>
<td>3 years past retirement</td>
</tr>
<tr>
<td>65 or over</td>
<td>30 or more</td>
<td>4 years past retirement</td>
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</tbody>
</table>

   **Option A** is based on age at retirement and on length of service. It is most beneficial for those who have at least 12 years of service and are under age 65.

   **Option B**
   A classified member, who retires under PERS guidelines, after 12 or more years of benefit eligible service, qualifies for 1 year of District-paid hospital/medical benefits for every 3 full years of permanent benefit eligible District service. **Option B is based on just years of service.**

   For those who have a choice between Option A and Option B (hired prior to 2/1/1995), Option B may be most beneficial for those who are close to age 65 or older at retirement.
7. Will I have to contribute to the premium cost of my District-paid hospital/medical insurance?
   A retiree will contribute to the cost of the medical premium at a percentage of the premium cost which coincides with his/her coverage level and benefit elections, unless he/she was hired as and remained a permanent benefit eligible employee with the District prior to July 1, 1996.

8. What if I don’t have 12 years of service with LBCC?
   A classified member who retires with less than 12 years of service and all retired classified members who are no longer eligible for District-paid medical benefits may participate indefinitely in the District hospital/medical plan by paying their own premiums. Payments are due on the last day of the month prior to each quarter: 12/31 for Jan-Mar; 3/31 for Apr-Jun; 6/30 for Jul-Sep and 9/30 for Oct-Dec. We send courtesy reminders of payment each quarter. Please note that should you ever not receive a courtesy notice by the due dates listed, it is still your responsibility to make the payments by the due date to avoid termination of coverage.

9. What is the current premium cost for the self-pay retiree medical plans?
   Contact the Benefits Technician at #4531 or ereed@lbcc.edu and she will send you the current premium rates that are applicable to your coverage.

10. Is the District-paid hospital/medical insurance just for me or will my dependents still be covered?
    The District paid hospital/medical insurance continues as it was before you retired. It covers you and your eligible dependents.

11. Can I add a dependent after I retire?
    Adding a dependent follows the same rules as when you were active. You can add a dependent within 31 days of the qualifying event (marriage, birth, adoption, etc.) or during open enrollment.

12. When is open enrollment?
    Open enrollment for retirees is the same as for active employees. Open enrollment is held in May/June to become effective with the new plan year in July. An open enrollment packet will be sent to your home.

13. I’ll be turning 65 soon. Do I need to apply for Medicare Part B?
    Yes. Classified and management team members retiring after June 30, 2002 and their spouses are required to enroll in and pay for Medicare Part B when they are eligible as a condition of receiving medical benefits. Medicare Part B is not contracted through the district. You need to contact the social security office directly to enroll in Medicare Part B by calling 1-800-772-1213 or going online at: http://www.socialsecurity.gov/pgm/retirement.htm. Upon receipt of your Medicare A&B card, you must send a copy to the District address at the “Attention: Evelyn Reed – Benefits G2” as soon as possible but no later than within 4 months of your 65th birthday (or 4 months from the month of retirement if you are age 65 or older when you retire).
a copy of your Medicare card we will switch you to a Medicare group. If you are a Kaiser member you must enroll in the Kaiser Senior Advantage plan. Please contact the Benefits Technician for details.

14. What about my dental and vision insurance? What happens to them?
Your dental and vision insurance end at the end of the month that you retire. You will be sent a COBRA packet that gives you the option to choose COBRA continuation coverage for a period of 18 months for those insurances. COBRA premiums are paid monthly and are 102% of the premium cost.

15. What happens to my unused accrued sick leave?
You can transfer your unused sick leave to PERS to be used for retirement service credit. To receive sick leave credit, your retirement date must be within 120 days from the date of separation from the District. The PERS Service Retirement Application (PDF, 240 KB) can be found under Forms and Publications on the PERS website: www.calpers.com. Fill out Section 1 and the first part of section 2, and then bring the form to the Payroll Office (LAC, T1024) to complete the Employer Certification of Section 2.

16. What happens to the vacation hours I have accrued?
Any balance of earned vacation hours will normally be paid out on your final paycheck. This is generally paid on the 16th of the month following your retirement. To reduce the taxes withheld from this payment, you may wish to change the exemptions you claim on your W-4. Because all earnings paid during a pay period aggregate for tax purposes, the W-4 change must be in place before you are paid on your final regular monthly check. If you have questions, please contact the Payroll Technicians at x4463, x4464 or x4466.

17. If I have other questions, who should I call?
Payroll – Sandra Torres, Classified Payroll Technician #4466, storres@lbcc.edu
Payroll – Gloria Wilson, Academic Payroll Technician #4463, gwilson@lbcc.edu
Benefits – Evelyn Reed, Benefits Technician #4531, ereed@lbcc.edu
Payroll/Benefits Manager – Joan Carr #4465, jcarr@lbcc.edu