

LBCC CCA Retiree Options and Benefits Frequently Asked Questions

When can I retire from the District?

A faculty member may exercise the right to retire from the District when they qualify under the rules and regulations established by STRS or PERS, whichever is applicable.

What are the basic STRS and PERS eligibility rules to qualify for retirement?

STRS: Age 55, vested with at least 5 years of full time service; PERS: Age 50, vested with at least 5 years of full time service.

What health benefits do I qualify for which are District paid when I retire?

Retiree District-paid insurance is for medical only.

How many years of service must I have to be eligible for District-paid hospital/medical benefits?

You must have 15 or more full years of permanent contract service with LBCC to qualify for District-paid benefits.

What are my options if I have 15 or more years of service with LBCC?

Faculty members hired prior to February 1, 1995 may choose from Option A or Option B. Faculty hired after February 1, 1995 can only choose Option B

What is the difference between Option A and Option B?

Option A

<u>Age at Retirement</u>	<u>Years of Service</u>	<u>Terms of Coverage</u>
Under 65	15	to age 67
65 or over	15 – 22	2 years past retirement
65 or over	23 – 29	3 years past retirement
65 or over	30 or more	4 years past retirement

Option A is based on age at retirement and on length of service. It is most beneficial for those who have at least 15 years of service and are under age 65.

Option B

A faculty member, who retires under STRS or PERS guidelines, after 15 or more years of service, qualifies for 1 year of District-paid hospital/medical benefits for every 5 years of full-time 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.

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If I choose Option B and I have, for example, 24 years of service, will I get 4.8 years of District-paid hospital/medical insurance?

No. You will get 4 years of district-paid hospital/medical insurance. You get 1 year for every full 5 years of service.

What if I don't have 15 years of service with LBCC?

A faculty member who retires with less than 15 years of service and all retired faculty who are no longer eligible for District-paid medical benefits may participate indefinitely in the District hospital/medical plan by paying their own premiums.

What is the current premium cost for the 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.

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.

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.

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.

I'll be turning 65 soon. Do I need to apply for Medicare Part B?

Yes. Faculty members retiring after June 30, 2004 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.

If I should die, what happens to my surviving spouse?

If after 15 years of service either an active or retired faculty member dies, the surviving spouse is provided benefits on the same basis as the faculty member would have been. At the expiration of District-paid insurance, or if the death occurs before 15 years of service, the surviving spouse may continue the insurance on a self-pay basis.

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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.

I've heard about AB528 dental insurance that is only available to academic retirees. What is that?

Under AB528 academic employees can participate in AB528 retiree dental insurance, indefinitely, on a self-pay basis. To be effective, this option must be chosen at retirement. It cannot be added later. To inquire about the premium cost of this insurance, contact the Benefits Technician at #4531 or ereed@lbcc.edu.

What happens to my unused accrued sick leave?

You can transfer your unused sick leave to STRS or PERS to be used for retirement service credit.

The STRS Express Benefit Report form can be found under Forms and Publications on the STRS website www.calstrs.com. Fill out Section A and then bring the form to the Payroll Office (V116) to complete Section B and Section C.

The PERS Service Retirement Election Application Form (BSD-369-S) can be found under Forms and Publications/Planning Retirement on the PERS website www.calpers.ca.gov. Bring the form to the Payroll Office (V116) to complete Section 7.

How about my load-banked hours? What happens to those?

Human Resources calculates the value of your unused load banked hours and gives them to Payroll to make payment. They are usually paid off on the Late/Supplemental payroll that is issued on the 16th of the month following your retirement. Because the amount may be large, you might want to consider changing the tax allowances on your W-4 for the final month that you work. Your load bank payment will aggregate for taxes with your regular monthly check that is paid at the end of the previous month.

If I have other questions, who should I call?

Payroll – Gloria Wilson, Academic Payroll Technician #4463, gwilso@lbcc.edu
Benefits – Evelyn Reed, Benefits Technician #4531, ereed@lbcc.edu
Payroll/Benefits Manager – Joan Carr #4465, jcarr@lbcc.edu