

3005.

ADMINISTRATIVE REGULATIONS ON CONTINUATION
OF BENEFITS FOR RETIREES AND SURVIVORS
OF EMPLOYEES OR RETIREES

3005.1 The Director of Fiscal Services, under the direction of the Vice President of Administrative Services, shall be responsible for administering these regulations.

3005.2 In these regulations, the term "faculty member" refers to all academic CCA bargaining unit members. The term "classified employee" refers to all classified AFT bargaining unit members. The term "management team" refers to confidential employees, manager/supervisors, and administrators.

3005.3 Faculty Members hired prior to February 1, 1995, who retire from District service under STRS or PERS guidelines, shall designate one of the following retiree medical benefit options at the time the faculty member's retirement forms are submitted to the District.

OPTION A

Faculty members, who retire from the District under STRS or PERS guidelines after fifteen (15) or more years of District service, qualify for District-paid medical benefits according to the following schedule:

<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 B

Faculty members, who retire from the District under STRS or PERS guidelines after fifteen (15) or more years of District service, qualify for one (1) year of District-paid medical benefits for every five years of full-time District service.

Academic employees hired after February 1, 1995 shall only be eligible for Option B.

Faculty members, who retire with less than fifteen (15) years of service, and all retired faculty members who are no longer eligible for District-paid medical benefits, may participate in the District medical benefits program by paying his/her own premium on a quarterly basis based on the rates established by the group insurance carrier.



3005.4 Classified AFT unit members and Management Team members hired prior to February 1, 1995, who retire from District service under PERS or STRS guidelines, shall designate one of the following retiree medical benefit options at the time their retirement forms are submitted to the District.

OPTION A

Classified AFT unit members and Management Team members, who retire under PERS or STRS guidelines after twelve (12) or more years of District service, qualify for District-paid medical benefits according to the following schedule:

<u>Age at Retirement</u>	<u>Years of Service</u>	<u>Terms of Coverage</u>
Under 65	12	To age 67
65 or over	12-22	2 years past retirement
65 or over	23-29	3 years past retirement
65 or over	30 or more	4 years past retirement

OPTION B

A classified AFT unit member or Management Team member, who retires from the District under PERS or STRS guidelines after twelve (12) or more years of District service, qualifies for one (1) year of District-paid medical benefits for every three (3) years of full-time District service.

Classified AFT unit members and Management Team members hired after February 1, 1995 shall only be eligible for Option B.

Classified AFT unit members or Management Team members retiring with less than twelve (12) years of service with the District, and all retired Classified AFT unit members and Management Team members who are no longer eligible for District paid medical benefits, may participate in the District medical benefits program by paying his/her own premium on a quarterly basis based on the rates established by the group insurance carrier.

3005.5 Retirees qualifying for District-paid medical benefits will be notified by mail prior to the time District-paid benefits are to cease. In order for qualified retirees to exercise a continuation option, the retirees must contact the Payroll Office within thirty (30) days of the cessation of District-paid medical benefits.

3005.6 Survivors of eligible employees or retirees may be entitled to continued benefits for a period of time as outlined in the collective bargaining agreements and the Management Team Procedure Manual.

Revised: June 22, 1993; December 8, 2009

