GLENDALE COMMUNITY COLLEGE DISTRICT

7375
ADMINISTRATIVE REGULATION

EARLY RETIREMENT MEDICAL BENEFITS FOR ACADEMIC ADMINISTRATORS, CLASSIFIED MANAGERS AND CONFIDENTIAL EMPLOYEES

Administrators, Classified managers and Confidential Employees who have reached 55 (fifty-five) years of age and have a minimum of (9) years of service with the District shall be eligible for the following early retirement benefits.

A. Early Retirement Medical Benefits

For retiring Academic Administrators, Classified Managers or Confidential employees prior to June 11, 2008, the District will pay up to a maximum of six thousand five hundred dollars $6,500) per fiscal year for the medical and dental insurance coverage of the retiring employee and their eligible spouse, providing the following conditions are met

For retiring Academic Administrators, Classified Managers or Confidential employees retiring June 11, 2008 and thereafter, the District will pay up to a maximum of eight thousand five hundred dollars $8,500) per fiscal year for the medical and dental insurance coverage of the retiring employee and their eligible spouse, providing the following conditions are met:

1) The employee must be 55 (fifty-five) years of age and have been employed as a regular full-time employee for nine (9) consecutive years by the District prior to retirement. An employee who has been granted a military leave or paid leave, only, during this period of service, shall have this leave time credited toward this minimum employment requirement.

2) The employee and participating spouse must have been eligible and covered under one of the District sponsored health and dental insurance plans in force for a minimum of six months prior to retirement.

3) To be eligible for this benefit, the employee must retire at or after age fifty-five (55) but before age sixty-five (65).

4) The District will pay premiums up to a maximum of six thousand five hundred dollars ($6,500) per fiscal year for those employee retiring prior to June 11, 2008; or eight thousand five hundred dollars ($8,500) per fiscal year for those employees retiring June 11, 2008 and thereafter, to an appropriate carrier toward the health care and dental care plans then in effect. Such payment shall begin for

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the retiring employee and their eligible spouse, as specified above, beginning at the time of the retirement or at the beginning of the following year of coverage, whichever is applicable. The District will cease payment of the premium when the employee reaches the age of sixty-five (65) or upon their death prior to age sixty-five (65) subject to the following exception:

For those employees retiring between the age of fifty-five (55) and sixty (60), one additional year outlined above, will be paid by the District for each of the years in the difference between age sixty (60) and the employee's age at the time of retirement with such additional coverage terminating if the employee reaches age seventy (70). As an example, if an employee retiring after June 1, 1986 at the age fifty-seven (57) would be entitled to District-paid medical and dental benefits for self and eligible spouse through the employee's age sixty-eight (68) or until the death of the employee, if such occurs prior to the sixty-eighth (68) birthday.

5) Eligible retiring employees who desire coverage under provisions of this program shall notify the appropriate District office of such desire at the time of termination of employment and annually thereafter. Where costs of the selected plans exceed the maximum amount contributed toward the approved plan by the District, the employee shall pay the excess amount directly to the District Accounting Office. The excess amount shall be paid annually, no later than September 15, for the ensuing year, or the retiree shall not be eligible for this benefit.

6) If, after retirement, an employee covered under this policy accepts employment where the employee is eligible to be, or is actually, covered by, in the Board's judgment, a plan of insurance comparable to the District's plan, such employee's rights and such employee's spouse's rights under this policy shall terminate.

   Upon the death of a retired Academic Administrator, Classified Manager or confidential employee who is participating in a District sponsored medical and/or dental plan in which that retiree's spouse is included, the spouse may continue to have coverage by exercising their COBRA rights.

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B. Supplemental Medicare Coverage

The District shall contribute one hundred and fifty dollars ($150) a month

toward a supplemental medical coverage for retired employees who have worked for the District nine (9) or more years. This payment shall be made in a lump sum at the beginning of the fiscal year for a ten-year period. This provision is not retroactive.

Adopted: 03/15/11