

Chapter 7 - Human Resources

AP 7380 Retiree Health Benefits: All Employees

References:

Education Code Sections 7000 et seq.

Hospital and medical coverage shall be continued for each eligible faculty, classified, management and confidential employee at the time of retirement from the College, in accordance with the criteria specified in the respective agreement for their unit and under the rules of eligibility for the College sponsored plan.

The Office of Human Resources will process the necessary documents and forward to the Board of Trustees for approval. The retiring employee must complete a Resignation Form and submit it to the Office of Human Resources prior to retiring to initiate the process for receiving retirement benefits.

When retirees or their spouses or registered domestic partners of record become eligible for Medicare, the eligible person must apply for Medicare Part A and Part B. Medicare Part B shall be paid by the enrollees. The College will continue to pay the full premium of the hospital and medical insurance supplemental programs ("Medicare supplemental plans") as provided by the College for the retiree and spouse or registered domestic partner of record in accordance with the applicable collective bargaining agreement or meet-and-confer agreement. Each retiree and their spouse or registered domestic partner may only enroll in one hospital and medical insurance supplemental program. The College will not permit enrollment in or pay any penalties on behalf of a retiree or their spouse or registered domestic partner for enrollment in more than one hospital and medical insurance supplemental program. Any Medicare penalty shall be paid by the enrollee.

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