

## Appendix C

### Retirees

A “retiree” is defined as a former employee, age 62 or more, with at least 10 consecutive years of service at the time of separation from employment.

- A retiree may elect to continue participation in the College’s group medical plan until age 65 as long as the insurer continues to permit group coverage for retirees, and as long as the retiree: a) resides in an area covered by the insurance plan service agreement, and b) reimburses the College for the difference, if any, between the College’s group insurance premium, and the premium established by the insurance company for this category of participant. The amount the College will contribute will be proportionate to the amount of the premium that is paid by the College prior to retirement. A retiree (and their spouse) may remain on the college’s Dental, Vision and EAP plans until the retiree reaches age 65, provided the full cost of the coverage is paid by the retiree.
- If the spouse of a less than age 65 retiree is a covered dependent under the medical plan at the time the employee retires, the retiree may elect to continue spouse coverage based on the same conditions as the retiree’s coverage, and subject to the retiree paying 100% of the insurance premium for the spouse’s coverage. When the retiree reaches age 65, they will be eligible for Medicare for their medical coverage and have COBRA coverage for a limited period of time for vision, dental, and EAP coverage. The spouse will be eligible for COBRA coverage for a limited time for medical, vision, dental, and EAP coverage when the retiree is no longer eligible to stay on the college’s plan.
- When a retiree attains age 65 or is age 65 or more at the time of retirement, group medical plan coverage is no longer available from the insurer. If the retiree chooses to purchase an individual private medical insurance plan, such as a Medicare supplement or replacement plan, the College will reimburse the retiree for such medical insurance plan in an amount equal to the lesser of, the College’s annually determined dollar contribution, or the actual cost of the Medicare supplement or replacement insurance plan chosen by the retiree. The College’s reimbursement will be made quarterly upon receipt of evidence of payment for the private medical insurance plan that was purchased.
- The College will not reimburse retirees for Medicare premiums or any other expenses incurred as the result of payments to government entities.
- The College reserves the right to modify, amend, or eliminate this policy at its sole discretion, at any time.
- Eligibility to participate in or be covered by the retirement program, group life insurance, travel insurance, long-term disability insurance, and Flexible Spending Account program, will cease upon retirement.
- There are currently 3 retirees (and/or spouses) who are covered under the college’s group medical, dental and vision plans for life. They will remain on the group plans until they are deceased. All other retirees are subject to the policy outlined above.