

# Sierra College

## ADMINISTRATIVE PROCEDURE

AP 7380

### Retiree Health Benefits

Date Adopted:	11/9/2004
Date Revised:	12/8/2023
Date Reviewed:	12/8/2023
References:	Education Code Sections 7000 et seq.; SCFA Collective Bargaining Agreement: Classified Collective Bargaining Agreement: Management and Confidential Employees Handbook

### SCFA Collective Bargaining Agreement

#### **Pre-November 27, 1984 Coverage:**

##### Medical Insurance for Retired Faculty Employees Hired Before November 27, 1984

The District will pay the full cost of medical insurance for all ordinary and disability-retired faculty employees, their spouses, and their dependent children. If a retired employee should die, their surviving spouse and dependent children will continue to be covered by the District until such time as the surviving spouse remarries. Medical insurance will be coordinated with Medi-Cal and Medicare at age 65.

#### **Post-November 27, 1984 Coverage:**

##### Medical Insurance for Retired Faculty Employees Hired after November 27, 1984

If permissible under contract in force with carriers at the time, the District will pay the full cost of medical insurance as set forth herein for an ordinary or disability-retired faculty employee and their dependent(s) upon completion of five (5) years of service with the District. Medical insurance shall continue in force until such time as the member is eligible for benefits under Part A and Part B of Medicare or any other governmental program. The faculty shall notify the District of other private and/or government coverage available to them at a level and cost similar to that offered hereunder, and the District will coordinate medical District coverage with such benefits, particularly Medicare or other government benefits. Upon notice of the death of a retired faculty employee of the District, the District will continue medical insurance for the spouse until the spouse remarries, after the death of the retired faculty employee, if such continuance is permissible under the contract with the carriers at the time. This section shall apply to all employees and their dependent(s) who retire pursuant hereto.

**Post-July 1, 1988 Coverage:**

**Medical Insurance for Retired Faculty Employees Hired After July 1, 1988**

If permissible under contract in force with carriers at the time, the District will pay the full cost of medical insurance as set forth herein for an ordinary or disability-retired faculty employee and their dependents upon completion of twelve (12) years of paid service until such time as the member is eligible for benefits under Part A and Part B of Medicare or any other governmental program. The employee shall notify the District of other private and/or government coverage available to them at a level and cost similar to the offered hereunder, and the District, will coordinate medical District coverage with such benefits, particularly Medicare or other governmental benefits. Upon notice of the death of a retired faculty employee of the District, the District will continue medical insurance for three (3) months for the dependents after the death of the retired faculty employee, if such continuance is permissible under the contract with the carriers at the time. This section shall apply to all employees and their dependents who retire pursuant hereto.

**Post-July 1, 1994 Coverage:**

**Medical Insurance for Retired Faculty Employees Hired After July 1, 1994**

Effective July 1, 1994, faculty employees hired after this date may purchase medical insurance subject to carrier approval. The District's obligation to pay the cost of medical insurance for faculty employees hired after July 1, 1994 is discontinued. Section 11.16 Unfunded Liability shall not apply to faculty employees hired after July 1, 1994.

**Classified Collective Bargaining Agreement**

**PRE-DECEMBER 10, 1985 COVERAGE MEDICAL INSURANCE FOR RETIRED CLASSIFIED EMPLOYEES HIRED BEFORE DECEMBER 10, 1985**

The District will pay the full cost of medical insurance for all ordinary and disability retired Classified employees, their spouses, and their dependent children. If a retired employee should die, their surviving spouse and dependent children will continue to be covered by the District until such time as they remarry. Medical insurance will be coordinated with Medi-Cal and Medicare at age 65.

**POST-DECEMBER 10, 1985 COVERAGE MEDICAL INSURANCE FOR RETIRED CLASSIFIED EMPLOYEES HIRED AFTER DECEMBER 10, 1985**

If permissible under contract in force with carriers at the time, the District will pay the full cost of medical insurance as set forth herein for an ordinary or disability-retired employee and their dependent(s) upon completion of five (5) years of service with the District. Medical insurance coverage shall continue in force until such time as the member is eligible for benefits under Part A and Part B of Medicare or any other governmental program. The employee shall notify the District of other private and/or government coverage available to them at a level and cost similar to that offered hereunder, and the District will coordinate District medical coverage with such benefits, particularly Medicare or other government

benefits. Upon notice of the death of a retired employee to the District, the District will continue medical insurance for three (3) months for the dependent(s) after the death of the retired employee, if such continuance is permissible under the contract with the carrier at the time.

#### **POST-JULY 1, 1986 COVERAGE MEDICAL INSURANCE FOR RETIRED CLASSIFIED EMPLOYEES HIRED AFTER JULY 1, 1986**

If permissible under contract in force with carriers at the time, the District will pay the full cost of medical insurance as set forth herein for an ordinary or disability-retired employee and their dependents upon completion of fifteen (15) years of paid service with the District. Medical insurance coverage shall continue in force until such time as the member is eligible for benefits under Part A and Part B of Medicare or any other governmental program. The employee shall notify the District of other private and/or government coverage available to them at a level and cost similar to that offered hereunder, and the District, will coordinate medical District coverage with such benefits, particularly Medicare or other government benefits. Upon notice of the death of a retired employee of the District, the District will continue medical insurance for three (3) months for the dependents after the death of the retired employee, if such continuance is permissible under the contract with the carriers at the time. This section shall apply to all employees and their dependents who retire pursuant hereto.

#### **POST-JULY 1, 1994 COVERAGE MEDICAL INSURANCE FOR RETIRED CLASSIFIED EMPLOYEES HIRED AFTER JULY 1, 1994**

Effective July 1, 1994, employees hired after this date may purchase medical insurance subject to carrier approval. The District's obligation to pay the cost of medical insurance for employees hired after July 1, 1994 is discontinued. Unfunded Liability shall not apply to employees hired after July 1, 1994.

### **Management & Confidential Employees Handbook**

#### **Pre-November 27, 1984 Coverage:**

##### **Medical Insurance for Retired Managers Employees Hired Before November 27, 1984**

The District will pay the full cost of medical insurance for all ordinary and disability-retired managers employees, their spouses, and their dependent children. If a retired employee should die, their surviving spouse and dependent children will continue to be covered by the District until such time as the surviving spouse remarries. Medical insurance will be coordinated with Medi-Cal and Medicare at age 65.

#### **Post-November 27, 1984 Coverage:**

##### **Medical Insurance for Retired Managers Employees Hired after November 27, 1984**

If permissible under contract in force with carriers at the time, the District will pay the full cost of medical insurance as set forth herein for an ordinary or disability-retired manager and their dependent(s) upon completion of five (5) years of service with the District. Medical insurance shall continue in force until such time as the member is eligible for benefits under Part A and Part B of Medicare or any other governmental program. The manager shall notify

the District of other private and/or government coverage available to them at a level and cost similar to that offered hereunder, and the District will coordinate medical District coverage with such benefits, particularly Medicare or other government benefits. Upon notice of the death of a retired manager of the District, the District will continue medical insurance for the spouse until the spouse remarries, after the death of the retired manager, if such continuance is permissible under the contract with the carriers at the time. This section shall apply to all managers and their dependent(s) who retire pursuant hereto.

**Post-July 1, 1988 Coverage:**

**Medical Insurance for Retired Managers Employees Hired After July 1, 1988**

If permissible under contract in force with carriers at the time, the District will pay the full cost of medical insurance as set forth herein for an ordinary or disability-retired manager and their dependents upon completion of twelve (12) years of paid service until such time as the member is eligible for benefits under Part A and Part B of Medicare or any other governmental program. The employee shall notify the District of other private and/or government coverage available to them at a level and cost similar to the offered hereunder, and the District, will coordinate medical District coverage with such benefits, particularly Medicare or other governmental benefits. Upon notice of the death of a retired manager of the District, the District will continue medical insurance for three (3) months for the dependents after the death of the retired manager, if such continuance is permissible under the contract with the carriers at the time. This section shall apply to all employees and their dependents who retire pursuant hereto.

**Post-July 1, 1994 Coverage:**

**Medical Insurance for retired Managers Hired After June 30, 1994**

Effective July 1, 1994, managers hired after this date may purchase medical insurance subject to carrier approval. The District's obligation to pay the cost of medical insurance for managers hired after June 30, 1994 is discontinued. Unfunded Liability shall not apply to managers hired after June 30, 1994.