VENTURA COUNTY COMMUNITY COLLEGE DISTRICT

RETIREE BENEFITS

FACULTY BENEFITS

AFT Contract, Article 4.8

Tier I

Employees who are employed by the District at the time of retirement in accordance with Section 4.5 shall be retained in the District health, vision, and dental insurance, with premiums paid by the District, provided that such persons have a minimum of ten years of service with the District and have attained an age and years of service equal to or greater than 75. The minimum age for retirement is 55. The District shall provide paid dental benefits for currently retired contract faculty who are receiving District-paid health and vision benefits. Current coverage for retirees shall continue for faculty employed ***on or before June 30, 1990.***

FACULTY BENEFITS

Tier II

Faculty initially hired from ***July 1, 1990 through June 30, 2001*** shall receive District provided coverage to the age of 65 at which time the retiree's medical care plan shall be replaced by ***Medicare*** and a Medicare supplemental plan which provides comparable benefits and which is provided and paid for by the District. Dental and vision coverage will continue as provided above.

- https://www.medicare.gov/
- Medicare & You

FACULTY BENEFITS

Tier II

Reimbursement for Medicare Part B Premium

The District will reimburse you monthly for the cost of the standard Medicare premium once you are retired and enrolled in Medicare. This rate is set each year by the Social Security Administration. Social Security calculates your Medicare premium based on your individual earnings so it is possible that they will charge you more than the standard Medicare premium you are being reimbursed. If your spouse also enrolls in Medicare, you will be reimbursed monthly for the cost of their standard Medicare premium once you enroll in Medicare.

FACULTY BENEFITS

Tier III

Eligible faculty members initially employed ***on or after July 1, 2001, and before July 1, 2015***, who meet the years-of-service and age requirements stated above, and who retire, shall receive District medical coverage similar to current employees ***to age 65*** only if they have attained at least age 55 and have served at least ten years of continuous eligible service in the District. The District also shall continue any dental and vision coverage as provided for current employees to age 65.

Tier IV

New faculty members hired ***on or after July 1, 2015***, will not be eligible for retiree health benefits.

FACULTY BENEFITS

Article 4.8

Any other contract faculty member who is serving the District at the time of retirement, and who has served the District a minimum of five years and has reached the age of 55, shall upon retirement, ***have the option of retaining membership in the District's group health insurance plan with premiums to be paid by the retiree.***

FACULTY BENEFITS SUMMARY

TIER	Tier I	Tier II	Tier III	Tier IV
DATES HIRED	On or before June 30, 1990	From July 1, 1990 through June 30, 2001	On or after July 1, 2001 and before July 1, 2015	On or after July 1, 2015
COVERAGE	Health, vision, and dental; Medicare enrollment optional	Health, vision, and dental; Medicare enrollment required	Health, vision and dental to age 65	None

ASCC BENEFITS

Administrators, Supervisors, Classified, Confidential

SEIU Contract, Article 12.8

Tier I

Employees hired ***prior to July 24, 1990***, who are employed by the District at the time of retirement, shall be retained on the District health, vision and dental insurance which is in effect for active employees, with premiums paid by the District in accordance with Sections 12.4 and 12.5, provided that such persons have a minimum of ten (10) years of service with the District and have attained an age and years of service equal to or greater than seventy-five (75). The minimum age for retirement is fifty (50). ***Any modifications to the plans or contributions required of active employees shall be required of retirees.****

****Text was added to contract July 1, 1994*.**

ASCC BENEFITS

Tier I

The District shall ***conduct exit interviews***, prior to employee's retirement, during which time medical coverage is explained, and eligible employees hired prior to July 24, 1990, are encouraged to enroll in Medicare.

- https://www.medicare.gov/
- Medicare & You

ASCC BENEFITS

Tier II

Those retired individuals who meet the conditions listed in “a.” above, who were ***hired July 24, 1990***, or after, shall be provided with a Medicare Supplemental Plan at the age of sixty-five (65). Premiums for such Medicare Supplemental Plan shall not exceed the amount listed in Sections 12.4 and 12.5. The District shall conduct exit interviews, prior to employee’s retirement, during which time medical coverage is explained and eligible employees are advised of their ***obligation to enroll in Medicare Parts A and B.***

ASCC BENEFITS

Tier III

Eligible employees hired ***between July 1, 2000, and June 30, 2005***, who meet the age and years of service provisions of this section, and who retire, shall be retained on the District medical, dental and vision plans ***to age sixty-five (65)*** subject to Sections 12.4 and 12.5. Upon attainment of age sixty-five (65), or eligibility for Medicare, those retirees have the ***option of conversion to the District's Medicare Supplemental Plan, with premiums paid by the retiree.***

ASCC BENEFITS

Tier IV

Employees hired ***on or after July 1, 2005***, and who have a minimum of ten (10) years of service, and who meet eligibility requirements for retirement, may continue to participate in the District health plans to age sixty-five (65), ***with the cost paid by the retiree.***

ASCC BENEFITS SUMMARY

TIER	Tier I	Tier II	Tier III	Tier IV
DATES HIRED	Prior to July 24, 1990	July 24, 1990 through June 30, 2000	Between July 1, 2000 and June 30, 2005	On or after July 1, 2005
COVERAGE	Health, vision, and dental; Medicare enrollment encouraged but not required	Health, vision, and dental; Medicare enrollment required	Health, vision, and dental to age 65; continuation on plans optional after 65 if cost paid by retiree	None; continuation on plans possible if meet eligibility, and cost paid by retiree

THANK YOU!
&
QUESTIONS