

ARTICLE 26

RETIREE HEALTH BENEFIT PROGRAM

A. Eligibility –Hired on or before June 30, 2018

1. A unit member will be fully vested (100%) for retiree health benefits upon completion of twenty (20) years of service with Sutter County Superintendent of Schools (SCSOS). If a unit member completes less than twenty (20) years of service with SCSOS, the percentage of eligible benefit will be determined by dividing the number of years worked for SCSOS by twenty (20).
2. The unit member must have reached age fifty-five (55).
3. Eligible unit member must participate in an employer insurance program or provide proof of insurance coverage after retirement to participate in program. If the unit member participates in employer sponsored plan, the unit member must agree to reimburse any cost above County Office contributions by the due date.
4. The covered retiree may choose coverage for dependents pursuant to insurance company eligibility criteria.

B. Program Benefits

1. The County Office will contribute sixty-five percent (65%) of the amount of the CAP described in Article 27, Section B, in effect for the school year the retirement is effective (e.g., retirement effective June 30, 2024, CAP rate for 2023-2024 applies) multiplied by the percentage of eligible benefit. For example, a unit member works for SCSOS for 12 years and retires from SCSOS. The benefit cap at the time of retirement is \$1,300. This unit member

would be eligible for 60% (12/20) of the full benefit. In this example, the unit member would receive \$507.00 a month ( $\$1,300 \times 65\% = \$845.00 \times 60\% = \$507.00$ ) until age 65 or upon death of the retiree.

2. The contribution determined for the year of retirement will remain constant until retiree reaches the age of sixty-five (65). Any premium costs above the County Office contribution are the responsibility of retiree.
3. The County Office contribution will cease at the time the retiree reaches age sixty-five (65), or upon death of the retiree, whichever occurs sooner.
4. Any retiree who chooses a medical plan with a value less than sixty-five percent (65%) of the CAP may apply the excess amount to dental, vision, and dependent coverage options.

A. Eligibility – Hired on or after July 1, 2018

1. A unit member will be fully vested (100%) for retiree health benefits upon completion of twenty (20) years of service with Sutter County Superintendent of Schools (SCSOS).
2. The unit member must have reached age fifty-five (55).
3. Eligible unit member must participate in an employer insurance program or provide proof of insurance coverage after retirement to participate in program. If the unit member participates in employer sponsored plan, the unit member must agree to reimburse any cost above County Office contributions by the due date.
4. The covered retiree may choose coverage for dependents pursuant to insurance company eligibility criteria.

B. Program Benefits

1. The County Office will contribute sixty-five percent (65%) of the amount of the CAP described in Article 27, Section B, in effect for the school year the retirement is effective (e.g., retirement effective June 30, 2024, CAP rate for 2023-2024 applies). For example, a unit member works for SCSOS for 20 years and retires from SCSOS. The benefit cap at the time of retirement is \$1,300. The unit member would be eligible for a monthly credit toward health benefits of \$845.00 ( $\$1,300 \times 65\% = \$845.00$ ).
2. The contribution for the year of retirement will remain constant until retiree reaches the age of sixty-five (65). Any premium costs above the County Office contribution are the responsibility of retiree.
3. The County Office contribution will cease at the time the retiree reaches age sixty-five (65), or upon death of the retiree, whichever occurs sooner.
4. Any retiree who chooses a medical plan with a value less than sixty-five percent (65%) of the CAP may apply the excess amount to dental, vision, and dependent coverage options.