A. Eligibility
College of Lake County retirees are defined as those full-time, board-appointed, non-bargaining unit employees who elect and are eligible to receive retirement benefits from the State Universities Retirement System (SURS) upon their Board of Trustees approved effective date of retirement from the College and:
1. at the time of retirement, have completed a minimum of fifteen (15) or more years of continuous full-time service as a Board-appointed employee at the College.
2. meet the eligibility criteria under SURS at the time of retirement.
Employees hired on or after December 1, 2011, are not eligible for the benefits under this policy.

B. Medical Insurance Reimbursement
1. For eligible, non-bargaining unit employees, the Board will reimburse the cost of the premium for individual coverage under the SURS College Insurance Program (CIP) up to an annual maximum of two thousand seven hundred and twenty-seven dollars ($2,727). The retiree shall pay the premium and be reimbursed quarterly for those premium amounts provided the retiree shows proof of payment of such premiums until the retiree reaches the age of sixty-five (65).
2. If, at the time of retirement, the retiree elects to purchase insurance other than through SURS CIP, the Board will reimburse the cost of the premium up to an annual maximum amount of two thousand seven hundred and twenty-seven dollars ($2,727) provided the retiree shows proof of payment of such premiums until the retiree reaches the age of sixty-five (65).

C. Medicare Reimbursement for Retirees
A retiree reaching the age of sixty-five (65) must enroll in Medicare to receive benefits under this policy. After the retiree is enrolled in Medicare, the College will:
1. for eligible, non-bargaining unit employees who have declared their intent to retire on or before June 30, 2012 and whose notice of intent to retire no later than June 30, 2014 has been approved by the Board of Trustees, the College will reimburse an eligible retiree the premium amount actually paid each calendar year for Medicare Parts A and B up to a maximum annual amount of four thousand two hundred and forty-four dollars ($4,244).

2. reimburse all other non-bargaining unit eligible future retirees the cost of Medicare Parts A and B premiums up to an annual maximum amount of one thousand three hundred and twenty-six dollars ($1,326).

D. Grandfathered Employees

In recognition of employees who would have met the eligibility criteria under the last amended date of this policy (11/13/95), an employee meeting the following criteria will be permitted to access the benefits described in this policy:

1. the employee must have at least ten (10) years of continuous full-time service in a Board-appointed position on or before December 31, 2011;

2. by February 1, 2012 the employee must give the Board written irrevocable notice of his/her intent to retire on or before June 30, 2014; and

3. the employee must be eligible to retire, and in fact, retire directly into SURS on or before June 30, 2014.

If an employee meets all of these criteria, he or she will be subject to and eligible for the benefits set forth in this policy, subject to the other terms, conditions and limits of this policy, including all caps on reimbursements and limits on the contributions to be made by the Board and subject to any provisions regarding the right of the Board to change, alter or reduce the benefits in this policy.

Current employees who are eligible under Section D. Grandfathered Employees will be notified in writing by Human Resources of their eligibility under this section.
Nothing herein limits the right of the College to alter or reduce these benefits or to change this policy for current or future retirees. This policy supersedes and supplants any other early amended College policy or program regarding reimbursement of premiums for SURS CIP, contribution toward insurance other than through SURS CIP and Medicare premiums.

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Amended 04/27/95
Amended 11/13/95
Amended 11/15/11