

MANAGEMENT, SUPERVISORY AND CONFIDENTIAL PERSONNELEarly Retirement**Certificated management, classified management, supervisory, and confidential personnel in active service as of July 1, 2001**

All certificated management, classified management, supervisory, and confidential personnel in active service as of July 1, 2001, who reach the age of not less than 55 and have completed not less than ten (10) years of active service in a managerial, supervisory or confidential position, shall be permitted to apply for post-retirement benefits. Upon application, the retiree and his/her enrollment-eligible dependents shall receive up to ten years of full employer-paid medical, dental and vision program benefits. Coverage offered to the retiree shall be the same as the medical, dental and vision coverage being offered to active managerial, supervisory or confidential personnel of the office.

This post-retirement benefit is assigned to the retiree and includes coverage for the retiree's spouse and dependents at the time of retirement. Coverage does not extend to a subsequent spouse or dependents added to the retiree's household after retirement. In the case of a retiree's death, a previously covered surviving spouse may continue medical, dental, and/or vision coverage at his/her expense.

At age 65, enrollment in Medicare A and B is a requirement of the NCSMIG; therefore, to the extent that a retiree must pay a premium for Medicare benefits in order to qualify for post-retirement benefits under this policy, the employer will cover the retiree's Medicare premium costs for so long as the employer-paid post-retirement benefit is in place. See "Note regarding Medicare."

Individuals entering a certificated or classified management, supervisory or confidential position with the Office of Education after July 1, 2001

Individuals entering a certificated or classified management, supervisory or confidential position with the Office of Education after July 1, 2001, who reach the age of not less than 55 and have completed not less than ten (10) years of active service with the Office of Education in a managerial, supervisory or confidential position, shall be permitted to apply for an early retirement incentive. The following criteria shall be used in determining whether an incentive will be offered:

1. Total years of service provided to the county office.
2. Special achievements / contributions while serving.
3. Cost savings or other benefits to the office, if any, by the proposed early retirement.

Part-time personnel approved to participate in an early retirement shall be limited to a prorated level of participation based upon their average annual active managerial,

supervisory or confidential service with the Office of Education. Office of Education employees promoted to a certificated or classified management, supervisory or confidential position, and who qualified for an early retirement benefit as a represented classified or certificated employee of the Office of Education prior to promotion, shall not lose their eligibility for that benefit upon retirement and that benefit, or its equivalent, shall be considered as a base for formulating a final early retirement incentive.

A retiree from the Office of Education may benefit from only one early retirement incentive package.

Note regarding Medicare:

Medicare is available to retirees who are 65 or older. There are two parts to "original" Medicare. Part A covers hospital benefits, and Part B covers medical benefits, i.e, doctor visits, physical therapy, durable medical equipment, etc. Generally, retirees are eligible for free Medicare Part A if they or their spouse are eligible for a Social Security pension. CalSTRS members who are not eligible for free Medical Part A may be eligible to have CalSTRS pay their Medicare Part A premiums.

You must pay a premium for Part B coverage. For this reason, you will be given the option of turning it down. However, in order to take advantage of the CalSTRS benefit, you must be enrolled in both Medicare Part A *and* Part B. Also, enrollment rules are very strict. There are window periods for enrollment, and you may be assessed penalties for late enrollment. For instance, if you don't take Part B when you are first eligible, the cost of Part B will go up 10% for each full 12-month period that you could have had Part B but didn't sign up for it.

It is important to note that, for retirees who are age 65 or older and enrolled in Medicare, NCSMIG medical insurance plans are supplemental to Medicare insurance; therefore, when the Office of Education no longer pays health benefits on the employee's behalf, those retirees who are enrolled in Medicare will pay significantly lower medical insurance rates than those who are not.

Medicare is a complicated and multifaceted federal program. Employees contemplating retirement are encouraged to find out more information about Medicare and supplemental health insurance benefits by consulting with CalSTRS or CalPERS, NCSMIG medical insurance staff, and the Social Security Administration, which handles Medicare enrollment.

For more information visit the Medicare Web site at <http://www.medicare.gov> or call 1-800-MEDICARE; the CalSTRS website at <http://www.calstrs.com>; the CalPERS website <http://www.calpers.com>; or visit the AARP Web site at <http://www.aarp.org/health/medicare/>.

Legal Reference:

EDUCATION CODE

7000 Health and welfare benefits, former certificated employees retired

22700 et seq. Service credit

44922 Reduction to part-time status

44929 Certificated employees; encouragement of retirement

GOVERNMENT CODE

20904 Service Credit, Public Employees Retirement System

53200-53209 Group insurance

Policy

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Humboldt County Office of Education

Eureka, California