

## POST-RETIREMENT HEALTH BENEFITS POLICY

### *California State University, Dominguez Hills Foundation*

#### **A. Purpose**

This policy defines the post-retirement health benefits available for eligible employees.

#### **B. Benefit Eligibility Criteria**

- Employees hired on or after June 23, 2016, are not be eligible to receive post-retirement health benefits.
- Employees hired on or after October 1, 2014, but before June 23, 2016, are eligible to receive post-retirement health benefits subject to the Table 1 age requirements and vesting schedule (eligible years of service must be served in either the MSP or Full-Time, Regular Benefited employment classifications). Employees hired as Full-Time, Partially Benefited are not eligible for post-retirement health benefits.

**Table 1**

<i>Age and Years of Service Requirement</i>	<i>Percentage of Employer Contribution</i>
59 1/2+ and 20 years of service	100
65+ and 15-19 years of service	75
65+ and 10-14 years of service	50

To receive post-retirement health benefits, the employee must (i) be enrolled in a Foundation health plan on the day of retirement; (ii) sign an agreement containing a general release and indemnification; and (iii) meet the employment age, years of service, and employee classification status requirements—must be in either MSP or Full-Time, Regular Benefited classification at time of retirement.

- Employees hired prior to October 1, 2014 shall be eligible for post-retirement health benefits and are eligible to receive 100% of the employer contribution (set by the Board of Directors annually), providing that they meet the vesting period requirement of five years of employment (eligible years of service must be served in either the MSP or Full-Time, Regular Benefited employment classifications) and have attained the age of 59 1/2 as of the date of their

retirement. Employees hired as Full-Time, Partially Benefited are not eligible for post-retirement health benefits.

To receive post-retirement health benefits, the employee must (i) be enrolled in a Foundation health plan on the day of retirement; (ii) sign an agreement containing a general release and indemnification; and (iii) meet the employment age and years of service requirements—must be in either MSP or Full-Time, Regular Benefited classification at time of retirement.

- All Foundation retirees enrolled in a Foundation CalPERS health plan as of December 31, 2016 will be grandfathered under their previous eligibility requirements and will be given the option to enroll in a Foundation medical plan and are eligible to receive 100% of the employer contribution (set by the Board of Directors annually).
- An employee who wishes to voluntarily waive their eligibility for post-retirement health benefits may do so by entering into a legally binding agreement to certify the employee's opting out.

### **C. Medical Coverage**

1. Medical coverage is provided for life except when (i) the retiree or dependents obtain coverage that was not approved by the Foundation; (ii) the Foundation cancels health coverage for all employees; or (iii) the retiree fails to pay any co-payments as required by the plan selected; (iv) or the Board of Directors modifies or terminates this policy.

2. The Foundation contribution to the medical coverage will be determined by the Foundation Board of Directors on an annual basis. The retiree and/or dependent must pay the difference in the premium of the selected plan for coverage and the amount contributed for premium for the medical plan by the Foundation.

3. Employees who have retired and become eligible for Medicare must sign up for Part A and Part B of the Medicare benefit. If applicable, the retired employee's dependent must also sign up for Part A and Part B of the Medicare benefit.

4. Retiree dependents may retain eligibility upon the death of the covered retiree.

5. Spousal/dependent coverage will terminate upon: (i) divorce from the retiree; (ii) remarriage after the death of the retiree; or (iii) becoming insured by other coverage. Employees are eligible for coverage for Consolidated Omnibus Budget Reconciliation Act (COBRA) as appropriate.

6. If an employee separates from the Foundation and is re-hired, their eligibility for Post-Retirement health benefits will be based on their most recent re-hire date. Employees who are re-hired will not be able to use a previous employment/hire date for the purpose of post-retirement health eligibility.

**D. Starting Medical Benefits**

An employee who initiates retirement and is eligible for post-retirement health benefits should contact the Foundation Human Resources department to coordinate the change of benefits from “active employee” to “retiree.” A copy of the retiree’s Medicare card should be provided to Human Resources for submission to the insurance carrier for any adjustments to the premium. The Foundation’s monthly contribution to a retiree’s health premium will be set annually by the Board of Directors and may, in the sole discretion of the Board, be different than the contribution rate set for active employees. The retiree will be responsible for the amount of premium not paid by the Foundation.

**E. Changes to Post Retirement Health Benefits**

Nothing in this policy shall be construed as to create a permanent benefit program. This policy is not intended to create a legally binding benefit obligation on behalf of the Foundation. The Foundation Board of Directors reserves the exclusive right to modify or terminate this benefit program at any time, with or without advanced notice, to active employees, retirees, and/or spouses/dependents.