

SRP & Retiree Health Benefit Message Sent to All SRP Eligible Employees

Sent: Friday, April 21, 2017 2:00 PM

Subject: Important Info: SRP & Retiree Health Benefits

April 21, 2017

Dear Colleague,

As you may be aware the District is offering a Supplementary Retirement (SRP) Plan through Public Agency Retirements Services (PARS). This email is intended to provide you basic reminder of the SRP, and the basic eligibility requirements for retiree medical, dental and vision benefits.

SRP: the SRP application filing window is now open (April 10 through April 28 at 5pm). PARS will be holding walk-in (no appointment required) one-on-one meetings with any and all SRP eligible employees at each of our Colleges - the one-on-one meetings will be held from April 10 through April 24, (click on this link for scheduled locations):

Click here to download the SRP One-on-One Meeting Calendar

http://www.laccd.edu/Departments/HumanResources/Documents/April%20SRP%20one-on-One%20meetings_%20Final-2.pdf

Specific information about the SRP may be obtained from PARS directly, by calling them at 1-800-731-7884 or email: plansupport@pars.org

Retiree Benefits: for any and all questions regarding your retiree benefit eligibility, please contact the District's Health Benefits Unit via email: healthbenefits@email.laccd.edu or via phone 1-888-428-2980. Health Benefits staff are ready to assist you with your questions or needs related to retiree benefit eligibility, types of benefits, or cost of benefits. However, please remember rates are set by CalPERS and not the District, and rates may change from time to time based upon CalPERS determination.

The following information is provided to inform you of basic retiree benefit eligibility requirements.

As outlined in the Master Benefits Agreement (MBA) and Board Rules Chapter X, Article XVII, there are three different vesting requirements for District retiree benefits, including the current vesting requirement that also has three different tiers for vesting, as follows:

- For employees whose most recent uninterrupted District employment began before February 11, 1992, - has rendered continuous paid service to the District in a 'qualifying position' for three or more years immediately preceding his or her retirement (are eligible for 100% District paid retiree medical (CalPERS Medicare Supplement if Medicare eligible, or CalPers Basic medical plan of non-Medicare eligible retirees; and 100% District paid dental and vision coverage); or
- For employees whose most recent uninterrupted District employment began before July 1, 1998 (between February 12, 1992 through June 30, 1998) - has rendered continuous paid service to the District in a 'qualifying position' for seven or more years immediately preceding his or her retirement(are eligible for 100% District paid retiree medical - CalPERS Medicare Supplement if Medicare eligible, or CalPers Basic medical plan of non-Medicare eligible retirees; - and 100% District paid dental and vision coverage); or,

- For employees whose most recent uninterrupted District employment began on or after July 1, 1998 - has rendered continuous paid service to the District in a 'qualifying position', for ten or more years immediately preceding his or her retirement, as follows:

% of District Contribution Toward Premium	Years of Service Rendered
50%	At least ten years but fewer than fifteen years
75%	At least fifteen years but fewer than twenty years
100%	At least twenty years

This table represents the total premium contribution that will be paid by the District, for specific years of continuous service to the District, for each eligible retiree benefit (medical, dental and vision coverage). Medicare eligible employees must enroll in the CalPERS Medicare supplement plans; non Medicare eligible employees must enroll in a CalPERS Basic health plan.

SRP participants may obtain a Retiree Benefits Application form from the District's website, Health Benefits page. You can return this completed form, along with all required supporting documents directly to the Health Benefits unit via email or fax (213-891-2008) any time before you retire (either June 30, 2017 or December 29, 2017).

Click on the following link to obtain a PDF fillable Retiree Benefits Application form:

<http://laccd.edu/Departments/HumanResources/healthbenefits/Documents/ActiveEmployees/Application-For-Retiree-Health-Benefits-2017.pdf>

Should you require a current rate sheet for CalPERS medical plans, including CalPERS MediCare Supplement plans, please click on the one or both of the following links - one link is for HMO coverage and rates, and the other link is for PPO plan coverage and rates:

HMO: Click here to download HMO rates

<http://laccd.edu/Departments/HumanResources/healthbenefits/Documents/2017Rates/2017%20HMO%20and%20HMO%20Medicare%20Supplement%20Rates.pdf>

PPO: Click here to download PPO rates

<http://laccd.edu/Departments/HumanResources/healthbenefits/Documents/2017Rates/2017%20PPO%20and%20PPO%20Medicare%20Supplement%20Rates.pdf>

Please remember, these are your benefits. It is your responsibility to read and understand the PARS information, your retirement system (STRS or PERS) information, and your MBA information. It is your responsibility to comply with all timing and submittal requirements. Failure to meet a timeline, failure to submit the proper documentation, including supporting documents, may negatively affect your benefits.

Please note, the contents of this email are not intended to create a precedent, change or modify Collective Bargaining Agreement language, nor to modify or change any Board Rule. This email is intended only to convey basic information about the basic eligibility requirements for retiree benefits.