

University Enterprises, Inc. Policies and Procedures		Policy No. 116
Section:	Human Resources	
Policy:	Retirement Health and Dental Benefits <i>(Employees hired before July 1, 2008)</i>	
Revised Date:	March 23, 2007	

Retirement Health and Dental Benefits

(Employees hired before July 1, 2008)

University Enterprises, Inc. (UEI) currently provides a health and dental retirement benefit program to its eligible employees. UEI reserves the right to adopt, modify, or terminate any or all of the provisions of the benefit plans for any reason at any time upon the recommendation of UEI's Executive Director and with the approval of UEI's Board of Directors. UEI may make changes in these benefits from time to time and will notify affected employees as changes occur.

I. PURPOSE

To provide a retirement health and dental benefit program to eligible employees.

II. SCOPE

Currently applies to regular UEI employees who are eligible to receive retirement benefits from the California Public Employees' Retirement System (CalPERS), and who are at least 55 years of age with at least 10 years of continuous UEI service covered by CalPERS. To be eligible, a UEI employee must retire from UEI under the California Public Employees Retirement System. Medical and dental benefits are currently available for the retiree and spouse or registered domestic partner as defined by California law (domestic partner). (See Section IV Other for coverage information.) Dependents are not covered.

III. POLICY

This policy is effective July 1, 2008 for active UEI employees hired before July 1, 2008. UEI retirees remain under the same retirement health and dental benefit policy under which they retired.

UEI CalPERS eligible employees who are at least age 54 and have completed at least 10 years of continuous UEI service covered by CalPERS by June 30, 2008 remain under the terms and conditions of the prior Policy No.116, revised in 2003.

Employees must meet all of the following requirements at the time of retirement:

1. Must be eligible to draw a monthly retirement allowance from the California Public Employees' Retirement System (See Policy No. 115)
2. Must be at least 55 years of age.
3. Must have been continuously employed at UEI for at least 10 years in a CalPERS covered position.
4. Must have an effective date of retirement from UEI of no more than 120 calendar days after separation from employment with UEI.
5. Must be currently enrolled in health and dental benefit plans and be receiving the health and dental benefits at the time of separation from UEI. If the employee is not enrolled in health and dental benefit plans at the time of separation, the employee is not eligible to be enrolled at retirement or any future date.

IV. OTHER

The following summarizes benefits currently available:

1. Medical and dental coverage for eligible retirees and spouses or domestic partners is provided by UEI approved health and dental providers. Premium contributions are based on the following tiers:

Tier 1 – Employees with 10 – 14 years of continuous service with UEI

UEI will contribute 50% for employee and 50% for spouse or domestic partner (if applicable) of the UEI contribution rate.

Tier 2 – Employees with 15 – 19 years of continuous service with UEI

UEI will contribute 75% for employee and 50% for spouse or domestic partner (if applicable) of the UEI contribution rate.

Tier 3 – Employees with 20 or more years of continuous service with UEI

UEI will contribute 100% for employee and 50% for spouse or domestic partner (if applicable) of the UEI contribution rate.

UEI health plan premium contributions are generally set at the lowest contribution rates of the approved health care plans. If the retiree selects a UEI approved plan with a higher rate, the retiree or spouse or domestic partner is required to pay the difference. Years of service refers to continuous UEI service covered by CalPERS.

2. To receive this coverage, upon eligibility for Medicare, the retiree or spouse or domestic partner must sign up for both Medicare Part A and Part B.
3. This policy does not allow for dual coverage. If the retiree or spouse or domestic partner has coverage other than Medicare, they must choose either UEI's plan or the other coverage.
4. If the retiree or spouse or domestic partner fails to pay any UEI required contribution, they are no longer eligible for the plan.
5. The spouse or domestic partner may remain insured after the death of the covered retiree. However, the spouse or domestic partner of a deceased retiree cannot add a new spouse or domestic partner to the UEI sponsored benefit plans.
6. Spousal coverage will cease upon divorce from the retiree or upon becoming insured by coverage other than Medicare. Domestic partner coverage will cease upon termination of the domestic partnership or upon becoming insured by coverage other than Medicare.
7. The retiree can add a new spouse or domestic partner to the benefit plans provided the new spouse or domestic partner does not have coverage other than Medicare.
8. For those losing coverage because of a "qualifying event", self-paid limited continuation of health and dental insurance benefits may be available through the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).

V. RELATED POLICIES

Policy No. 010	Definitions of Employment Status/ Appointment Codes
Policy No. 105	Health and Welfare Benefits
Policy No. 110	Health and Dental Coverage Continuation (COBRA)
Policy No. 115	Retirement
Policy No. 117	Retirement Health and Dental Benefits (Employees hired after June 30, 2008)