

1 Memorandum of Understanding  
2 Between  
3 Coast Community College District and  
4 Coast Federation of Classified Employees, Local 4794  
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6 ARTICLE 21. RETIREMENT  
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8 The parties hereby agree to modify Article 21.1 (B), effective July 1, 2019, as follows:  
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10 **21.1 Continuation of Insurance upon Retirement.**  
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12 **B. Retirement Benefits.**  
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- 14 1. Employees (seventy-five percent (75%) to one hundred percent (100%)  
15 assignment) hired on or after January 1, 2018, will be eligible to retire with District  
16 paid benefits until age seventy (70) under the following conditions: 1) the employee  
17 retires from the District and PERS and is age sixty (60) or older; and 2) the  
18 employee has accumulated at least fifteen (15) years of continuous service with the  
19 District.  
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  - 21 a. Retirees ages 65 and over must enroll in the United Health Care Medicare  
22 Advantage PPO or the Kaiser Senior Advantage HMO in order to remain  
23 eligible for continuation of benefits. The District funded Delta Health Systems  
24 PPO plan is not available to retirees after age 65.
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  - 26 b. Retirees must enroll in all available Medicare related programs as required by  
27 the District at age 65 in order to remain eligible for continuation of benefits.  
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  - 29 c. All other provisions related to eligibility and cost listed in Article 21.1.C shall  
30 apply.  
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- 32 2. Employees (seventy-five percent (75%) to one hundred percent (100%)  
33 assignment) hired prior to January 1, 2018 and who are fifty-five (55) years old and  
34 retire under PERS with ten (10) or more years of service to the District shall retain  
35 medical, dental, life, and optical insurance, including coverage for their dependents,  
36 until the retiree reaches the age of seventy (70) under the following conditions.  
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  - 38 a. Once a retiree reaches age 65, they must enroll in the United Health Care  
39 Medicare Advantage PPO or the Kaiser Senior Advantage HMO in order to  
40 remain eligible for continuation of benefits. The District funded Delta Health  
41 Systems PPO plan is not available to retirees after age 65.

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- b. Retirees must enroll in all available Medicare related programs as required by the District at age 65 in order to remain eligible for continuation of benefits.
- c. ~~For employees who retire between January 1, 2018 and June 30, 2019, and who enroll in the United Health Care Medicare Advantage, are age 65 or older, and whose spouse or allowable dependent is younger than the retiree, the spouse or allowable dependent shall be permitted to remain on the District self-funded Delta Health Systems PPO, as permitted in this Agreement, until such time as the spouse or dependent reaches age 65, at which time the spouse or dependent must enroll in the United Health Care Medicare Advantage PPO or Kaiser Senior Advantage HMO and all available Medicare related programs as required by the District in order to remain eligible for the continuation of benefits. It is the specific intent of the parties that this language in Article 21.B.2(c) shall sunset and be removed from the Agreement on June 30, 2019.~~

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**For employees who retire on or after July 1, 2019, and are age 65 or older, and whose spouse or allowable dependent is younger than the retiree, the spouse or allowable dependent must enroll in the same plan family as the retiree (e.g. the District's United Health Care HMO or Kaiser HMO plan) in order to remain eligible for the continuation of benefits. Upon reaching age 65, the spouse or eligible dependent must enroll in the same plan as the retiree (e.g. United Health Care Medicare Advantage PPO or Kaiser Senior Advantage HMO) and all available Medicare related programs as required by the District in order to remain eligible for the continuation of benefits.**

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**For employees who retire on or after July 1, 2019, and are age 65 or older, and whose spouse or allowable dependent is younger than the retiree and living out of state, that spouse or allowable dependent shall be permitted to enroll in/remain on the District self-funded Delta Health Systems PPO, until such time as the spouse or allowable dependent reaches age 65, at which time the spouse or allowable dependent must enroll in the same plan as the retiree (United Health Care Medicare Advantage PPO) and all available Medicare related programs as required by the District in order to remain eligible for the continuation of benefits.**

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- d. All other provisions related to eligibility and cost listed in Article 21.1.C shall apply.

85 COAST COMMUNITY COLLEGE DISTRICT

COAST FEDERATION OF CLASSIFIED  
EMPLOYEES

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*Marco Baeza* 3/14/19

Dr. Marco Baeza, CCCD Chief Negotiator/Date

*Connie Marten* 3-14-19

Connie Marten, CFCE Chief Negotiator/Date

*Lorraine Prinsky* 3/20/19

Dr. Lorraine Prinsky, Board President/Date