
## Retiree Medical Benefit

**NUMBER: 229**

**CATEGORY: Personnel**

**EFFECTIVE DATE: July 27, 2009**

**REFERENCE**

District Board Resolution No. 08-19

**SCOPE**

LEOFF II Pension Plan Employees

**PURPOSE**

Help provide medical coverage for retirees between the age of 53 and 65.

**POLICY**

Employees must be at least 53 years of age on date of retirement, and age plus years of full time employment with CPFR must add up to at least 78.

If an employee continues to work beyond their 59th birthday the benefit will be reduced by 10% and further reduced by an additional 10% for each year worked beyond age 59.

The monthly benefit is based on the 2009 base rate of ($660.69), with an annual increase of 7.5%.

**PROCEDURE**

Employees must notify Human Resources in writing of their intent to retire prior to October 1st and then must retire within the second quarter of the following year (April, May, June).

The district may limit this benefit to ten employees per year, if more than ten employees give written notice in one year, employees with the highest combined years of age and employment with CPFR will have priority.

If an employee gives written notice to the District and does not retire as outlined above, this benefit will be forfeited forever for said employee.

**ATTACHMENTS**

District Board Resolution No. 08-19