

## Memorandum of Agreement on Retire Insurance

### Retiree Insurance

**This memorandum of agreement is entered into between Central Oregon Community College (hereinafter referred to as the College) and the Administrator, Confidential and Supervisory Group (hereinafter referred to as Administrator) regarding medical insurance for retired and retiring administrators. This memorandum of agreement will constitute the entire agreement between the College and the Administrator regarding medical insurance for retired and retiring administrators.**

Effective June 30 2002, current administrator retirees and those administrators who have retired with the conclusion of the 2001-2002 academic year are eligible to receive up to \$550.00 per month to be paid by the College toward the cost of his/her premium for the medical insurance plan in effect for regular status full-time employees.

As of June 30, 2002, administrator eligibility for retirement medical insurance and the level of the College contribution to that insurance will be based on the administrator's years of service as of that date. Those administrators with 15 or more years of continuous full-time service (as of June 30, 2002) and who meet the criteria listed below are eligible to receive up to \$500 per month to be paid by the College towards the cost of their premium for the medical insurance plan in effect for regular status full-time employees.

Those administrators with twelve to fourteen years of continuous full-time service (as of June 30, 2002), and who meet the criteria listed below are eligible to receive up to \$300 per month to be paid by the college towards the cost of their premium for the medical insurance plan in effect for regular status full-time employees.

The current administrator and retired administrators who are eligible for up to either a \$550 per month, \$500 per month or \$300 per month medical insurance contribution are listed on Attachment A to this Memorandum of Agreement. No other administrator shall receive a College contribution for retiree medical insurance.

The college will participate in the payment of this amount towards the purchase of medical insurance for retiring administrators according to the following criteria:

1. The administrator must be considered by PERS to be a retired member of the COCC staff and must be receiving benefits from PERS under one of the PERS retirement plans. It is the obligation of the retiring administrator to inform the College as to his/her status relative to PERS and to any change in PERS status. Failure of the administrator to notify the college of their PERS status removes all obligations of the College to provide any insurance assistance.
2. The administrator member must have served the College for fifteen (15) years of continuous service as a regular, full-time COCC employee.
3. Spouse, domestic partner, and/or dependent children to the age provided in the current Medical Insurance Plan, who are dependents of the administrator at his/her date of

retirement, shall be covered under the retiree’s medical insurance policy, if the retiree so chooses. Coverage for spouse and dependent children shall remain in force only so long as the retiring administrator is covered under the provision of this agreement. In the event of the death of the retiring administrator who has met the provisions of this agreement, the surviving spouse and children who have medical insurance provided by the provision of this agreement will be allowed to retain medical insurance coverage under the terms of this agreement for a period of one year from the date of the death of the retiring administrator to allow the spouse time to obtain his/her own medical insurance. No other person shall be covered, and once an election is made, it may not be changed.

- i. Retirees after 6/30/02 can choose their contributions to go towards the College’s medical insurance or receive a taxable stipend equal to the respective maximum contribution. This election must be made no later than 30 days before the date of retirement and once made is irrevocable.
- ii. If the retirement stipend option has been elected, it shall cease the month following the month of death.

Attachment A- Retirement Insurance Eligibility List

Current Administrator & Administrator Retirees  
Eligible for Health Insurance Support  
8/14/02

**Administrative, Confidential and Supervisory  
Eligibility list for Retiree Health Insurance Support**

Name	Amount		
	550	500	300
Don Laws	X		
Bart Queary	X		
Joyce Fouts	X		
Robert Koskey	X		
Ray Hoyt		X	
Gary Kontich		X	
Mike Smith		X	
Betty McKee		X	
Bill Simpkins		X	
Sara Paulson		X	
Carol Stiles		X	

Richard Thompson		X	
Jim Jones		X	
Gene Zinkgraf		X	
Darlene Smith		X	
Jim Obert			X
John Gregory			X
Dianne Dean			X
Robert Barber			X
Kathy Walsh			X
Carol Moorehead			X
Vickery Viles			X