

**Cochise College
District Board Policy**

**Category: All Employee Groups
Policy Number: 651
Title: Retiree Benefits**

Employees of Cochise College and their eligible dependents who have served for ten or more years in a benefits eligible position may remain on the college's group health insurance plans until the retiree attains age 65. Retirees and their dependents may also continue group life, dental and vision insurance beyond age 65 in accordance with each plan's summary plan description. The retiree will be responsible for paying 100 per cent of the total premium for the coverages selected. Any subsidy received by the College from the Arizona State Retirement System will be applied against the costs of coverages.

**Procedure 651.1
Retiree Benefits**

Eligible Employees of Cochise College who separate employment and immediately convert to a retiree status with the Arizona State Retirement System may continue on the College health and basic life, dental and vision plans providing they have been employed with Cochise College for at least ten years and have been covered by the each of plans for the ten consecutive years immediately prior to retirement. The retiree and eligible dependents must continue enrollment without a break in coverage between active employment and retirement status. Health insurance coverage for the retiree and eligible dependents will end on the last day of the month in which the retiree turns 65 years of age. If a retiree discontinues coverage after retirement, no coverage may be reinstated at a later date.