

[Policy - 6000 Classified Personnel](#) || [Table of Contents](#) || [Back](#) || [Next](#)

1.0 District Benefits for Retirees

- 1.1 The Los Rios Community College District provides a contribution toward healthcare premiums for certain retirees. Eligibility requirements for the District contribution are defined in the relevant Collective Bargaining Agreements.
- 1.2 The District provides group health insurance plans for retirees and their dependents. Eligibility to participate in the District's health insurance plans for retirees and their dependents is defined in the relevant Collective Bargaining Agreements.

2.0 District Contribution Toward Healthcare Premiums

- 2.1 Los Rios Classified Employee Association (LRCEA) and Service Employees, International Union (SEIU) employees who were first employed by the District on or after July 1, 2017, must have retired from the District as defined in the relevant Collective Bargaining Agreements and be collecting retirement benefits from either PERS or STRS, in order to receive the District contribution toward healthcare premiums (District Contribution). LRCEA and SEIU employees who were first employed prior to July 1, 2017 shall continue to have the same right to receive District Contributions under the policy that existed as of the time frame they were hired.
- 2.2 Los Rios Supervisors Association (LRSA) employees who were first employed by the District on or after July 1, 2015, must have retired from the District as defined in the LRSA Collective Bargaining Agreement and be collecting retirement benefits from either PERS or STRS, in order to receive the District contribution toward healthcare premiums (District Contribution). LRSA employees who were first employed prior to July 1, 2015 shall continue to have the same right to receive District Contributions under the policy that existed as of the time frame they were hired.

3.0 Effective Date of District Contribution

- 3.1 Effective July 1, 2017, the District contribution for eligible retirees shall be established at \$280.00 per month.

4.0 Changes in District Contribution

- 4.1 Future changes in premiums shall be recommended at least biannually during the District's budgetary process and are subject to the District's ability to pay. Any changes in the contribution rate for retired health insurance shall become effective the first of the month following adoption of the new rate or as determined by the Board.

[Policy - 6000 Classified Personnel](#) || [Table of Contents](#) || [Back](#) || [Next](#)

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