

**HUMAN RESOURCES**

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**AP 7380 RETIREE HEALTH BENEFITS**

**References:**

Education Code Sections 7000 et seq.

The health benefits for retirees from Palomar College are addressed in the following three groups:

**Group I**

- Hired prior to 3/1/94, employed for 20 years or more
- Retiree and eligible dependents will receive medical and dental benefits for the life of the retiree

**Group II**

- Hired prior to 3/1/94 with at least ten years but less than 20 years of service
- Hired after 3/1/94 with at least ten years of service
- Retiree and eligible dependents will receive medical benefits up to age 65
- Dental benefits will continue for the life of the retiree

**Group III**

- Employees who terminate with less than ten years of employment are not eligible for District-paid health benefits
- May continue health benefits on a self-pay basis for 18 months (COBRA)

Benefits-eligible employees who work less than full-time are eligible for District-paid health and dental benefits after working the equivalent to full-time, ten months (e.g., a 50 percent part-time employee would complete the full-time, ten months eligibility described for Group I in 40 years) as described for Groups I and II.

Office of Primary Responsibility: Human Resource Service