

EBRPD Retirement Benefits Matrix

| | AFCSME LOCAL 2428 | MANAGEMENT & CONFIDENTIAL | POLICE ASSOCIATION (SWORN & NON-SWORN) |
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| RETIREEMPLOYEE MEDICAL REIMBURSEMENT | | | |
| Up to age 65 | <p>Retirees previously represented by AFSCME Local 2425; will become an eligible retiree if he/she is age 55 or older; has completed at least 10 years of service as a regular employee.</p> <ul style="list-style-type: none"> • Up to \$100/month toward medical costs for any EMPLOYEE with at least 10 years of service. • Up to \$200/month toward medical premium costs for any EMPLOYEE with 20+ years of service. <p>Mandatory Employer Contribution (MEC) will be deducted from all reimbursements, if enrolled in CalPERS Medical.</p> <p>Notices to submit proof of health coverage will be sent to all retirees not enrolled in CalPERS in October of each calendar year for compliance by December.</p> | <p>Retiree hired or promoted from a represented classification before 01/01/03; will become an eligible retiree at age 50 (age 48 if covered under the EBRPD Retirement Plan) or older and had at minimum five years of service as a regular employee:</p> <p>100% of monthly premium for CalPERS health plan elected for the covered eligible retiree and his/her spouse/registered domestic partner, and eligible dependents.</p> <p>For retirees hired or promoted from a represented classification on or after 01/01/03; will become an eligible retiree at age 50 (age 48 if covered under the EBRPD Retirement Plan) or older; with at least 10-years of service as a regular employee:</p> <ul style="list-style-type: none"> • Up to \$250/month toward medical premium costs for any manager/confidential staff (M/C) with at least 10 years of regular service. • Up to \$300/month toward medical premium costs for any manager/confidential staff (M/C) with 20 + years of regular service. • Up to \$300/month for any AGM/GM with at least 10 years of regular service. • Up to \$350/month for any AGM/GM with at least 20+ year of regular service. <p>Mandatory Employer Contribution (MEC) will be deducted from all reimbursements, if enrolled in CalPERS Medical.</p> <p>A 2428 represented member promoted to a management or confidential position, will receive retiree benefits no less than the</p> | <p>Retirees previously represented by the Police Association (PA) who became an eligible retiree at age 50 or older; completed at least five years of service as a regular employee; and is not enrolled in CalPERS Health is eligible to receive a monthly premium reimbursement up to the amount of the Mandatory Employer Contribution (MEC) the Park District would have paid directly to CalPERS had the retiree enrolled for health.</p> <p>Notices to submit proof of health coverage will be sent to all retirees not enrolled in CalPERS in October of each calendar year for compliance by December.</p> |

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| | | <p>retiree medical benefits the employee would have received as a retired 2428 member.</p> <p>Notices to submit proof of health coverage will be sent to all retirees not enrolled in CalPERS in October of each calendar year for compliance by December.</p> | |
| <p>Supplemental Medical Payments at age 65 and older</p> | <p>Retirees hired as regular employee prior to 01/01/12, will have a choice to elect the following options:</p> <ul style="list-style-type: none"> - Retiree and/or spouse may enroll in the AARP Medicare Supplement Plan (Plan 131) and AARP Medicare RX “preferred” prescription drug (Plan 160) paid for the District, OR - Retiree and/or spouse may elect the cash equivalent for the AARP plans as noted above and enroll in a non-CalPERS supplemental plan. OR - Retiree and/or spouse may elect to transition to District’s CalPERS Supplemental Plan. The District will reimburse the cash equivalent for the AARP plan as noted above, reduced by the District’s Mandatory Employer Contribution (MEC). <p>Regular employees hired on or after 01/01/12, are not eligible for the benefits described above. Such employees will only receive District’s MEC (Currently \$83.05 in 2023) contribution if they enroll in a CalPERS medical plan.</p> <p>Notices to submit proof of health coverage will be sent to all retirees not enrolled in CalPERS or the District sponsored AARP medical plan in October of each calendar year for compliance by December.</p> | <p>For Retirees hired or promoted before 01/01/03:</p> <ul style="list-style-type: none"> • M/C Retirees with 5+ years of regular service will receive the equivalent of the AARP reimbursement. • AGM/GM retirees (classification in range MG07 and above) with 20+ years of District Service, will be offered the opportunity to continue enrollment in the CalPERS Medicare Supplement Plan, or the AARP Supplemental coverage at the District expense for the retiree and spouse, integrated with Medicare. • AGM/GM retirees with 15 years of District Service, will be offered the opportunity to continue enrollment in the CalPERS Medicare Supplement Plan, or the AARP Supplemental coverage at District expense for the retiree only. The retiree must reimburse the District for the premium cost of the spouse. <p>Reimbursement of Medicare Part B is available to retiree and eligible spouse/registered domestic partner. Employees who retire prior to age 65 because of a disability may be eligible to receive Medicare reimbursement.</p> <p>Employees hired or promoted on or after 01/01/03 and prior to 01/01/12 shall receive the greater of either:</p> <ul style="list-style-type: none"> - The continuation of the \$250/\$300 monthly reimbursement, as applicable; OR - Enrollment for retiree and/or spouse, in an AARP Extended Medicare Supplement plan; OR - Reimbursement of the premium paid by the retiree for medical coverage in an amount equal to the amount required to fund | <p>Individuals that retire after 04/01/02 will no longer be eligible for the District’s enrollment in AARP Extended Medical Supplement or reimbursement of the premium paid by the retiree for medical coverage.</p> |

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| | | <p>the AARP option. If the retiree is enrolled in a CalPERS medical plan, the greater amount of either above or the AARP average monthly cost will be reduced by the employer MEC (Currently \$83.05 in 2023).</p> <p>Notices to submit proof of health coverage will be sent to all retirees not enrolled in CalPERS or the District sponsored AARP medical plan in October of each calendar year for compliance by December.</p> <p>This benefit is not available to retirees who were hired on or after 01/01/12. If enrolled in a CalPERS medical plan, the retiree will receive the MEC amount.</p> <p>If a 2428 member is promoted to a manager or confidential position, the retiree medical benefits due that employee will be no less than the retiree medical benefits the employee would have received as a retired 2428 member.</p> | |
| DENTAL BENEFITS | | | |
| At Retirement | Retirees are eligible to enroll in the District’s dental plan at the time of retirement. If they do not elect retiree dental at the time of retirement, they will not be eligible to enroll in the future. Premium invoices will be mailed monthly. Failure to pay by the deadline, will result in cancellation of benefits. | | |
| Dental | Will be offered the opportunity to continue enrollment for retiree and eligible dependents, at retiree’s expense. | <p>GMs/AGMs (MG07 classification or higher) hired before 01/01/03, with 20+ year of service, will be offered the opportunity to continue enrollment for retiree and spouse, at the District’s expense. Additional dependents will be billed at retiree’s expense monthly.</p> <p>GMs/AGMs (MG07 classification or higher) hired before 01/01/03, with 15 years of service, will be offered the opportunity to continue enrollment for retiree at the District’s expense. The retiree’s spouse and eligible dependents may be enrolled at cost to the retiree.</p> <p>Board members who served three terms (12 years) prior to January 1995 and retire from the Board are eligible to receive retiree dental benefits equal to Management & Confidential employees.</p> | Will be offered the opportunity to continue enrollment for retiree and eligible dependents, at retiree’s expense. |

EBRPD Retirement Benefits Matrix

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| | | AGMs/GMs hired or promoted from a represented classification on or after 01/01/03, will be issued \$30 per month credit towards dental benefits. | |
| RETIREEMPLOYEE LIFE INSURANCE | | | |
| At Retirement | All retirees will be offered the option to participate in the retiree life insurance in the amount of \$13,000, at full cost to the retiree in the amount of \$37.44 per year. Cost may vary per year. | | |
| AARP MEMBERSHIP | | | |
| At age 64 | The District pays for active/retired employees and spouse/registered domestic partner's AARP membership. | | |