

**North Orange County Regional Occupational Program  
MEDICAL INSURANCE FOR RETIREES  
ROP BP 4154.1  
BP 4254.1  
BP 4354.1**

**BP 4154.1 (a)  
BP 4254.1 (a)  
BP 4354.1 (a)**

## **Policy**

### **All Personnel**

The Governing Board recognizes the value of long-term service to ROP. In recognition of this service, the Governing Board permits employees who meet the criteria specified in this policy to remain covered under ROP's medical insurance after retirement. ROP may pay a portion of the cost of such retiree coverage as the Governing Board determines to be appropriate in the best interest of ROP. The Governing Board will review, from time to time, the cost of providing retiree medical insurance and the fiscal impact on ROP of paying a portion of the cost of such insurance under this policy.

To be eligible for retiree medical insurance coverage through ROP, the employee must:

- Be at least 62 years of age at the time of retirement;
- Be a full-time active employee of ROP at the time of retirement;
- Have worked for ROP for at least 20 years as of the date of retirement, with at least 5 consecutive years of employment immediately prior to retirement;
- Be actively enrolled in ROP-provided insurance coverage at the time of retirement; and
- Retire for service, and remain retired from service, under either the State Teachers Retirement System or the Public Employees Retirement System.

Coverage of the retiree will cease upon the earlier of any of these events:

- The retiree reaches age 65
- The death of the retiree
- The retiree becomes eligible for Medicare, another government-provided medical insurance plan, or another employer-sponsored medical insurance plan
- ROP ceases to provide medical insurance coverage for its employees and retirees

Revised: April 12, 2017  
Revised: August 22, 2001  
Adopted: November 18, 1980

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Coverage under this policy is for the retiree only. ROP does not provide coverage for retirees' dependents except to the extent dependents qualify for such coverage under COBRA.

No specific level or type of medical coverage is guaranteed under this policy. Retiree coverage does not include any insurance or benefit other than a medical plan.

This policy applies to employees who retire from ROP on or after July 1, 2017.

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