

Southwestern Oregon Community College

BP: 7100

EARLY RETIREMENT - 1997

It is recognized by the Board of Education of the Southwestern Oregon Community College District that in certain instances early retirement by College employees may mutually benefit both the employee and the College. It is therefore the procedure of the Board of Education that when an employee requests early retirement according to this procedure and where such mutuality of benefits from early retirement is determined and approved by the Board, the College shall provide the early retirement incentives in Sections 1 and 2.

In any one year the total liability for the College will be no more than \$150,000 for the costs of early retiree health insurance and Medicare supplement payments.

For employees hired on or after July 1, 1997 to apply for early retirement incentives, they shall have a minimum of twenty (20) years of full-time employment with the College, shall be 58 years of age and shall be eligible for early retirement under the Public Employees Retirement System. The College’s contribution to the early retiree’s health insurance coverage shall be capped at 75% of the cost of the plan until the employee reaches his or her sixty-fifth (65) birthday.

An employee hired prior to July 1, 1997 who desires to apply for early retirement incentives shall have a minimum of ten years employment with the College, shall be 55 years of age and shall be eligible for retirement under the Public Employees Retirement System.

- The cost of the plan up to \$300 per month for an employee who retires with at least 25, but less than 30, years of full-time employment or at least 52,000, but less than 62,400, hours of compensated employment with the College;
 - The cost of the plan up to \$350 per month for an employee who retires with at least 30 years of full-time employment or 62,400 hours of compensated employment with the College.
- c. The above contribution amounts shall increase each year on January 1 by 3%, or the July through June Portland Consumer Price Index, whichever is less.
- d. The College shall tender its contribution payments only to the applicable insurance provider. No retiree, spouse, domestic partner or dependent shall be entitled, under any circumstances, to claim or receive payment directly from the College.
- 1) Early Retirement. Retirement at an age less than full Social Security benefits eligibility.

1. Accrued Sick Leave Payment

An employee who retires under this procedure shall receive a payment equal to one-half of his or her accumulated unused sick leave hours, multiplied by the employee’s daily rate of pay at the time of retirement, multiplied by the applicable adjustment rate set forth below:

Years of Continuous Employment	Adjustment Rate
At least 20 but less than 25	50%
At least 25 but less than 30	75%
At least 30	100%

The retiree may request, prior to the date of retirement, that the payment be made in 12 equal monthly installments during the first year of retirement. Absent such a request in writing, the entire amount will be paid in the retiree’s final paycheck.

THIS PROCEDURE IS NOT A CONTRACT OR PROMISE OF BENEFITS. NOTHING IN THIS PROCEDURE SHALL BE CONSTRUED TO REQUIRE THE BOARD OF EDUCATION TO GRANT EARLY RETIREMENT TO ANY EMPLOYEE.

- *Adopted by the Board of Education:
Procedure # 1.056: May 18, 1987
Revised: February 1989
Revised: October 19, 1992*
- *Adopted by the Board of Education:
Procedure # 6.3.044: February 18, 1997
Revised: January 28, 2002*

END OF POLICY

NOTE: Refer to APP 7100 for 1997 policy amendments due to lawsuit on sick leave buyout.

Administrative Policies and Procedures:
7100

DATE OF ADOPTION: 05/19/14

DATE(S) OF REVISION(S):

DATE OF LAST REVIEW:

Southwestern Oregon Community College does not discriminate on the basis of race, color, gender, sexual orientation, marital status, religion, national origin, age, disability status, gender identity, or protected veterans in employment, education, or activities as set forth in compliance with federal and state statutes and regulations.