

*Policy No.: 5019*  
*Board Approved: May 2, 2006*  
*Revised: June 20, 2017*  
*Revised : May 16, 2023*

## **Retiree Health Benefits**

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Hagerstown Community College will offer its retirees a quality and competitive cafeteria style benefit plan composed of the following benefits, eligibility criteria, and years of service tiers.

Benefits Include:

- Medical
- Prescription
- Dental
- Basic Retiree Life

Eligibility Criteria:

- A minimum of 10 years of service to the College
- Must be an active participant in the benefit plan on the date of their retirement.
- Dependent eligibility – Dependents must be active participants in the benefit plan on the retirement date of the employee to be eligible.

Contribution Rates are based on the following consecutive Years of Service Tiers:

10-14 Years of Service  
15-19 Years of Service  
20+ Years of Service

The Board of Trustees directs the college Administration to annually review the benefits program and to continue to recommend strategies and options to contain or reduce cost, while enhancing benefit options to retirees.

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