

AGREEMENT

BETWEEN

**SANTA MONICA COMMUNITY
COLLEGE DISTRICT**

AND

**SANTA MONICA COLLEGE POLICE
OFFICERS ASSOCIATION**



July 1, 2012 — June 30, 2014

defined by the carrier. The benefit carriers for retired persons shall be the same as those provided to active employees.

12.10.2 Supplemental benefits shall not be provided unless the employee retires at age 55 or thereafter, and the employee has provided at least ten consecutive years of service to the District immediately preceding retirement.

12.10.3 As an early retirement benefit, employees who retire at or after the age of 55 years, and have at least ten (10) years of paid service with the District immediately prior to retirement may receive the supplementary benefit plan as stated above in section 12.3 until the retiree reaches his/her 65th birthday. For employees who retire prior to January 1, 2013, the District will continue to provide payment for PERSCare insurance plan for any retiree who had such coverage in effect in 2012. For employees with PERSCare coverage who retire on or after January 1, 2013, the District's contribution shall be limited to the premium for the highest non-PERSCare plan for like coverage.

12.11 All permanent employees assigned to a work schedule of at least twenty (20) hours per week shall be provided a fifty thousand dollar (\$50,000.00) term life insurance policy. The District shall pay the cost of such a life insurance policy for all eligible employees while they are employed by the District. This benefit shall cease once an employee separates from employment with the District.

12.12.1 A District-wide committee shall be formed to review proposals from life insurance companies. SMCPOA shall have the right to appoint employees to this committee. The District reserves the right to make final selection of the life insurance company to provide this life insurance benefit.

12.12 Any unit member eligible to receive benefits enumerated in this article who can provide proof that he or she has health benefits through a non-District health insurance plan may elect to decline coverage by the District. Any full-time employee who declines coverage by the District shall be paid \$2,000 per year; any part-time employee who declines coverage by the District shall be paid a pro-rated amount calculated as set forth in Section 12.5. This money may be used for any purpose and will be taxable to the employee. This money will be paid one-half at the end of each semester in a lump sum payment. Once District health benefits are declined, no change may be made during the benefit year. Any person who declines coverage must renew that declination each year during the open enrollment period and provide proof of continuing health coverage.

12.13 On or about January 1, 2013, the District shall establish a Health Reimbursement Arrangement Plan with the following terms: (a) one-time funding of \$1,000.00 for unit members who have a health care plan other than PERSCare on December 31, 2012; (b) one-time funding of \$2,000.00 for unit members who have PERSCare

Single Coverage plan on December 31, 2012; (c) one-time funding of \$3,000.00 for unit members who have PERSCare 2-Party Coverage plan on December 31, 2012; and (d) one-time funding of \$4,000.00 for unit members who have PERSCare Family Coverage plan on December 31, 2012. Part-time employees shall receive pro-rated payment of the applicable benefit equal to the percentage of the part-time employees fulltime equivalency.