

## Limited Retirement Health Care Bridge

The purpose of the Limited Retirement Health Care Bridge Program is to provide a mechanism whereby state universities may assist unclassified professional employees who desire to retire before they become eligible to qualify for Medicare by contributing to the cost of the employee's health care coverage.

### (1) Eligibility.

(A) Participation in the Limited Retirement Health Care Bridge Program is a privilege, not a right, and is strictly voluntary. The university CEO or the CEO's designee and the employee must all agree that it is in the best interest of both the university and the employee for the employee to participate in the Program; this decision will be made on a case-by-case basis taking the employee's appointment or job responsibilities, the timing of the request and other pertinent factors into consideration.

(B) Only unclassified professional employees at the state universities who have completed at least 10 years of full-time service shall be eligible for participation in the program upon reaching 55 years of age.

(C) Employees participating in Phased Retirement pursuant to K.S.A. 2007 Supp. 76-746, as amended, and K.A.R. 88-12-1 through 8, as amended, are not eligible to participate in the Limited Retirement Health Care Bridge Program.

### (2) Procedure.

(A) Each unclassified employee meeting the eligibility conditions of this policy provision who desires to participate in the Limited Health Care Benefits Program must submit, within six months of the employee's proposed retirement date, a written request to retire and to participate in this program to the employee's department/unit head or academic dean.

(B) If the request is approved by the university CEO or the CEO's designee, the university attorney shall draft an agreement between the university and the employee providing for payment of a specified lump-sum amount upon retirement, calculated in accordance with subsection c.(3).

(C) The agreement shall be signed by the employee and the university CEO or the CEO's designee.

(D) Limited Retirement Health Care Bridge payments shall be paid as a payroll expense and will be subject to employee fringe benefit requirements, including taxes.

(3) Amount of Benefit. The lump sum payment shall be an amount negotiated between the university and eligible employee that is not more than the sum of 1) three times the maximum annual retiree direct bill medical plan premium for an employee, spouse and children under the State Health Care Benefits Program during the year the request for retirement and is submitted, and 2) the amount necessary to cover the employee fringe benefits costs associated with the benefit amount. In no event shall the benefit amount be based solely on the age of the participant such that it would be a violation of the Age Discrimination in Employment Act.

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