

Policy #: 500.0
Original Date: December 11, 2014
Last Reviewed: September 8, 2023

TITLE: POST-RETIREMENT MEDICAL INSURANCE POLICY

University Enterprises Corporation at CSUSB (“UEC”) shall provide a Post-Retirement Medical Insurance (“PRMI”) benefit to employees whose last hire date was prior to September 11, 2009, and who have retired from UEC and CalPERS having met the age and years of service requirements under CalPERS.

Exclusions: PRMI is not available to employees hired after September 11, 2009 or who retire without attaining the required age or years of service as defined herein. Further, this benefit does not apply to employees that have been reinstated from retirement pursuant to CalPERS rules regarding employment, which are currently described in CalPERS Publication 33.

Inclusions/Conditions: PRMI shall be offered to Eligible Employees and their identified spouse or registered domestic partner *on the date the employee retires*. Eligible Employees must be on a UEC medical insurance program on the date they retire. If any covered party (retired employee, spouse, or registered domestic partner) terminates this PRMI benefit, it cannot be reinstated.

Dependents of Eligible Employees are not eligible for PRMI.

Predeceased Parties: Once covered, if the retired Eligible Employee predeceases the spouse or registered domestic partner, coverage under this PRMI benefit will continue for the spouse or registered domestic partner only. If the spouse or registered domestic partner predeceases the covered retired employee, coverage under the PRMI benefit will continue for the retired employee but will not extend to any additional parties.

PRMI Cost Sharing: The cost for the PRMI benefit will be shared jointly by UEC and the Eligible Employee, or surviving spouse/registered domestic partner.

UEC will contribute 90% of the insurance cost up to the current annual maximum contribution for active employees for the same insurance category. The Eligible Employee, or surviving spouse/registered domestic partner will be responsible for the remaining portion of the insurance cost. It is the intention of this policy to provide cost sharing benefits similar to the cost sharing benefits for active UEC employees.

Available Policies/Procedures: Eligible Employees can select medical coverage from one of three retirement medical plans offered by UEC. Currently, the three plans include a Kaiser HMO retirement plan, a Kaiser PPO retirement plan, and a Hartford Medicare retirement plan. UEC

reserves the right to change the plans at any renewal period based upon costs and changes in market conditions.

The PRMI benefits shall be provided according to the terms of insurance contracts entered into by UEC. The claims procedures and other procedural requirements are described in the insurance documents and shall apply to the PRMI benefit coverage. UEC shall serve as the named fiduciary for any fiduciary purpose related to this benefit except to the extent the insurance carrier is the fiduciary. UEC shall have full discretionary authority when acting in its fiduciary capacity. Any delegation of fiduciary functions will include discretionary authority unless the discretion is specifically limited in writing as part of the delegation.

The insurance carrier, not UEC, is responsible for paying all benefit claims and for processing all claims for benefits, but UEC shall, to the extent practicable and allowed by law, follow the claims procedures described in the insurance documents to decide questions of eligibility that are beyond the scope of the insurance carrier's authority.

Duration: This PRMI benefit is not a promise of benefits for life or for any other duration. This benefit is not subject to vesting and is unvested at all times both before and after retirement. UEC's Board of Directors reserves the power at any time to modify, amend or terminate (in whole or in part) any or all of the provisions of the employee's health insurance plans including the conditions and limitations on PRMI benefits.

Approval:

Approved by the UEC Board of Directors at the September 8, 2023, meeting.