

MONTGOMERY COLLEGE
Office of Employee Engagement & Labor Relations

June 29, 2011

Professor Richard Penn
President
Montgomery College Chapter
American Association of University Professors
Rockville, MD 20850

Dear Professor Penn:

Please find attached a copy of the Board of Trustees' Resolution Number 11-02-013, Future Retiree Health Insurance for Eligible Employees Hired on or after July 1, 2011. The Board adopted this resolution on February 28, 2011 in accordance with the agreement between Montgomery College and the Montgomery College Chapter of the AAUP.

If you have any questions or concerns, please contact me. Thank you.

Sincerely,



Sarah Miller Espinosa
Director of Employee Engagement & Labor Relations

**BOARD OF TRUSTEES
MONTGOMERY COLLEGE
Rockville, Maryland**

Resolution Number: 11-02-013
Adopted on: 2/28/2011

Agenda Item Number: 13
February 28, 2011

Subject: Future Retiree Health Insurance For Eligible Employees Hired on or after July 1, 2011

WHEREAS, the current Board policy which governs retiree insurance benefits was adopted in 1990 and provides generally that the College will contribute forty (40) percent of the health insurance premium for those eligible and electing to participate in retiree health insurance with less than 10 years of service and that the College will contribute sixty (60) percent of the health insurance premium for those eligible and electing to participate in retiree health insurance with 10 years or more of service; and

WHEREAS, agreements have been reached with the Montgomery College Chapter, American Association of University Professors, and Local 2380 of the American Federation of State, County, and Municipal Employees, to alter those requirements for eligible bargaining unit employees hired on or after July 1, 2011; and

WHEREAS, these alterations will result in future savings and reduction of other post employment benefit (OPEB) liability for Montgomery College; and

WHEREAS, the President recommends the Board adopt a uniform policy applicable to all eligible staff, full-time faculty, and administrators; and

WHEREAS, the President recommends that the Board take the following action; now therefore be it

Resolved, That the Board of Trustees approves the following alteration of policy for those regular status staff, full-time faculty, and administrators hired on or after July 1, 2011: employees shall be eligible to participate in retiree health care plans in the event they are eligible to retire and are at least age 55 and have at least 15 years of service. For those eligible employees with 15-19 years of service who elect to participate in retiree health insurance, 40% of the premium will be contributed by Montgomery College. For those eligible employees with 20 years or more of service who elect to participate in retiree health insurance, 60% of the premium will be contributed by Montgomery College. No new dependents may be added subsequent to retirement; and be it further

Resolved, That the Board of Trustees delegates to the President the responsibility and authority to implement and administer this benefit and to further delegate responsibility for the implementation and administration of the benefit to appropriate College staff.

DPP:abg