

**Hartnell Community College District  
RESOLUTION NO. 24:7**

**MANAGEMENT EMPLOYEE POST-RETIREMENT HEALTH BENEFITS**

**WHEREAS**, on January 16, 2024, the Board of Trustees took action to sunset the Board-approved memorandum entitled “Management Employee Working Conditions,” (“Working Conditions”) effective June 30, 2024; and

**WHEREAS**, the Working Conditions memorandum set forth District policy regarding post-retirement health benefits for management employees; and

**WHEREAS**, the Board has determined that the post-retirement health benefits offered to management employees should continue to be offered in the same manner beyond the sunset of the Working Conditions memorandum on June 30, 2024; and

**NOW, THEREFORE, BE IT RESOLVED**, that management employees who retire through PERS or STRS, whichever is appropriate, who were enrolled in the District’s health benefit plans, and who were hired by contract or appointment into an administrator position before January 1, 2013, shall be granted post-retirement ten (10) years of district paid medical, vision, and dental coverage equal to the current district “cap” in place for the retiree and dependents. To be eligible, the management employee must have served in the management category of employment for a minimum of five (5) years. The benefit ends on the management employee’s 65th birthday.

**BE IT FURTHER RESOLVED**, that management employees who retire through PERS or STRS, whichever is appropriate, who are enrolled in the District’s health benefit plans, and who are hired by contract or appointment into an administrative position on or after January 1, 2013, will become eligible for post-retirement health benefits after working at the District for ten (10) years, and shall earn one (1) year of District-paid contributions to health benefits for every two (2) years of service, up to a maximum of seven years of benefits (after 14 years of service), or at the time the retiree becomes eligible for federal Medicare benefits at age 65, whichever is sooner.

**BE IT FURTHER RESOLVED**, that this Resolution is a declaration of existing policy does not modify or change the District’s policy regarding post-retirement health benefits for management employees.

**BE IT FURTHER RESOLVED**, that the Board reserves the right to alter, amend or terminate the District’s policy with respect to post-retirement health benefits offered to management employees at any time.

**BE IT FURTHER RESOLVED**, that the Superintendent/President or his authorized designee is directed to take all appropriate action needed to implement this Resolution.

**PASSED AND ADOPTED** by the Board of Trustees of the Hartnell Community College District, Salinas, California at a public meeting thereof duly called and held on April 2, 2024

AYES: 4  
NAYS: 0  
ABSENT: 2  
ABSTAIN: 0

I, Irma C. Lopez, Board President of the Board of Trustees of the Hartnell Community College District, do hereby certify that the foregoing is a full and correct copy of a Resolution adopted by the Board at a duly called and conducted meeting held on April 2, 2024

Irma Lopez  
Irma C. Lopez  
President, Board of Trustees

ATTEST:  
Michael Gutierrez  
Michael Gutierrez  
Secretary of the Board of Trustees