

MANUAL OF PROCEDURE

PROCEDURE NUMBER: 2135

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PROCEDURE TITLE: All Full-Time Personnel: Employee Retirement

STATUTORY REFERENCE: FLORIDA STATUTES 1001.64, 1012.685 AND 1012.87
STATE BOARD OF EDUCATION RULE 6A-14.0261

BASED ON POLICY: II-82 All Full-Time Personnel: Employee Retirement

EFFECTIVE DATE: November 8, 2005

LAST REVISION DATE:

LAST REVIEW DATE: November 8, 2005

I. PURPOSE

To implement Policy II-82: All Full-Time Personnel: Employee Retirement

II. PROCEDURE

A. Participation in the Division of Retirement

Participation in a retirement system of the State of Florida is a condition of employment for all eligible employees. Employee and/or employer contributions shall be established by the statute governing the retirement plan in which the individual employee is eligible for participation.

B. Compulsory Retirement

Miami Dade College does not have a compulsory retirement age for its employees pursuant to the "Florida Age Discrimination in Employment Act."

C. Continuation of Benefits after Retirement

Retirees of the College are eligible to continue their participation in the following College benefits programs:

1. Group health benefit: The retiree pays 100% of the cost of the group health benefit coverage, unless the retiree is eligible for the College Individual Retiree Health Insurance Subsidy (refer to Policies II-51A, and II-52A).

2. Group dental benefit: The retiree pays 100% of the cost of the group dental benefit coverage.
3. Group term life insurance program: The retiree pays 100% of the cost of the group term life benefits coverage.
4. Family protection plan: The retiree pays 100% of the cost of the family protection plan.
5. Group legal plan: The retiree pays 100% of the cost of the group legal plan.


Eligibility for continuation of benefits is contingent upon satisfying one of the following sets of requirements:

a. Regular Service Retirement

- Minimum of 10 years of service at the College
- Having reached age 50
- Voluntarily terminated employment for the purpose of retirement

b. Disability Retirement

- Minimum of 10 years of service at the College (regular disability retirement)
- For in line of duty disability, benefits from your first day of employment.

	
	11/8/05
PRESIDENT	DATE