

**WILLIAM JEWELL COLLEGE
INSURANCE BENEFITS FOR RETIRED AND DISABLED EMPLOYEES**

**EFFECTIVE JANUARY 1, 2024
For Employees Hired **After 12-31-91** and **After 6-30-00****

Below is the current policy governing medical and life insurance benefits for William Jewell College retirees.

Regular employees who retire at age 55 or older or become permanently disabled while employed at William Jewell College are eligible to continue their medical insurance through the group insurance program. Employees who have not reached their 55th birthday and who wish to retire from the College may continue insurance by paying the full cost until they reach their 55th birthday provided the sum of their age and years of service at the College total 70 or more. Upon reaching age 55, the rates below will apply based on years of service and salary with the College. The cost of the employee's insurance may be shared by the College depending on years of full-time service completed by the employee. Service years for part-time benefit eligible employees will be computed on the full-time equivalent defined as 30 hours per week or nine months per calendar or academic year.

<u>Years of Service</u>	% Cost to Employees Hired After 12-31-91		% Cost to Employees Hired After 6/30/00	
	Employee	Dependent	Employee	Dependent
30 years or more	-0-	50.0%	50.0%	100.0%
25 but less than 30	25.0%	62.5%	75.0%	100.0%
20 but less than 25	50.0%	75.0%	75.0%	100.0%
15 but less than 20	75.0%	87.5%	100.0%	100.0%
10 but less than 15	100.0%	100.0%	100.0%	100.0%
Less than 10 years	not available		not available	

MEDICAL PREMIUMS for Retiree/Employee – Available for retirees less than age 65.

<u>Coverage Level:</u>	HMO	PPO	Spira Care
Retiree/Employee Only	\$849.41	\$840.97	\$620.93
Retiree/Employee + 1	\$1,702.72	\$1,662.60	\$1,227.64
Retiree/Employee + Family	\$2,414.92	\$2,363.12	\$1,744.91

If Blue Cross Blue Shield medical insurance is declined or later cancelled, the retiree is not eligible to re-enroll. However, the retiree may choose to enroll in the Medicare Advantage plan at the age of 65, even though they are not currently participating in the Blue Cross Blue Shield medical insurance plan. If Medicare Advantage plan is declined at age 65 or later cancelled, the retiree is not eligible to re-enroll.

MEDICARE ADVANTAGE HEALTH INSURANCE COST – Available for retirees age 65 and over.

Cost for Retiree/Employee or Spouse Medicare Advantage Plan: \$116.00