

## Retirement

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In compliance with K. S. A. 44-1118 nothing shall be construed to mean that an employer shall be forced to hire incompetent or unqualified personnel or discharge qualified or competent personnel.

Upon retirement and thereafter, if an employee has met all of the following requirements:

1. The employee has retired from KPERS and has not accepted employment at another KPERS institution; and
2. The employee has completed ten (10) or more years of full-time employment with Neosho County Community College; and
3. The employee has been enrolled in the college's health insurance program for at least two full consecutive years of employment immediately preceding retirement; and
4. The employee has not reached the age of Medicare eligibility,

Then the employee, an employee's spouse, or an employee's dependent(s) may continue to maintain at their expense single or family plan coverage in the college's insurance program in accordance with and subject to insurance company policy conditions, until the employee reaches the age of Medicare eligibility. Employee premiums must be direct deposited into the college's bank account on the first working day of each month of coverage. If required payment arrangements are not made and/or payment is not received in a timely fashion, coverage may be terminated.

This policy, as amended, shall be applicable to employees retiring after October 13, 2005.

*Revised: 10/13/05*