



Sonoma County Junior College District Management Early Retirement Option (ERO)

This application constitutes my request to retire early and receive the health benefits of the early retirement option. I understand as a management member that if this request is approved by the Board of Trustees I will conclude my employment with the Sonoma County Junior College District. I understand that the health benefits offered through this program will become secondary should future employment provide an alternative health care program. My signature below and my initials appearing at the end of each page certify that I have read and understand the Early Retirement Option article of the Management Team Handbook.

Print Full Name: _____ Signature: _____

Birthdate: ____/____/____

Date of Hire at Santa Rosa Junior College: _____

Effective Date of Early Retirement: _____

Any breaks in the continuity of service at Santa Rosa Junior College?

_____ No

_____ Yes _____ Year

Conditions:

For HR Office Use Only:

Data Verification: _____ By: _____

Date Application Approved by Board of Trustees: _____

ERO MANAGEMENT FRINGE BENEFITS

H. RETIREMENT MEDICAL AND DENTAL BENEFITS

For Management Team members hired after 10/01/13, an Early Retirement Option (ERO) is offered at age 62 years with 17 years of service. For those hired prior to 10/01/13, the ERO shall be applicable to all Management Team members who are at least age 55 and have a minimum of 15 years of full-time employment with the Sonoma County Junior College District.

The Management Team member granted the Early Retirement provisions will be granted the same medical/dental benefit package that is received by currently employed full-time management employees employed at that time by the District. These benefits will cease on the first day of the month in which the retiree reaches the age of Medicare eligibility. A Management Team member granted the ERO will also be eligible for the retiree health benefit stipend upon reaching the age of 65. Management Team members who are over the age of 65 upon retirement and meet the years of service requirement for the ERO are eligible for the retiree health benefit stipend.

Revised and Board approved 4/8/2025

Applicant's Initials: _____



Acknowledgment of the Santa Rosa Junior College Early Retirement Option Intent

I understand that the intent of the Early Retirement Option is to grant eligible applicants the same medical/dental package that is received by active full-time employees of the District.

I understand that the medical/dental package that is granted to me upon approval of my Early Retirement Option Application, is subject to change based upon future negotiations between the District and the bargaining unit with which I am currently affiliated.

I understand that should a future agreement between the District and the bargaining unit require active full-time employees of the District to participate in a cost sharing of medical/dental premiums, then the same level of participation will be required of all Early Retirees.

I acknowledge that I have read the intent of the Early Retirement Option as stated above. I understand that I may be responsible for future premium payments while I am a participant in the Santa Rosa Junior College Early Retirement Option.

Employee Name

Date

Employee Signature

Early Retiree Effective Date