



Northwest Florida State College

TITLE: Retiree Definitions and Benefits

AUTHORITY:

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SIGNATURE OF BOARD SECRETARY: _____

PURPOSE OF POLICY

To define the categories of normal retirement and early retirement and to identify college-provided retiree benefits.

Local Language

Any full-time employee who officially retires from the Florida Retirement System (FRS) Pension or Investment Plan; or retires from an Optional Retirement Program and meets the following criteria will be considered a retiree from Northwest Florida State College. This includes early retirees as well as those that retire normally.

Retirement Criteria:

Be at least age 62 and have at least 20 years of full-time service with the college;

OR

Employees with age and years of service, added together, totaling 75 or more combined years of service and draw a retirement benefit from one of the college plans will also be college retirees.

Retiree Benefits:

The following benefits shall be made available to each College retiree and/or surviving spouse:

- Use of College Learning Resources Center.
- Complimentary admission to College events on the same basis as currently employed personnel.
- Use of College recreational facilities, including fitness center
- Participation in group insurance plan at employee expense as defined by State Law.
- Email access
- Eligibility for tuition assistance for a maximum of six (6) semester hours at the college
- Eligibility for sick leave payout is referenced in Policy HR 20.00
- Eligibility for receipt of pension funds are determined by FRS or any optional plan an employee participates in.

Only retired employees are eligible for tuition assistance (six semester hours per semester) for courses offered through Northwest Florida State College. Dependents are not eligible for this benefit.