2437 – Retirement Recognition

To recognize its retirees, the College has the "Cougar Commemorative Circle" for qualifying retirees. The circle includes brick pavers with the retiree's name and years of service inscribed. Each retiree receives a memento of this recognition. To qualify, the employee must have at least ten (10) consecutive years of service (full-time, regular part-time, or a combination of both), qualified for KPERS retirement (does not require employee to actually retire from KPERS), and left the College in good-standing.

The Office of Human Resources coordinates this program and the eligibility requirements.

Eligibility Requirements

At the time of the employee's departure from the College, the employee must first have at least ten (10) consecutive years of Barton County Community College service (full-time, regular part-time, or a combination of both), and be qualified for KPERS retirement, meeting one of the following criteria:

KPERS 1

- Between ages 55 and age 62 with at least 10 years' service credit, retiring with reduced benefits; or
- At least 62 with 10 years' service credit (38 or more quarters); or
- At least 65 with 1 year service credit (2 or more quarters); or
- At any age when the combination of age and years of KPERS service equal 85 or more points.

KPERS 2

- Age 55 with at least 10 but less than 30 years service credit, retiring with reduced benefits; or
- Age 55 to 59 with at least 30 years service credit, retiring with reduced benefits; or
- At least 65 with at least 5 years service credit; or
- Age 60 plus with at least 30 years service credit.

KPERS 3

- Age 55 with at least 10 but less than 30 years service credit, retiring with reduced benefits; or
- Age 65 with 5 years of service credit; or
- Age 60 with at least 30 years of service credit.

Departmental Retirement Parties or Receptions

It should be noted that retirement parties or receptions will be the responsibility of the retiree's department. The decision whether to open the reception up to all employees and Board members will lie within the department. If Board members are to be invited, the invitations to the Board shall be extended by the President's office. Additionally, if the department chooses, it may solicit voluntary donations from employee's college-wide for

a joint gift. However, College funds are not to be used for this purpose, so donations should be collected prior to purchasing a gift, in order to assure that the cost of the gift will be covered through such voluntary donations. The College will provide up to $250 in funds to assist with the reception costs for those retirees that meet the Eligibility Requirements. These funds will be not be public funds and the supervisor must contact the VP of Administration for payment arrangements prior to the reception.

Contact(s): Director of Human Resources

Related Form(s)
- None

References:

Relevant Policy or Procedure: 1420 – Employee Recognition

Approved by: President
Date: 8/31/00
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