

D.10.3.1 (Procedure) Supplemental Critical Illness Benefits for Retired Peace Officers

Responsible Department: Talent, Organization & Strategic Innovation

Based on Board Policy: [D.10.03](#) (Policy) Retirement

Approved: 12-17-25

Alamo Colleges District's (ACD) establishes the following procedures to providing supplemental critical illness benefits to eligible retired peace officers, as required under Texas Government Code, Chapter 607, Subchapter D (as amended by HB 4144, 89th Legislature) to offer a supplemental income benefit or comparable health benefit coverage following a qualifying illness.

ELIGIBILITY

This procedure applies to employees of the Alamo Colleges District Police Department who meet all of the following eligibility requirements. This procedure does **not** apply to civilian employees or employees of contractors.

- **Eligible Retired Peace Officer**

An individual must meet all of the following criteria to qualify for benefits:

- A. was employed full-time as a commissioned peace officer of the Alamo Colleges District; and,
- B. performed duties that classify the employee as a first responder under Texas Government Code §607; and,
- C. retired from the Alamo Colleges District on or after January 1, 2026.

- **Qualifying Illness**

If a retiree is diagnosed with a qualifying illness within three (3) years of their retirement date, the College District is required to provide the applicable benefits for qualifying illnesses defined under Texas Government Code §§ 607.055 and §§ 607.056., including but not limited to:

- - A. Certain types of cancers;
 - B. Acute myocardial infarction;
 - C. Stroke; or,
 - D. Other designated critical illnesses as determined by statute.

- **Eligibility Requirements**

A retired peace officer qualifies for benefits under this policy if all of the following conditions are met:

- A. retired on or after January 1, 2026; and
- B. was diagnosed with a qualifying illness within three (3) years of the date of retirement; and,
- C. did not receive a comparable health-benefit plan from the College District at the time of retirement; and,
- D. submits all required documentation.

Eligibility is limited to one benefit award per retiree per qualifying illness category, consistent with statutory provisions.

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SUPPLEMENTAL INCOME BENEFIT

The value of the supplemental income benefit provided is the lesser of the peace officer's final yearly salary at the time of retirement; or the statutory cap amount as published by the responsible state authority. (current cap \$100,000).

Supplemental Income Benefit

Upon verification of eligibility and the qualifying illness, the College District shall provide the retiree with a supplemental income benefit equal to the Benefit Amount defined above.

- **Payment Options**

The retiree may select one of the following:

- A. **Lump-sum Payment:** The full benefit amount issued in a single disbursement; OR
- B. **Installment Payments:** Three (3) equal payments issued over a period of three consecutive months.

The retiree must select a payment method at the time the claim is approved.

Adjustment of Benefit Cap

The statutory cap amount is tied to statewide indexing procedures and may be adjusted annually. The College District will update its benefit maximums each fiscal year to reflect these state-issued adjustments.

COMPARATIVE HEALTH BENEFIT PLAN

A health-benefit plan offered by the College at the time of retirement will provide coverage and cost-sharing equivalent to or greater than the benefit mandated under Texas Government Code §§ 607.055 and §§ 607.056. Retirees who already receive such a plan are not eligible for the supplemental income benefit.

ADMINISTRATIVE PROCEDURES

- **Filing a Claim**

Retirees must file a claim with the ACD's Benefits Department. Claims must include:

1. Proof of retirement date;
2. Medical documentation confirming a qualifying illness and the date of diagnosis;
3. Identification of the payment option (lump sum or installment); and
4. Any additional supporting documentation requested by the Benefits Office.

Processing Timeline

ACD will review claims within **30 days** of submission. Additional verification may extend this timeline.

Determination and Notification

Retirees will receive written / electronic notification of approval or denial. Approved claims proceed to Payroll for disbursement based on the payment method selected.

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RESPONSIBILITY FOR ADMINISTRATION

Talent, Organization, & Strategic Innovation shall

- verify eligibility and documentation; and,
- inform eligible retirees at the time of retirement; and,
- maintain records and report benefit expenditures as required by state law.

Payroll Department shall

- issue benefit payments according to approved requests; and,
- retain documentation for audit purposes.

Retirees

- provide accurate and timely documentation; and,
- report any changes that may affect eligibility.

COORDINATION WITH OTHER POLICIES

If conflicting provisions exist between this policy and federal or state law, the law shall govern. If the College District establishes or offers a comparable health-benefit plan that meets the State requirements, this supplemental income benefit may be waived for affected retirees.

The College District is not required to provide the benefit under if, at the time of the retiree's retirement, it already offers a **health-benefit plan to retirees** that is **comparable in coverage and cost** to the plan the retiree had immediately before retirement.