



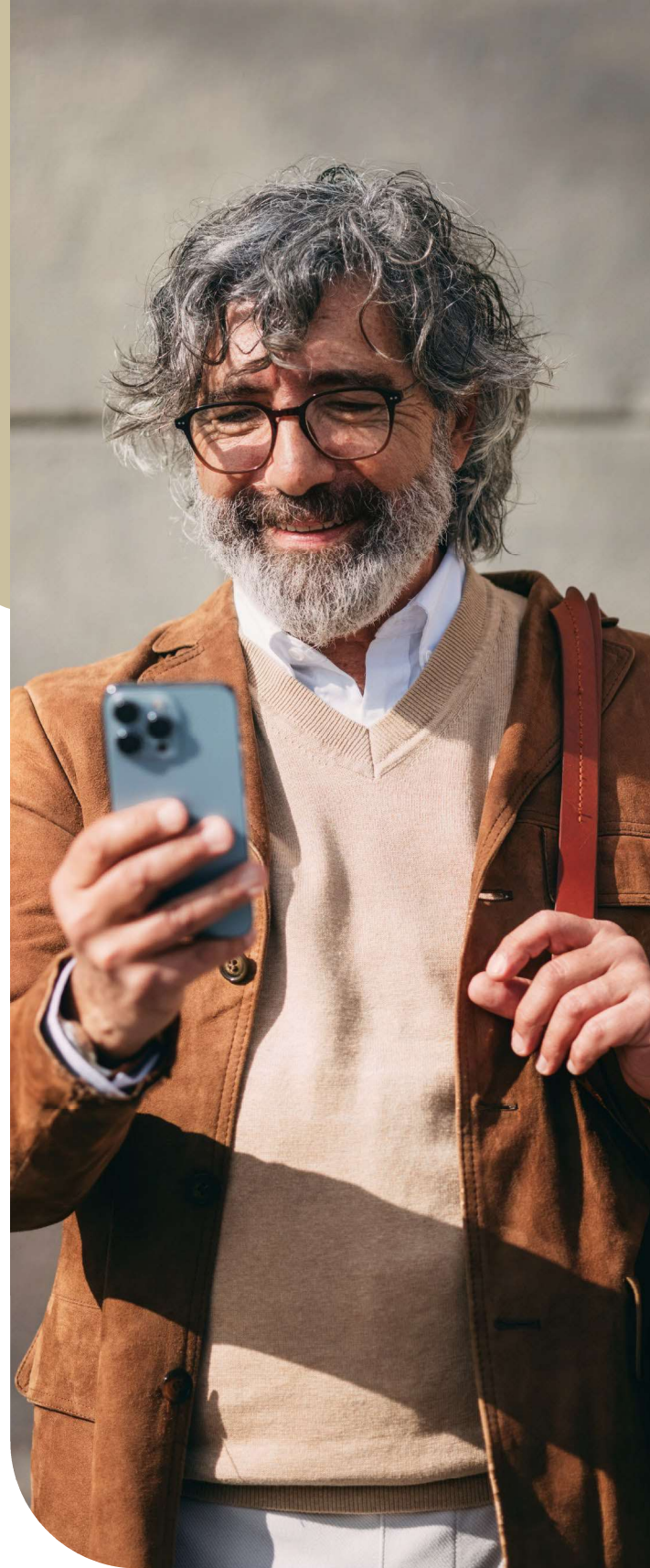
# Benefits Overview

*for Retirees*



The University of Denver is proud to offer retiree benefits. Appointed faculty and staff are eligible for retiree benefits if they meet the following criteria:

- 1.** Left employment voluntarily
- 2.** Reached the age of 55 years, and
- 3.** Been employed in a benefited position continuously for a minimum of 20 years



*For detailed plan information, please visit the retiree benefits website [www.du.edu/human-resources/benefits/retirement-plan](http://www.du.edu/human-resources/benefits/retirement-plan)*



## Health Insurance

If you are between the ages 55-64, you have the option to choose from four (4) health plans: two plans through Cigna and two plans through Kaiser Permanente. If you are age 65 or older, you may enroll in a Senior Advantage Plan through Kaiser Permanente.

You must be enrolled in the University's health plan as an active employee at the time of retirement in order to continue onto a retiree health plan. Employees whose positions are eliminated, and who meet eligibility criteria, qualify for retiree benefits.

If you or your surviving dependent(s) decide to cancel the University health coverage at any time, you are not eligible to re-enroll at a future date.

## DU Contribution and Premiums

The University contributes \$60 per month towards your DU group health insurance premium or a Medicare supplemental plan (age 65 or older).

If you choose not to use the DU group health plans, you are eligible to receive the \$60 supplement. A Health Retirement Account (HRA) account through RetireeFirst will be set-up in your name to utilize the HRA.

You are responsible for the balance of each monthly premium, and failure to pay the balance will result in termination of coverage. Coverage will continue for eligible dependents even in the event that you predecease the dependents, provided that the dependents are enrolled on the plan at the time of retirement or your death. These eligible dependents are responsible for paying the monthly premium.

## Dental Insurance

There are two dental plans available through Delta Dental of Colorado. The University does not contribute to the dental premiums. You are responsible for the entire premium.

## Vision Insurance

There are two vision plans available through EyeMed. The University does not contribute to the vision premiums. You are responsible for the entire premium.

## Life Insurance

The University pays the premium for Basic Life Insurance if you are age 55 or older with at least 30 years of active service upon the date of retirement. Basic Life Insurance benefits reduce at age 65 and terminates at age 70.

### Age Reductions

A Covered Person's Principal Sum will be reduced to the percentage of his Principal Sum in effect on the date preceding the first reduction, as shown below rounded to the next higher \$500, if not already a multiple thereof.

### Age Percentage of Benefit Amount

- 65 but less than 70 65%
- 70 but less than 75 50%
- 75 but less than 80 30%
- 80 or over 20%

Benefit reductions will be effective on the July 1st coinciding with or next following the date of change of the Covered Person's attainment of age as specified in schedule above.

If you do not meet the 30 years of active service criteria, the basic and voluntary life insurance terminates on the last day of the final month of active service. You have the option of porting or converting your coverage within 30 days of your retirement. Additional information about these options are available from HRIC Benefits at [Retirees@du.edu](mailto:Retirees@du.edu).

## Disability Insurance, Basic AD&D Insurance, and Flexible Spending Accounts

All disability, basic AD&D insurance, and flexible spending accounts will terminate on the last day of the month of active service.

## Retirement Savings Plan

You need to work directly with TIAA by calling TIAA at 800-842-2252.

## RTD Booklets

RTD booklets (10 ride tickets per booklet) are available on a first come, first serve basis with a limit of two (2) booklets per fiscal quarter. Contact [Retirees@du.edu](mailto:Retirees@du.edu) or 303-871-7420 to request booklets. Once the budget for the RTD booklets have been exhausted, booklets will not be available until the new fiscal year commences on July 1.

## Tuition Waiver

Please refer to the Retiree Tuition Waiver Summary or contact [Retirees@du.edu](mailto:Retirees@du.edu) or 303-871-7420 for more information about tuition waiver eligibility and activation.

## Stipend Program through the Longbrake Family Foundation Endowment Program

You may take classes through the DU Enrichment Program or Olli, and receive a stipend for \$50 or the cost of the class, whichever is less. For more information and to access the application for the stipend, visit the retiree benefits website.

## Retiree ID Card

You and your spouse may get a Retiree ID Card. You must obtain an ID Card Request form from HRIC Benefits at [Retirees@du.edu](mailto:Retirees@du.edu) and present the completed form to the Pioneer ID Card Office to be issued a Retiree ID Card.

The Retiree ID Card entitles you to the same privileges as an active University employee, including discounts to the bookstore, Newman Center, etc. Please visit the retiree benefits website to find a list of current discounts.

## Email Account

Your DU email account will remain active throughout retirement as long as you utilize it. You may have DU emails forwarded to another email account. To make this change, log into your DU email account, pull up options, click on forwarding, and a box will appear where you can enter your preferred email address. This process will help ensure that you continue to receive email communications about the DU Retiree Programs and special events. Please call the IT Help Desk at 303-871-4700 if you have any issues or need assistance.

# Important

# Information

## RetireeFirst

RetireeFirst is DU's third party administrator for billing and processing enrollment/changes for retiree benefits. You must remit premium payments directly to RetireeFirst.

## Open Enrollment

Open enrollment is the time of the year that you can make changes to your coverage or add/terminate coverage for dependents. Open enrollment for non-Medicare health insurance plans, dental insurance, and vision insurance is in November for a January 1 effective date.

Open enrollment for Medicare supplemental plans is between October-December for a January 1 effective date. Open enrollment materials are mailed from the Retiree Administrator and are processed by the administrator. Please note that retiree insurance benefits are subject to plan and rate changes.



# Contacts

## **Benefits, Human Resources & Inclusive Community**

**303-871-7420**

[Benefits@du.edu](mailto:Benefits@du.edu)

We encourage all employees to meet with a benefits specialist prior to retirement. After retirement, you can contact HRIC Benefits for general DU retiree benefits information and request RTD booklets.

## **RetireeFirst**

**855-423-3275**

If there are questions about the Health Retirement Account (HRA) please contact RetireeFirst at (720) 770-0677 (TTY 711) or toll free (855) 423-3275 (TTY 711).

## **TIAA**

**800-842-2252**

TIAA will work directly with you regarding the retirement savings plan.

## **DU Retirees Association**

**303-871-3268**

The DU Retirees Association provides opportunities for retirees to continue to enjoy time with friends and colleagues while remaining engaged with the University. Complimentary receptions, luncheons, programs, speakers, and activities are offered, you'll continue to earn 24 vacation days per year, with a maximum bank of 22 unused days.