



SUMMARY OF BENEFITS FOR UNIVERSITY OF DENVER RETIREES

When an appointed employee (staff or faculty) decides to retire from the University of Denver, certain benefits may continue. These benefits are based on years of service and appointed status at the time of retirement. Listed below is an overview of the benefits as of May 1, 2015.

Health Insurance

Appointed employees are eligible for retiree benefits after **twenty years** of continuous appointed service and age 55.

The University currently contributes \$60.00 per month toward the retired employee's University group Health Insurance premium for the Kaiser Group plan or a Medicare supplement plan (over age 65 years) coordinated through Select Quote Benefit Solutions. The retired employee is responsible for the balance of each monthly premium and failure to pay the balance when due will result in termination of Health Insurance coverage. Coverage will be continued for the retiree's eligible dependents, even in the event that the retiree predeceases these dependents, provided that they were enrolled on the University group health insurance plan at the time of retirement or the retiree's death. These eligible dependents are responsible for paying each month's total premium following the retiree's death. The retired employee or surviving dependent's premium share is due on the first of each month. *If the retiree or surviving dependent decides to completely cancel University Health Insurance **at any time**, he or she will be **ineligible to re-enroll at a future date**.*

Medicare Supplemental Plans

Once the retired employee reaches the age of 65, he or she must enroll in Medicare Parts A & B. Then the retiree can enroll in the Kaiser Senior Advantage Group Plan or an individual supplement or advantage. We have partnered with SelectQuote Senior, a Medicare exchange to assist you. Please refer to <http://www.du.sqbenefits.com/> for details on your options and details regarding enrolling in Medicare. Call 1-844-745-5483.

Dental Insurance

Dental insurance through Delta Dental of Colorado can be continued at retirement. The University does not share dental premiums, so the retiree will be responsible for the entire premium. The retiree will pay the monthly premium by the first of each month to Health Smart Benefit Solutions.

Vision Insurance

Vision insurance through Eye Med Vision Care can be continued at retirement. The University does not share vision premiums, so the retiree will be responsible for the entire premium. The retiree will pay the monthly premium by the first of each month to Health Smart Benefit Solutions.

Open Enrollment

Retired employees may change coverage, or add or delete dependents at future benefit enrollment periods. Retiree insurance benefits are subject to rate and plan changes. The Open Enrollment period for all Non-Medicare Health Insurance plans and all Dental plans is usually in early June of each year; the Open Enrollment period for all Medicare Supplemental plans is usually in late November of each year.



Life Insurance

Appointed employees, age 55, with at least 30 years of active service upon the date of retirement may continue their Core Life Insurance in retirement until age 70 and the university will continue to pay the Core Life premium. (**Please note:** Core Life benefits reduce by 35% at age 65).

The retiree with at least 30 years of active service may also continue his/her own Voluntary/Supplemental Life Insurance by continuing to pay the premium. All retiree life insurance terminates at the end of the month following the retired employee's 70th birthday.

Group dependent life insurance will terminate on the last day of the final month of active service. For retired employees who do not meet the 30 years active service criteria, group Life Insurance will also

end on the last day of the final month of active service; however, retiring employees do have the option of "porting" or "converting" their coverage within 30 days of their official retirement. Additional information about these options are available from the retiree coordinator in the HR-Total Rewards Office.

Core Disability Insurance, Core AD&D Insurance, & Flexible Spending Accounts

All Core Disability, Core Accidental Death and Dismemberment (AD&D), and Flexible Spending Account benefits terminate upon the date of retirement.

Retiree Premium Payment

DU's third party retiree billing administrator, Health Smart Benefit Solutions handles the collection of most retiree insurance premiums (*with the exception of health plans through The Hartford). Health Smart will mail a billing statement to the retiree or the surviving dependent's home each month requesting payment for the following month's premium (s). Their contact information is: Health Smart, Inc, 10303 E. Dry Creek Road, Englewood, CO 80112; 1-800-423-4445; Attn: Virginia Junk.

*Premiums for individual plans coordinated through Select Quote Benefit Solutions will be eligible to set up a Health Reimbursement Account through Rocky Mtn. Reserve to receive the \$60 monthly subsidy.

Retirement Plans

Please contact TIAA-CREF directly at 1-800-842-2776 and they will send you information on how to settle your retirement contract(s). Please make sure to refer to the *Retirement Funds after Separation from Service* document (available at: [Retirement benefits](#)) for additional information on DU's procedure for processing distributions forms.

Tuition Waiver

Please refer to the *Retiree Tuition Waiver Summary* sheet for more information, or call the Benefits Office at 303.871.7420 for specific information about tuition waiver eligibility and activation.

Retiree ID Card

The Pioneer Card Access Office will issue the retiree and his/her spouse a retiree ID card to replace the Faculty/Staff ID card. The ID card entitles retirees and their spouses to the same privileges as an active University employee, with the exception of the ECO Pass.

Email Accounts

If you wish to do so you may maintain your DU email and network access accounts. You can also arrange to have your DU email forwarded to another email address. Please call the UTS help desk 303-871-4700 if you have any issues with either account.

RTD Passes

RTD passes (booklets of 10 each) are available to retirees with a limit of 2 packets per quarter per retiree. A budget of \$2,000 per fiscal year has been approved to purchase these passes; please contact Sarah Childs in Human Resources at 303-871-3501 or sarah.childs@du.edu to be sent a packet of passes. Once the \$2,000 budget for retiree RTD passes has been used there will be no more available until the new fiscal year commencing on the following July 1st.

*Please contact Human Resources-Total Rewards Office by phone at **303-871-7420** or by email at totalrewards@du.edu for further information regarding retiree benefits.*