

 <b>UNIVERSITY OF DENVER</b>	<b>UNIVERSITY OF DENVER POLICY MANUAL RETIREMENT AND RETIREE BENEFITS</b>	
<p><b><u>Responsible Department:</u></b> Human Resources and Inclusive Community</p> <p><b><u>Recommended By:</u></b> Provost, SVC for Business and Financial Affairs, and VC Human Resources</p> <p><b><u>Approved By:</u></b> Chancellor</p>	<p><b><u>Policy Number</u></b> HRIC 3.40.030</p>	<p><b><u>Effective Date</u></b> 4/7/2026</p>

**I. INTRODUCTION**

This Policy sets forth eligibility criteria for retirement and retiree benefits for University employees.

**II. POLICY OVERVIEW**

Effective January 1, 1994, there will be no mandatory retirement age for any University employee. Consequently, the University no longer has an established plan for early retirement.

The University desires to extend certain benefits to long-term employees upon their retirement from appointed service to the University. For purposes of obtaining retiree benefits an employee must satisfy, at a minimum, the following criteria. The employee must have:

- A.** Left the University voluntarily or as a result of the elimination of their position;
- B.** Reached the age of 55 years, and
- C.** Been employed in a benefited position continuously for 20 years.

**III. PROCESS OVERVIEW**

- A.** An employee should refer to Human Resources and Inclusive Community for applicable retiree eligibility rules for specific benefit programs.

**IV. DEFINITIONS**

None

**V. RESOURCES**

- A.** Human Resources and Inclusive Community – [Retiree Benefits](#)

<b>Revision Effective Date</b>	<b>Purpose</b>
<i>11/11/2021</i>	<i>Minor revisions</i>
<i>4/7/2025</i>	<i>Revised to add and clarify eligibility qualifications</i>