

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 516

Subject: Retiree Benefits

Date Adopted: 05/99 Revised: 05/00, 12/08, 12/12, 05/16

The following employees shall be eligible for basic benefits-eligible retirement:

- Full-time employees who have completed 10 or more years of continuous benefits-eligible employment at UCA or an Arkansas public higher education institution or state agency and who are age 59.5 or older; or
- Full-time employees at any age who have completed 28 or more cumulative years of benefits-eligible employment at UCA or an Arkansas public higher education institution or state agency.

If an employee dies or is approved for long-term disability through Social Security or the university's long-term disability carrier, the above requirements are waived. However, employees must complete their last five years of employment at UCA in order to qualify for retirement benefits.

Employees who intend to retire are strongly encouraged to provide, at a minimum, a 90-day written notice. For faculty, retirement shall begin, at the earliest, at the end of the semester in which notification is provided. For staff, retirement shall begin, at the earliest, at the end of the notification period. Retirement means termination of all employment with the university.

A year of service is defined as a nine-month full-time faculty assignment, twelve-month full-time faculty assignment, or twelve-month full time administrative or staff assignment. Completed years may be achieved by using any combination of years of full-time faculty or administrative/staff service.

Qualified retirees shall be eligible to continue participation in UCA's health, dental and life insurance plans as follows:

- Effective January 1, 2009, retirees may purchase health insurance for themselves and their eligible dependents. The retiree will pay the difference between the university's contribution and the cost of the plan as selected by the retiree. For those employees retiring prior to January 1, 2009, the university's maximum monthly contribution for a single plan is \$283 and the university's maximum monthly contribution for a family plan is \$400. For those employees retiring after December 31, 2008, the retiree will pay the difference between the university's contribution of \$150 a month and the cost of the full premium based on their enrollment status (single, family, etc.). At age 65, health insurance coverage for retirees and their eligible dependents will end.

- Effective January 1, 2009, current retirees and those retirement-eligible employees who retire on or before December 31, 2009, may purchase dental insurance until age 65, by paying the difference between the university's contribution of the lesser of \$25.48 per month or the current year's monthly premium for single coverage, and the cost of the full premium based on their enrollment status (single, family, etc.); retirement-eligible employees who retire after December 31, 2009, until age 65, may purchase dental insurance for themselves and their eligible dependents by payment of the full premium. At age 65, dental insurance coverage for retirees and their eligible dependents will end.
- Effective January 1, 2009, for those current retirees and those active employees who chose in 1998 the one-times salary as retirement life insurance coverage until age 70, the university's contribution will be the cost of the continuation of that life insurance coverage until age 70. At age 70, the retiree assumes 100% of the monthly premium until age 80, at which time all group life policies terminate.
- Effective January 1, 2009, for those current retirees as of December 31, 2008, and those in phased retirement as of December 31, 2008, who in 1998 chose the \$15,000 life insurance coverage until age 80 option may continue that coverage until age 80 by paying the difference between the university's contribution of \$10.00 per month and the cost of the full premium for the coverage. Retirement-eligible employees who retire after December 31, 2008, may, until age 80, purchase life insurance through the university plan in accordance with the group policy requirements by assuming the payment of the entire life insurance premium.

Retirees shall be eligible for lifetime passes to certain university athletic events and university-sponsored events. Other retiree benefits such as free parking decals, access to the library, discounts to certain Reynolds Performance Hall events, and other miscellaneous benefits, which the university may elect to provide, are available. The president, upon recommendation from the Staff and Faculty Senates, must approve all retiree benefits.