Scenarios

HRA Scenarios

5R Scenarios (Hired after 1/1/1996)

- Sally is 61 and she was hired after 1/1/1996, and met the eligibility to retire with full time retiree benefits when she ended employment. She is enrolled in a non-Medicare eligible plan through the University as she is not yet 65. The University will contribute $1,200 annually toward her retiree health care ($100 monthly). *Once she becomes Medicare eligible and enrolls in a plan through Via Benefits, she will receive $2,400 from the University in her HRA annually.*
- Jim is 60 and his spouse is 62, he was hired after 1/1/1996 and met the eligibility to retire with full time benefits when he ended employment. Both Jim and his spouse are enrolled in a non-Medicare eligible plan through the University as they are not 65. The University will contribute $1,200 annually toward their retiree health care ($100 monthly). *At the time Jim's spouse turns 65, they will be eligible to enroll with Via Benefits for a Medicare eligible plan; Jim will continue to receive the full $1,200 contribution towards his non-Medicare plan. At the time Jim turns 65, he will receive $2,400 annually from the University into his HRA which can be used to pay for premiums for Jim and his spouse.*
- Deborah is 70 and she was hired after 1/1/1996, and met the eligibility to retire with full time retiree benefits when she ended employment. She is enrolled in a plan through Via Benefits. She receives $2,400 from the University in her HRA annually.
- John is 69 and his spouse is 67, he was hired after 1/1/1996, and met the eligibility to retire with full time benefits when he ended employment. He and his spouse both enroll in a plan through Via Benefits. John will receive $2,400 annually from the University in his HRA which can be used to pay for premiums for John and his spouse.
- Peter is 64 and his spouse is 70, he was hired after 1/1/1996 and met the eligibility to retire with full time benefits when he ended employment. He is enrolled in a non-Medicare eligible plan through the University and his spouse enrolled in a plan through Via Benefits. *The University will contribute $1,200 annually ($100 per month) toward Peter's retiree health care. When Peter reaches age 65, he will receive $2,400 annually from the University into his HRA which can be used to pay for premiums for him and his spouse.*

4R Scenarios (Hired before 1/1/1996)

- Paul was hired before 1/1/1996 (previously referred to as a 4R retiree) and was 58 when he retired. He is enrolled in a non-Medicare eligible plan through the University as he is not yet 65.The University will contribute $1,200 annually ($100 per month) toward his retiree health care. . *Once he becomes Medicare eligible and enrolls in a plan through Via Benefits, he will receive $2,400 from the University in his HRA annually.*
- Susan is 60 and her spouse is 62, she was hired before 1/1/1996 (previously referred to as a 4R retiree) and they both are enrolled in a non-Medicare eligible plan through the University as they are not 65. The University will contribute $2,400 annually ($200 per month) toward their health insurance. When Susan's spouse turns 65, and enrolls in a plan with Via Benefits, the

University will contribute $2,400 into his HRA annually. Susan will receive a University contribution of $1,200 annually toward her health care. *Once they both become Medicare eligible, they will each receive $2,400 from the University into their own HRA annually. The HRA accounts are joint, which means funding from one account can supplement the other if necessary*

- Robert was hired before 1/1/1996 (previously referred to as a 4R retiree) and was 67 when he retired. He is enrolled in a plan through Via Benefits. He receives $2,400 from the University in his HRA annually.
- Kathy is 68 and her spouse is 72, she was hired before 1/1/1996 and was previously referred to as a 4R retiree when she retired. Both she and her spouse enroll in a plan through Via Benefits. *, They will each receive $2,400 from the University into their own HRA annually. The HRA accounts are joint, which means funding from one account can supplement the other if necessary.*

3R Scenarios (Retiree Eligible as of 1/1/1996)

- Joe is 80 and he was eligible to retire as of 1/1/1996 and was previously referred to as a 3R retiree. He is enrolled in a plan through Via Benefits. He will receive $2,400 from the University in his HRA annually.
- Nancy is 81 and her spouse is 78, she was eligible to retire as of 1/1/1996 and was previously referred to as a 3R retiree. They are both enrolled in a plan through Via Benefits. *They will each receive $2,400 from the University into their own HRA annually. The HRA accounts are joint, which means funding from one account can supplement the other if necessary.*

Service Proration Scenarios (excluding legacy 3R and 4R retirees)

- Eligibility to receive retiree benefits is age 60 with 15 years of service. The amount of the University subsidy is based on whether the 15 years of service are full-time or part-time.
  - Each year of full-time service will count as one year of full-time service and one year of part-time service
  - Each year of part-time service will count as one year of part-time service and one half of a year of full-time service
- Examples:
  - A 60 year old retiree with 15 years of full-time service would receive the full-time retiree benefit
  - A 60 year old retiree with 15 years of part-time service would receive the part-time retiree benefit
  - A 60 year old retiree with 30 years of part-time service would receive the full-time retiree benefit
  - A 60 year old retiree with 10 years of full-time and 10 years of part-time service would receive the full-time retiree benefit
  - A 60 year old retiree with 10 years of full-time and 5 years of part-time service would receive the part-time retiree benefit
  - A 70 year old employee that retired at full-time status and returned to work part-time under the previous model before the change, would still receive the full-time retiree benefit once the part-time position has been ended.

Transition Period Scenarios

- An employee approaching retirement who meets current (2020) service requirement rule, during a transition period (1/1/2021-12/31/2023), will have the opportunity to secure benefits under the new model
- Examples:
    - Greg is 60, has 12 years of full-time service and wishes to retire in March of 2021. He no longer meets the new eligibility to retire. However, since he is within the transition period and meets the previous eligibility requirements, he is eligible to retire at the full-time benefits status with the new model.
    - Joan is 68, meets her 10 years of service in June of 2023. She does not meet the new eligibility to retire, however, since she is still is within the allotted transition period and meets the previous eligibility requirements, she is eligible to retire at that time with the new model of benefits. If Joan does not retire by 12/31/2023 (end of transition period), she will need to wait until she meets the new eligibility requirement of 15 years.

Please note, 5 years of continuous benefit eligible service prior to retirement is required in all scenarios.

If you have a question regarding your eligibility during the transition period, you may contact us at retireebenefits@ur.rochester.edu and we can help guide you.

Service Credit Scenarios

- Service requirements may be met or enhanced with the consideration of previous UR employment or employment at another higher education facility.
- Example:
    - Margaret is 62 and has worked 9 years of full-time service at the University of Rochester. She previously worked 7 years of full-time service at another higher education institution and completed the service credit form. Margaret is eligible to retire with the full-time benefit as her cumulative full-time service is over the 15 year requirement.