

RETIREMENT BENEFITS

UA Cossatot will provide retirement benefits to full-time employees who meet eligibility requirements. An employee must have a minimum of five (5) years of credited state service and be sixty (60) years of age to be eligible for retirement benefits. Retirement benefits include:

1. Continuing health, dental, and basic life insurance at the employee's expense.
2. If at the time of a retiree's death, his/her spouse is covered under the group health insurance plan, the spouse may continue coverage at his/her own expense for as long as he/she chooses and pays premiums on or before the premium due date.
3. Retirees, their spouses, and/or dependents electing to remain on the college's group health insurance must enroll in Medicare upon eligibility.
4. All full-time staff and faculty who meet retirement qualifications will be paid for unused accumulated sick leave when they retire or upon date of death at a pro-rated amount, using a formula provided by the Office of Personnel Management to calculate payment.

Additional information regarding retirement benefits may be found in the employee handbook or by contacting the Human Resource office.

Policy History:

September 8, 2014
July 25, 2011
January 1, 2011
September 24, 2001
July 1, 2001

PROCEDURE: NONE