



**ADMINISTRATIVE
POLICIES AND PROCEDURES MANUAL**

**DATE ISSUE
6/1/98**

**REVISION
3**

**PAGE
D4-121.0**

SUBJECT

EMPLOYEE INSURANCE AND BENEFITS

SUB-TOPIC

HOSPITALIZATION, MEDICAL AND DENTAL INSURANCE FOR RETIREES

Group health and dental insurance coverages may be retained at the time of retirement provided the employee is eligible to receive a retirement or disability retirement benefit. Please see Retirement Plans, Section D5, of this Manual.

ELIGIBILITY CRITERIA

An employee is eligible to retire and retain his/her group health and dental insurance coverages provided he/she meets the eligibility for retiree status.

a. Retirement Benefit: to be eligible to meet the definition of a retiree an employee must be eligible to receive a retirement benefit under one of the state retirement programs.

1. The Teacher Retirement System of Texas (TRS) has a formula for determining eligibility for retirement benefits. All TRS participants must ordinarily meet this formula to be retirement eligible.
2. Optional Retirement Program (ORP) participation is in lieu of membership in TRS. Therefore, the TRS eligibility standards for determining retirement are used for determining ORP retirement eligibility.
3. An award letter from the Social Security Administration granting benefits under that program establishes eligibility.

b. Disability Benefit: to be eligible to meet the definition of a retiree, an employee must be eligible to receive a disability benefit under one of the state retirement programs.

1. The Teacher Retirement System determines whether or not an employee qualifies for a disability benefit after reviewing medical documentation.
2. Optional Retirement Program participants may qualify for retiree status due to a medical disability. Proof of such disability may be established by documentation such as a Social Security Administration award letter or a term-life insurance premium waiver.

DEATH OF EMPLOYEE

The covered retiree's surviving spouse or surviving dependent child(ren), covered under a University-sponsored group health plan at the time of death of a retiree, may continue coverage under the group plan. However, the surviving dependents are not eligible for premium sharing.



**ADMINISTRATIVE
POLICIES AND PROCEDURES MANUAL**

**DATE ISSUE
6/1/98**

**REVISION
3**

**PAGE
D4-121.0.1**

SUBJECT

EMPLOYEE INSURANCE AND BENEFITS

SUB-TOPIC

HOSPITALIZATION, MEDICAL AND DENTAL INSURANCE FOR RETIREES

CONVERSION RIGHTS

A University retiree's eligibility for group health insurance shall cease upon the termination of retirement or disability. The retiree or disability retiree shall have the same conversion rights as an active employee upon termination of group coverage. The covered spouse or dependent child(ren) shall also have the same conversion rights.