



BENEFITS

UNIVERSITY *of* WASHINGTON

Human Resources



UW Retirement Basics, Timeline & Resources

AN INTRODUCTION



AGENDA

- > **UW Retirement Plan (“UWRP”)**
- > **Planning Resources**
- > **Steps to Retire**
 - **UW Retirement Checklist**
- > **Retirement Benefits**
 - **Access UWRP funds**
 - **Public Employee Benefits Board (“PEBB”) Retiree Insurance/ Medicare**
 - **UW RETIREE PRIVILEGES**
 - **UW Supplemental Retirement Plan**
- > **Working after retirement**



Retiring From UW

Information (*outside of Medicare*) can be found on the University of Washington Web site:

- > <https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/>
- > Print copy of “UW Retirement Checklist”
- > Submit an online UW Retirement Application



UWRP

> University of Washington Retirement Plan

- **Defined Contribution:**
 - > Employee contributions matched by UW
 - > Invested by the employee
 - > Retirement income based on investment(s) performance, age, and income option you select
- **IRC Section 403(b)**



UWRP – ELIGIBILITY to RETIRE

- > **Actively participating in the UWRP and at time of termination date:**
 - Age 62 with any years of UWRP participation; or
 - Age 55 or older with at least 10 consecutive years of UWRP participation; or
 - Any age upon approved UWRP Disability Retirement

- > **Details about the retiring under UWRP can be found at:**
 - <https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/uwrp-preparing-to-retire/>

- > **Attend (or view) a Retiring from UWRP Workshop to learn more**
 - <https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/workshops-prepare-to-retire-from-uw/>



UWSRP

UNIVERSITY OF WASHINGTON SUPPLEMENTAL RETIREMENT PLAN

> **Eligibility for a UWSRP Calculation:**

- **At retirement date you must:**
 - > **Be age 62 and have a minimum 10 consecutive years of service in UWRP; OR**
 - > **Receive Approved UWRP Disability Retirement**
 - **Per UWRP Plan provisions**
- **Calculation is performed by UW Benefits Office *only after* UWRP retirement**
 - > **Complex calculation dependent on factors only available after date of retirement**
 - > **Must have started active UWRP participation prior to 3/1/2011**

Calculation does not guarantee a benefit

UWSRP

UW SUPPLEMENTAL RETIREMENT PLAN

> **Details about the plan can be found at:**

- <http://hr.uw.edu/benefits/retirement-plans/plans-closed-to-new-members/uw-supplemental-retirement-plan/>

> **Attend a UWSRP Workshop to learn more**

- <https://ucs.admin.uw.edu/pod/Course/Details/UWSRP>

UW Planning Resources - *EVENTS*

> UW Benefits Office Retirement Workshops

- Live-stream
- Webinar (*can view anytime*)
- <https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/workshops-prepare-to-retire-from-uw/>

> The WholeU Financially Fit Workshops including :

- Fidelity Workshops
- TIAA Workshops
- Social Security Administration – *“A Foundation for Planning Your Future”*

<https://thewholeu.uw.edu/category/financially-fit/>



UWRP Planning Resources 1:1

UWRP ACCOUNT(S) ARE...

- > **Portable (*except TIAA Traditional – ten annual payments*)**
 - Compare investment options if considering a rollover to another retirement plan (including an IRA)
 - Review income options with Fidelity & TIAA

- > **One-on-one consultations with plan record keepers**
 - **Contact:**
 - > Fidelity Investments 1-800-642-7131
 - > TIAA 1-877-209-3142
 - **Or Schedule online:**

<https://hr.uw.edu/benefits/retirement-plans/consultations-and-seminars/>

STEPS TO RETIRE - UW RETIREMENT CHECKLIST

DURING THE YEAR PRIOR TO RETIREMENT

- > **Attend (or view) a UW Benefits Retirement Workshop**
- > **Arrange to meet with TIAA and/or Fidelity Investments**
 - for UWRP plan and Voluntary Investment Program (VIP) - *optional retirement savings plan*
- > **WA State Deferred Compensation Plan (DCP) - *optional retirement savings plan***
- > **Social Security Retirement**
- > **Take advantage of [WA Employee Assistance Program \(EAP\)](#) before your employment ends**
 - Wills and other legal documents
 - Toll Free: 1-877-313-4455
- > **Notify your department you are retiring**

FLEXIBLE SPENDING ACCOUNT (FSA) or DEPENDENT CARE ASSISTANCE PLAN

IF YOU HAVE EITHER OF THESE ACCOUNTS...

- > **Please contact Navia Benefit Solutions, the third-party administrator for options and directions about your account(s).**
 - 1-800-669-3539 or
 - <http://pebb.naviabenefits.com/>
- > **May continue contributions through end of calendar year via COBRA election.**
 - **FSA Only: Contact UW Benefits to request a lump-sum deduction from UW salary prior to UW termination**
(must be requested more than one month in advance of last paycheck)

3 MONTHS PRIOR TO RETIREMENT

Medicare Enrollment – (enroll if applicable)

- Medicare Parts A & B are required if enrolling in PEBB retiree medical insurance at age 65 or older (same for covered dependent)

Medicare - National health care insurance if age 65 or older, or under age 65 with Social Security approved disability

> Medicare Components

- Part A – Hospital Insurance
- Part B – Doctor, Outpatient, durable equipment
- Part D – Prescription Drug Coverage



MEDICARE: PART A & PART B

WHAT ISN'T COVERED BY PART A & PART B?

- > **On Medicare covered services you still pay**
 - Your deductible
 - Coinsurance & copayments
- > **Most dental care including dentures**
- > **Eye exams related to prescribing glasses**
- > **Routine foot care**
- > **Custodial care**
- > **Hearing aids**

3 MONTHS PRIOR TO RETIREMENT

> UW APPLICATION FOR RETIREMENT

- Complete online UW Retirement Application located on the UW Benefits Nearing Retirement webpage: <https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/>
 - > Used to confirm retirement eligibility at time of termination
 - > Required for Husky Retiree ID card
 - > Become member of UW Retirement Association
 - > Used to confirm eligibility for UWSRP Calculation
 - > Required no later than 60 days after termination date
 - If not completed timely, you will not be considered a UW Retiree



30-60 DAYS PRIOR TO RETIREMENT

- > **PEBB Retiree Health Insurance Coverage (optional)**
 - **Deadline – 60- days after loss of coverage to enroll to:**
 - > Start PEBB retiree medical (**option for dental and/or vision**) insurance coverage; or
 - > Defer PEBB retiree medical coverage if you have enrolled in other qualifying medical coverage (generally employer sponsored coverage)
 - > <https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/insurance-during-retirement/>

- > **Medicare**
 - **If you and/or your spouse/partner are Medicare eligible and separated from UW:**
 - > To continue PEBB insurance as retiree, you must be enrolled in Medicare Parts A & B.

PEBB-RETIREE MEDICAL PLANS

AT RETIREMENT: IF YOU/DEPENDENTS ARE UNDER AGE 65

> Kaiser Permanente WA (formerly Group Health)

- | | |
|-----------------|---------------|
| 1. Classic Plan | 2. Value Plan |
| 3. SoundChoice | 4. CDHP |

> Uniform Medical Plan

- | | |
|-------------------------------|--|
| 1. Classic | 2. UMP Plus Puget Sound High Value Network |
| 3. UMP Plus – UW Medicine ACN | 4. CDHP |
| 5. Select | |

> Kaiser Permanente NW

- | | |
|------------------|----------|
| 1. Classic Plan* | 2. CDHP* |
|------------------|----------|

**Plans offered in Clark and Cowlitz counties in WA, and the Portland, OR area*

You pay the HCA monthly premium for you and eligible dependents.

Contact the UW Benefits office if you are in a CDHP plan or considering one in retirement.

PEBB-RETIREE MEDICAL PLANS

FOR MEDICARE ELIGIBLE RETIREES

- > **PEBB plans offer secondary coverage to Medicare Parts A & B and provide coverage for important services not covered by Medicare.**
 - **Uniform Medical Classic (Coordination of Benefit Plan)**
 - **Medicare Advantage Plan (Kaiser Permanente WA & NW, and United Healthcare)**
 - **Medicare Supplement Plan G (administered by Premera)***

- > **You pay the monthly premium to the HCA for you and your eligible dependent(s).**

** Part D plan enrollment not needed unless electing Premera Blue Cross Medicare Supp. Plan G*

MEDICARE: PART D

DO I NEED MEDICARE PART D?

- > **PEBB does not offer a Medicare Part D plan.**
- > **If electing PEBB Medical plan, generally you do not need to enroll in a separate Medicare Part D plan***
 - Prescription drug coverage included
 - PEBB Medical Insurance Plans* include coverage as good or better than Part D plans available

***Except Premera Blue Cross Medicare Supp. Plan G**

PEBB-RETIREE DENTAL PLANS

FOR MEDICARE AND NON-MEDICARE ELIGIBLE RETIREES

- > **PEBB program offers retirees the option for PEBB retiree dental coverage if electing PEBB retiree medical insurance.**
 - **Uniform Dental**
 - **Willamette**
 - **DeltaCare**

- > **You pay the monthly premium to the HCA for you and your eligible dependent(s). Must keep coverage for at least two years if elected.**

PEBB-RETIREE VISION PLANS

STARTING IN 2025 FOR NON-MEDICARE* ELIGIBLE RETIREES

- > **PEBB program offers PEBB non-Medicare eligible retirees the option for PEBB retiree vision coverage if electing PEBB retiree medical insurance.**
 - **MetLife Vision**
 - **Davis Vision by MetLife**
 - **EyeMed Vision Care**

- > **You pay the monthly premium to the HCA for you and your eligible dependent(s).**

**Medicare retirees have vision included in their PEBB retiree Medicare medical plan, except Premera Plan F and Plan G*

PEBB LIFE INSURANCE

OPTIONS

> **PEBB Retiree Life Insurance**

- **Enroll up to \$20,000 term insurance with MetLife**
- **Include enrollment form when submitting Retiree medical election form(s) to HCA**

> **Continue current UW employee life insurance coverage under Portability or Conversion options**

- **Portability Only: Information mailed automatically to you after loss of coverage reported to MetLife**
 - > **Questions: Contact MetLife at 1-866-548-7139 to speak to a PEBB WA State Specialist**
- **Conversion only: Contact MetLife at 1-877-275-6387 (option 1)**

DURING MONTH OF RETIREMENT

TURN IN TO YOUR DEPARTMENT

- > **keys, etc.**
- > **Husky card *without* U-Pass***

TURN IN TO TRANSPORTATION SERVICES

- > **Husky card *with* U-Pass**
- > **Parking permit***
 - **Contact: 206-221-3701 or ucommute@uw.edu**

AUTOMATIC WITHDRAWALS/ DIRECT DEPOSITS

- > **Credit Unions/ Combined Fund Drive/ PEBB Long Term Care**

** HMC: follow HMC procedures*

AFTER RETIREMENT

Post Retirement

- > **UW Retiree ID Card – Go to any UW ID Center**
- > **Access UWRP and VIP funds with Fidelity Investments and/or TIAA**
- > **Access DCP funds Voya Financial 1-888-327-5596**
- > **Working under Post-Retirement Rules**
- > **Receive UWSRP Benefit Calculation (*if eligible*)**

UW RETIREE PRIVILEGES



HUSKY NET ID AND CARD: YOUR PASS TO CAMPUS

> **Connections**

- UW Seattle, UW Bothell & UW Tacoma campus parking
- UW Email forwarding (*Emeritus faculty continue UW email*)
- UW Libraries

> **Discounts**

- UW Arts (drama, dance, music, museums)
- UW Club, UW Press

> **Continuing recreational & spectator opportunities**

- IMA, Golf Range, Waterfront Activities Center
- Husky athletics

POST-RETIREMENT EMPLOYMENT

FACULTY

- > **Cannot work greater than 40% of your final FTE, if rehired at UW**
- > **Faculty Retirement and Partial Reemployment Policy**
 - <http://ap.washington.edu/ahr/working/retirement/working-after-retirement/>
- > **Faculty members who are considering post-retirement employment at UW must work directly with their Department Administrators to determine the specifics of their rehire.**
- > **YOU MUST IDENTIFY YOURSELF AS A UWRP RETIREE IF YOU RETURN TO WORK AT THE UNIVERSITY OF WASHINGTON.**

THANK YOU!

Benefits Office contact information:

Web: <http://hr.uw.edu/benefits/>
Email: benefits@uw.edu
Phone: 206-543-4444
Address: 4300 Roosevelt Way, Box 354969,
Seattle, WA 98195-4969

