

Planning for Retirement and Understanding Retiree Benefits

Overview

- What everyone receives from UK
- What you need to know to retire
- Summary of dental, vision and life insurances
- Summary of health insurance plans
 - Under age 65
 - Age 65+
 - Retirees actively working at UK at any age



What everyone receives from UK

- Free consultations

- Financial Planning from CAPTRUST and Enrich
- Retirement Account Review from Fidelity and TIAA
- Know Your Rx pharmacist
- Elder care specialist, mental health therapist, dietitian and more

- Fun opportunities

- Fitness membership and more wellness opportunities
- Annual retiree fair in the fall
- Activities and more from Osher Lifelong Learning Institute
- Tuition-free UK classes for Donovan scholars age 65+



When do you plan to retire?



There's no set retirement age

Early retirement before 65

if your age + years of service ≥ 75 *

Requires staff give 90-day notice

Normal retirement
at 65+

Requires staff give 30-day notice

Phased retirement for up to 3 years*
At age 60+

* If at least 15 of your years of service are continuous regular full-time (or its equivalent).



What's your official # of years of service?



Contact us at retirement@uky.edu!



Phased retirement for up to 3 years

- Reduced full-time status and salary
 - Position status reduced to at least half time, no more than 80%
 - Salary is reduced based on %
- Same insurance and rates as full-time employees
- Retirement savings:
 - Your contributions and our 200% employer match continues, but as a percentage of reduced salary
 - You get access to retirement funds to supplement your reduced salary
- Your department, not HR, grants phased retirement



Early retirement requires:

1. "Rule of 75" =
age + years of service \geq 75
 2. Years of service equal to 15 years in a position with a 100% FTE (full-time equivalency) status
 - 15 years working in a regular full-time position at 100% FTE =
 - 20 years working in a regular position classified at 75% FTE
- And those years are continuous with no interruption
- And those years are in a regular position, not temporary



Normal retirement requires:

1. Age 65+
 2. For access only to health coverage, age 65+ with 5+ years* in a regular position with a 100% FTE (full-time equivalency) status
 3. For health subsidy, 15 years* in a position with a 100% FTE (full-time equivalency) status and regular position prior to 1/1/2006
 - 15 years working in a regular full-time position at 100% FTE
 - 20 years working in a regular position classified at 75% FTE
- * And those years are continuous with no interruption
- * And those years are in a regular position, not temporary



Unused sick leave

- Convert sick leave if:
 - you have at least 66 days of temporary disability leave
- Hired prior to July 1, 1995? Convert it to:
 - financial payout OR
 - move up your retirement date
- Hired on or after July 1, 1995? Convert it to:
 - move up your retirement date or add to your years of service



Unused leave

- **Vacation leave**
 - Anyone with a vacation leave balance up to one year's accrual will receive a payout.
- **Payouts**
 - From vacation and/or sick leave can be tax-sheltered into a voluntary retirement savings plan.



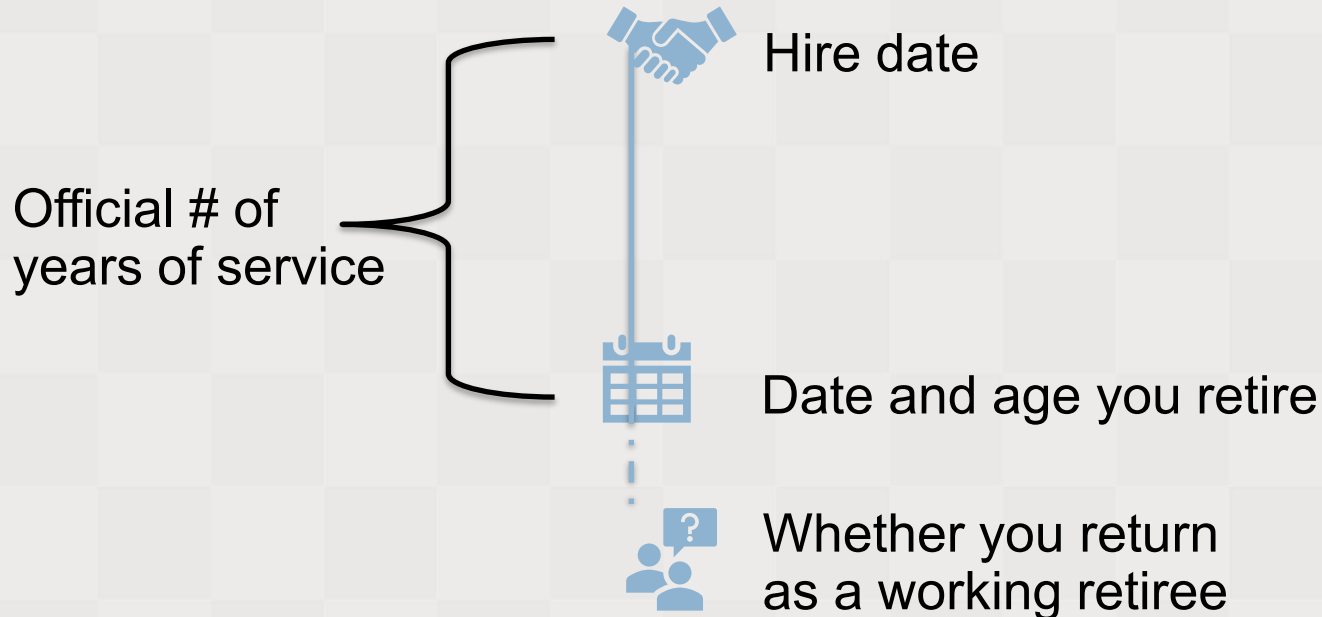
Life insurance

- Basic life insurance policy ends when you retire
- Two options offered to retirees:
 - Optional life insurance through Prudential
 - MPM universal life insurance



UK insurances for retirees

Cost and eligibility depends on:



All insurance rates for retirees

View the latest rates for all plans
online at hr.uky.edu/retirees



Retirees receive
booklet annually
during open
enrollment



Dental insurance

offered if you have \geq five years of service,
rates and options for year 2025-2026

All dental plans cover 100% preventive

- UK Dental = only UK Dentistry clinics
- Delta Dental = in-network providers
- Four plan options
 - All partially cover minor restorative
 - Some cover major restorative and orthodontia

Coverage	Cost range (per month)
Retiree Only	\$17-\$40
Retiree + Children	\$37-\$82
Retiree + Spouse	\$37-\$82
Retiree + Family	\$59-\$128



Vision insurance

offered if you have \geq five years of service
rates and options for year 2025-2026

**EyeMed vision plans cover annual exams
plus savings on:**

- Contact lenses
- Glasses lenses
- Glasses frames
- LASIK and PRK laser vision correction procedures

Coverage	Cost range (per month)
Retiree Only	\$8-\$21
Retiree + Children	\$15-\$38
Retiree + Spouse	\$16-\$40
Retiree + Family	\$21-\$53



Summary of health insurance plans

- **Under 65** = same health plans available to employees
 - Cost differs based on your regular service date and the date you're eligible to retire.
- **Ages 65 and over** = UK Medicare Advantage Plan
 - Offers complete freedom to receive services from any provider who accepts Medicare.
- **Retirees actively working at UK at any age** = reduced cost



Under 65?

Your health insurance rates

Monthly cost if hired in regular position

after January 1, 2006, or before January 1, 2006

	Your monthly cost*	UK pays	Your monthly cost*
UK-HMO	\$1,223 - \$2,868	A	\$183 - \$3,243
UK-PPO or Indemnity	\$1,291 - \$3,720	percentage based on age/service	\$194 - \$3,462

*Monthly cost ranges for 2025-26 based on how many people are covered



Under 65? Your health insurance rates

Percent of medical premium retiree pays if hired in a regular position **before** January 1, 2006

Age at retirement	Years of service at retirement		
	15-19 years	20-24 years	25+ years
Less than 60	80%	60%	40%
60+	75%	55%	35%
61+	70%	50%	30%
62+	65%	45%	25%
63+	60%	40%	20%
64+	55%	35%	15%
65+	Everyone pays 10% or \$8, whichever is higher		



Under 65? Your health insurance rates

Example: monthly cost if hired in a regular position before January 1, 2006, for HMO in 2025-2026

Age at retirement	Years of service at retirement		
	15-19 years	20-24 years	25+ years
Less than 60	\$978	\$734	\$489
60+	\$917	\$673	\$428
61+	\$856	\$612	\$367
62+	\$795	\$550	\$306
63+	\$734	\$489	\$245
64+	\$673	\$428	\$183

- Children: Add \$672/month
- Spouse: Add \$1,588/month
- Spouse + Children: Add \$2,265/month



Under 65? Your health insurance rates

Example: monthly cost if hired in a regular position
before January 1, 2006, for PPO in 2025-2026

Age at retirement	Years of service at retirement		
	15-19 years	20-24 years	25+ years
Less than 60	\$1,033	\$775	\$516
60+	\$968	\$710	\$452
61+	\$904	\$646	\$387
62+	\$839	\$581	\$323
63+	\$775	\$516	\$258
64+	\$710	\$452	\$194

- Children: Add \$705/month
- Spouse: Add \$1,681/month
- Spouse + Children: Add \$2,429/month



Age 65+? UK Medicare Advantage

Monthly cost for 2026 if hired in a regular position

after January 1, 2006 or before

if you have 5+
years of service*

if you have 15+ years of
service*

Coverage level	Total cost	UK pays	Your cost
Retiree only	\$82	\$74	\$8
Spouse only	\$82	\$0	\$82
Retiree + Spouse	\$164	\$74	\$90
Surviving Spouse	\$82	\$37	\$45

*Years of service must be continuous regular full-time service



Return as a working retiree?

You may be eligible for reduced health insurance rates

- Temporary, non-benefits eligible positions
- Work 20% full-time equivalency or greater and:

If you return:	You'll receive:
No later than 3 months after your retirement date	Employee insurance plans and rates
3 months+ after your retirement date	Reduced rates for working retirees and dependents*
And you are age 65+	Employee medical plan (UK HMO, PPO, etc).



Working retiree rates

After one year in a position with at least 20% full-time equivalency

Monthly cost if initially hired in a regular position

after January 1, 2006, or before

	Your cost*	UK pays	Your cost*
UK-HMO	\$799 - \$2,277	\$744	\$55 - \$1,533
UK-PPO or Indemnity	\$848 - \$2,429		\$99 - \$1,685

*Monthly cost ranges for 2025-26 based on how many people are covered



Contact

- Customer service: 257-9519 select option 3, then option 1
- Retirement Specialists: retirement@uky.edu
 - Kim Cook, Terri Kanatzar and Coleman Simpson
- Retiree billing
 - Keely Naze
- Medical insurance claims
 - Debbie Martin

