

Benefits–Retiree Medical

Applies to: All benefits-eligible employees

Policy Statement:

In addition to retirement income, benefits-eligible retired employees can elect to have retiree medical coverage and to receive a College-paid death benefit.

Note: The College has a right to change these benefits at its discretion. Changes can affect both new retirees and eligible retirees who have already retired before adoption of the change.

An employee will be eligible for retiree benefits if he or she retires from a benefits-eligible position and meets the following requirements:

Rule of 55 + Ten

Employees must be at least 55 years old and have been employed for at least 10 consecutive years* in a benefits-eligible position immediately prior to retirement.

***Note:** When an employee has one or more breaks in service, and the breaks are each a year or less, these will not prevent the employee from being eligible for retiree benefits. The breaks will be ignored when counting “consecutive” years of service, but the breaks themselves will not be counted as service.

Rule of 75

An employee, aged 55 years or older, with 10 or more years of service will qualify for retiree benefits if his or her age plus his or her years of service, when added together, equal 75. This “Rule of 75” helps people with breaks of longer than one year to qualify for retiree benefits.

Procedure:

Employees should contact the Benefits Office in the Office of Human Resources three months prior to their planned retirement date.

Documentation:

For more detail regarding retiree benefits please contact to the Benefits Office or view the updated retiree medical plan description here:

http://www.dartmouth.edu/~hrs/pdfs/retiree_summary07.pdf.