

# The Flexible Retirement Option (FRO) for Faculty of Dartmouth College

## 2008 FACT SHEET

### **What is the Flexible Retirement Option (FRO)?**

The FRO is a program that assists faculty with making the transition to retirement.

### **Who is eligible?**

Professors or Associate Professors between the ages of 59 and 67, with 15 or more years of service. Adjunct faculty are not eligible.

### **What are my service requirements under FRO?**

The FRO program allows you to perform the equivalent of one year of full-time services over a period of three years.

### **How would FRO affect my salary?**

For each of the three years, you receive a minimum of 60% to a maximum of 75% of your base salary, depending on your years of service.

### **How would FRO affect my health benefits?**

Under FRO, you continue to receive the same health benefits.

### **How would FRO affect my retirement plan contributions?**

Retirement plan contributions, as well as the 7% special benefit, are based on the salary in effect as of July 1, 2008.

### **When do I need to make the decision to accept FRO?**

FRO is being offered only once this year. The deadline for making your decision is March 6, 2008. FRO would take effect July 1, 2008.

### **Whom do I contact to accept the Flexible Retirement Option?**

First, you must reach an agreement with your academic dean. After this agreement has been reached, please contact Carol Kinghorn in the Benefits Office to proceed.

See the [FRO Guidelines](http://www.dartmouth.edu/~hrs/pdfs/fro_guidelines08.pdf) for detailed information. They are available on line at [www.dartmouth.edu/~hrs/pdfs/fro\\_guidelines08.pdf](http://www.dartmouth.edu/~hrs/pdfs/fro_guidelines08.pdf).