UTRGV Employees

Planning for Retirement

UTRGV Retirement Process and Important Information



The University of Texas Rio Grande Valley

Office of Human Resources

Presentation Highlights

- UT Insurance Eligibility
- Retirement Checklist
- Retiree Insurance Plans
- Additional Retiree Benefits and Resources
- Retiree Medicare PPO Enrollment/UT Care

Eligibility Criteria for UT Insurance

An individual who was employed at a UT System institution in a benefits-eligible position during August 2003 and subsequently retires from the System is eligible for benefits as a retired employee if:

1 . An individual who was employed at a UT System institution in a benefits-eligible position during August 2003 and subsequently retires from the System is eligible for benefits as a retired employee if:

1. The individual meets the Rule of 80 (total of age plus years of creditable state service equals or exceeds 80), or the individual is at least age 55 with five (5) years of creditable state service; and
2. The individual has at least three (3) years of service with the System for which the individual was eligible to participate in the Program; and
3. The individual's last place of state employment before retirement was with a System institution; and
4. The individual retires from System under the jurisdiction of the Teacher Retirement System of Texas (TRS); the Employees Retirement System of Texas (ERS); or the Optional Retirement Program (ORP) established by Chapter 830, Government Code or any other federal or state statutory retirement program to which the System has made employer contributions.

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Eligibility – Retired Employee

Eligibility Criteria for UT Insurance

An individual who was: 1) not employed in a benefits-eligible position during August 2003, and 2) not yet retired or already eligible to retire under the above rules during August 2003, is eligible for benefits as a retired employee if:

2. An individual who was: 1) not employed in a benefits-eligible position during August 2003, and 2) not yet retired or already eligible to retire under the above rules during August 2003, is eligible for benefits as a retired employee if:

1. The individual meets the Rule of 80 (total of age plus years of state service credit equals or exceeds 80) with at least ten (10) years of creditable state service, or is at least age 65 with ten (10) years of total state service credit; and
2. The individual has at least ten (10) years of service with the System; and
3. The individual's last state employment before retirement was with an institution of the System; and
4. The individual retires under the jurisdiction of the Teacher Retirement System of Texas (TRS); the Employees Retirement System of Texas (ERS); or the Optional Retirement Program (ORP) established by Chapter 830, Government Code or any other federal or state statutory retirement program to which the System has made employer contributions.

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Eligibility – Retired Employee

How Service Credit is Earned



Employee must work at least 90 days in a benefits-eligible position during a fiscal year (September 1 to August 31).

Chapter 1601.102(c), Texas Insurance Code

TRS - Purchasing Service Credit



If you have any unpaid service credit that you wish to purchase, please indicate those that apply on the TRS 18 form when sending the form to TRS.

Example: To purchase service credit for State Sick and/or Personal Leave Service (requires 50 days or more, or 400 hours or more of accumulated state sick and/or personal leave). If you purchase service credit it could increase your monthly annuity

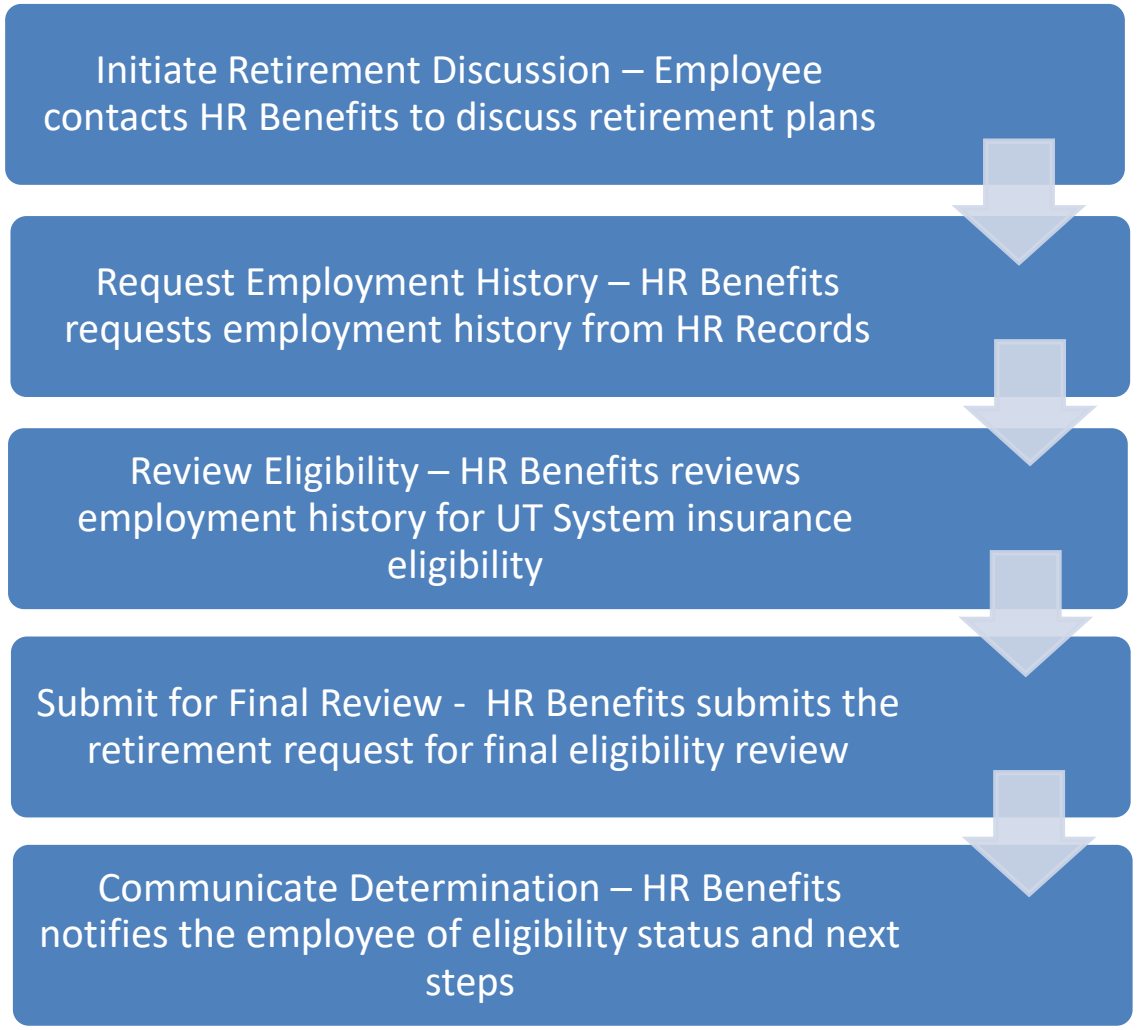
View TRS Purchasing Service Credit brochure to assist you with this decision.

Important Notes:

- Human Resources Benefits office requests that you notify our department 90 days in advance of your target retirement date.
- If you are a TRS Member, begin your process with TRS by completing TRS 18 form Request for Estimate of Retirement Benefits Form.
- If you are an ORP Member, it is recommended that you contact your ORP vendor to discuss your options.
- Are you 65 years of age or older? Have you enrolled in Medicare?



HR Benefits Insurance Eligibility Review Process



If eligible, What are the Next Steps?

Once your retirement request has been approved.

- HR Benefits Representative will meet with you to explain documentation that will need to be completed and submitted prior to your retirement date.
- Complete your retiree insurance enrollment in myUTBenefits, (within 31 days of your retirement date).
- Ensure you share your plans for retirement with your supervisor in a timely manner so department can plan accordingly.

Be advised, HR Benefits office does not communicate your intent to retire with your department.

Note: Your supervisor must enter the employee separation in the HR Portal to indicate **"Retirement"** as the reason for separation.

Employee Retirement Checklist

Review and complete

Retirement:

TRS Members

____ Complete TRS form 18: Request for Estimate of Retirement
(this can be done on TRS Form 18, by phone 800-223-8778, or online at myTRS)

OR

ORP Members

____ Submit Optional Retirement Program Declaration of Retirement
(Contact HR Benefits Representative)

Insurance Benefits:

____ Complete Online Enrollment Elections for Retired Employee Plans

Remaining Sick Leave Balance:

_____ Donated to Sick Leave Pool
_____ Direct Sick Leave Donation – Donor Form Remaining

Vacation Leave Balance (Staff):

____ Vacation Payout
____ Deferred to a TSA 403(b) or DCP-457(b) account: ____ All ___ Partial

Sick Leave Hours

- You may donate remaining sick leave hours to the Sick Leave Pool (see HOP ADM 04-604); the Sick Leave Pool (SLP) donation form is attached **(complete and email to benefits@utrgv.edu)** or submit to the Human Resources office.

- Or you may also donate hours to a specific recipient, who has previously applied for SLP hours and has exhausted the hours awarded (please see the Sick Leave Pool Donor form attached for agreement requirements; if donating to a recipient, please complete and email the form to ***benefits@utrgv.edu*** or submit to the Human Resources office). Please note there may be possible tax implications to the donor.

Vacation Leave Balance

- Vacation Leave balance will be paid out to you in the same method you receive payment on your final work paycheck.

- Or you may defer all or a portion of your vacation leave balance to voluntary retirement account TSA 403(b) or DCP 457(b).



Voluntary Retirement Plans-Catch Up Options

	UTSAVER TSA		UTSAVER DCP	
	Traditional 403(b)	Roth 403(b)	Traditional 457(b)	Roth 457(b)
Catch Up Limits (For traditional and Roth sources)**	Turning 50 or older **$8,000** Turning 60-63 **$11,250**		Turning 50 or older **$8,000** Turning 60-63 **$11,250**	
Catch Up Roth Requirements	Starting in 2026, participants 50 or older who earned more than $150,000 in FICA (W-2 Box-3) wages from their current UT Institution for 2025 must make catch-up contributions as Roth (after-tax) contributions. Participants who earned less than that amount may still make either pre-tax or Roth catch-up contributions.			

Important Note – UT Flex

- If you retire from employment during a plan year, you may receive benefits for charges incurred during your Period of Coverage (last day in which you retire) even if a claim was not filed at the time of your retirement. Claims must be filed on or before November 30 following the end of the plan year in which the retirement occurred.

- Ex. If your retirement date is May 31, 2025, you will not be able to use your UT Flex card to pay for services after that date. You will still have the window of up to November 30th, 2025, to submit any claims for services incurred before May 31, 2025.



Retiree Insurance Options

Retiree Insurance – Medical Basic Coverage

As a retired employee, UT and the State of Texas will pay 100% of your premiums for the basic coverage package, and up to 50% of the premiums for your dependents' medical coverage. **You are responsible for all optional coverage premiums.**

MEDICAL/PHARMACY FOR RETIREE ONLY

LIFE COVERAGE $10,000

No monthly out of pocket expense

Premium Sharing Credit

The Retired Employee may elect to waive the Basic Coverage Package and receive up to one-half (50%) of the state Premium Sharing amount that would have been available to the Retired Employee for the Basic Coverage Package toward the purchase of certain voluntary coverages like Dental and Vision for the retiree and eligible dependents.

Eligible Dependents

- Your spouse
- Your child(ren) under age 26
- Stepchildren
- Adopted children
- Your grandchild under age 26, if the child qualifies
- Certain children over age 26, only if to be medically incapacitated and are unable to provide their support

Enrolling and Making Changes

If you experience a major life event or change in your personal life (known as a Qualifying Life Event), you can make change in your benefits within 31 days from the date of a qualified change of status event to complete changes to your benefits that are consistent with that event. If you do not make your eligible changes during the 31-day status change period, then the next window to make any changes in your benefits will be during Annual Enrollment in July.

Voluntary Benefits – Medical

UT Medical Coverage Monthly Premium Rates (includes prescription coverage)

PLAN 2026-2027	RETIREE	RETIREE & SPOUSE	RETIREE & CHILD(REN)	RETIREE & FAMILY
UT SELECT **Medical**	$0	$429.20	$414.39	$820.85
UT CARE **Medicare PPO** (through 12/31/2026)	$0	$362.82	$379.46	$714.48

*Basic Coverage includes UT medical and prescription coverage plus the cost of retiree $10,000 Basic Life Insurance

Benefits Cost Worksheet

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Voluntary Benefits – Vision

Vision Plan Monthly Premium

PLAN 2025-2026	RETIREE	RETIREE & SPOUSE	RETIREE & CHILD(REN)	RETIREE & FAMILY
Superior **Vision**	$5.02	$7.90	$8.10	$12.84
Superior **Vision Plus**	$7.64	$11.98	$12.82	$18.10

Voluntary Benefits - Dental

Dental Plan Monthly Premium

PLAN 2026-2027	RETIREE	RETIREE & SPOUSE	RETIREE & CHILD(REN)	RETIREE & FAMILY
UT SELECT **Dental**	$28.52	$54.14	$59.66	$84.84
UT SELECT **Dental Plus**	$61.40	$116.60	$128.66	$183.30
DeltaCare USA **Dental HMO**	$9.01	$17.14	$18.94	$27.05

Benefits Cost Worksheet

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Voluntary Benefits – Life

Voluntary Group Term Life Options

COVERAGE LEVEL	BENEFIT AMOUNT
Retired Employee Voluntary GTL	**$7,000** **$10,000** **$25,000** **$50,000** **$100,000**
Dependent Spouse Voluntary GTL*	**$3,000**

**Retired employee must be enrolled in retired employee voluntary GTL benefits in order to elect benefits for a spouse.*

[Benefits Cost Worksheet]

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UT Select/UT Care Medicare PPO Value Added Benefits

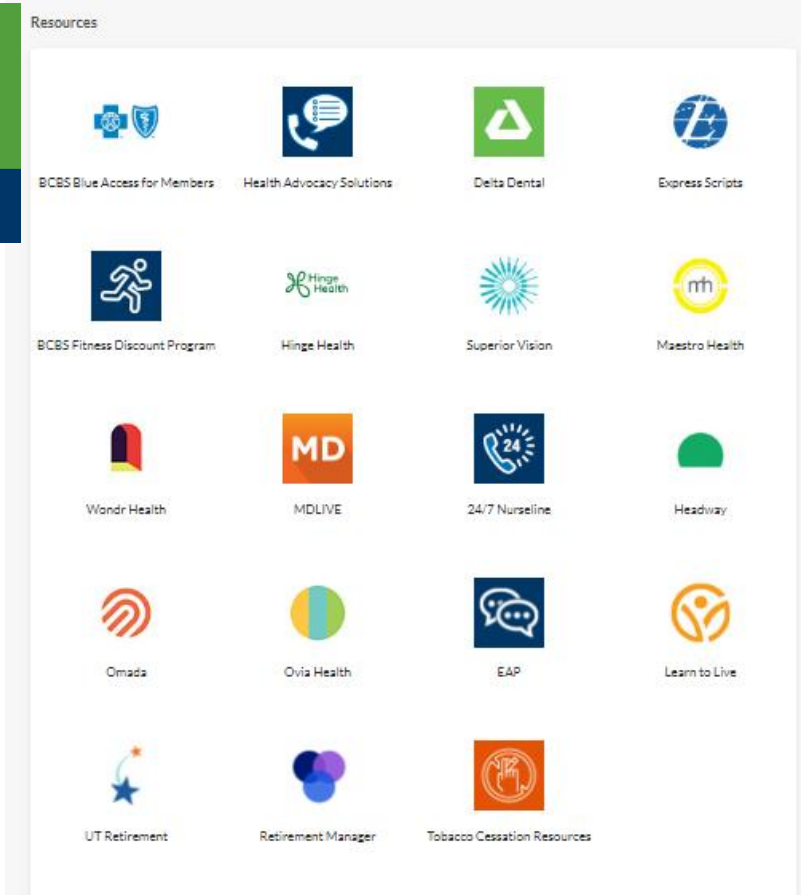
- Blue Cross and Blue Shield of Texas (BCBSTX)
  - **Identity Protection Services** to UT SELECT & UT Care Medical Plan Members at no cost to you.
  - **UT SELECT Concierge** Get coordinated help and personal health care support from a team of experts.
  - **The Seasons of Life** program provides support during difficult times of loss by helping relatives of the deceased member to handle health care claims and provider statements quickly and efficiently.
  - **Access Hope** The Cancer Services and Support program is free to you through your Blue Cross and Blue Shield of Texas (BCBSTX) health plan.
  - **Create Your Own Will Online**
- Headway Behavioral Health Headway lets you see what's available and book mental health visits online, quickly and easily.
- Airrosti® Muscle and Joint Pain or Unresolved Injury
- Virtual visits for physical and mental health MD Live
- Learn to Live for your Mental Wellbeing.
- Family Benefits: Fertility, Pregnancy, Menopause and Parenting Apps Ovia Health.
- Wondr Health is a weight loss program at no cost to you.

Living Well Resources

UT Benefits
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Living Well

MAKE IT A PRIORITY.



The UT System Living Well program offers several resources and programs to support employees, retirees, and their family members with UT SELECT™ or UT CARE™ medical insurance in leading happier, healthier lives. **This includes resources for physical, mental and emotional well-being.** Take charge of your health today!

- Specialized Pharmacists
- 24/7 Nurseline
- Wellness Activity Challenges
- Tobacco Cessation Resources
- Employee Assistance Program (EAP)
- Fitness Discount Program

Silver Sneakers for UT CARE Members

Silver Sneakers provides access to local fitness facilities for retirees and their spouses (age 50+). This program helps retirees take greater control of their health through physical activity, education and social interaction.

Visit ut.limeade.com to Enroll.

https://www.utrgv.edu/human-resources/current-employee/employee-wellness/living-well/index.htm

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UT Benefits Billing

UT System insurance premium payments are managed by UT Benefits Billing Office

Payment options for Retired Employees:

- TRS Annuity Deductions (TRS members only) or;
- ACH Direct Payment from bank

Important Notice: You will be responsible for insurance payment to UT Benefits Billing until the auto payment option you chose is set up. UTBB will notify you when to expect the first payment to be processed. You will need to include your Benefit Identification (BID) number when making your payment. Benefit ID is located on your UT Select/UT Care ID card.

Online Payment:
http://www.Texas.gov/utbb

Payment by Phone:
855-688-2455

Payment by Mail:
Mail to: UT System Lockbox
PO Box 732206
Dallas, Texas 75373-2206



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UT SELECT/UT Care and Medicare

- If **retired before turning 65 and have UT SELECT Medical coverage as a new retiree**, when you or your covered dependent(s) become eligible for Medicare, you must be enrolled in Part A and Part B coverage. Failure to do so will result in a reduction or cancellation of benefits available from the UT medical plan.

- The University of Texas System urges all **retired employees and dependents to begin to enroll in Medicare Parts A and B at least 3 months prior to when they become eligible at age 65, or earlier** if they are eligible due to a disability such as End Stage Renal Disease.

- **All Medicare-eligible retirees and Medicare-eligible dependents of retirees will be enrolled into the UT CARE Medicare Advantage PPO plan** unless you take action to opt out. If you opt out of UT CARE, you will not have UT medical or prescription drug coverage and opted out retirees will not have the UT Basic life insurance.

UT SELECT/UT Care and Medicare

UT Care Enrollment

- Your enrollment into the UT CARE plan may take a month or two after your initial Medicare eligibility. Until you are enrolled in the UT CARE plan, you will keep your coverage under UT SELECT which will pay as secondary to Medicare starting the month of your 65th birthday. You should start the Medicare enrollment process 90 days before your 65th birthday.

- For prescription benefits, UT System automatically enrolls Medicare-eligible retirees and Medicare-eligible dependents of retirees into the UT CARE Part D plan. The UT CARE Part D plan maintains the familiar copays and other benefits of the employee prescription plan.

- The UT CARE Medicare PPO plan (UT CARE) is an Open Access Medicare Advantage PPO plan for Medicare-eligible retirees and Medicare-eligible dependents of retirees. This plan continues to be provided by Blue Cross and Blue Shield of Texas.

- UT CARE is an Open Access Medicare Advantage PPO plan that does not require the use of a network provider for coverage. Your benefit levels are the same if you use a Blue Cross and Blue Shield network or non-network provider. You may seek care from any providers nationwide that accept Medicare and agree to submit claims to BCBSTX. We recommend that you confirm with providers that they will accept your UT CARE plan and file claims with us BCBSTX.

It is important to note that the UT Care Medicare PPO plan is the sole insurer and is not paying as a secondary insurance at it did prior to 12/31/22 under UT Select.

Welcome to UT Care

1. **Medicare Approval**

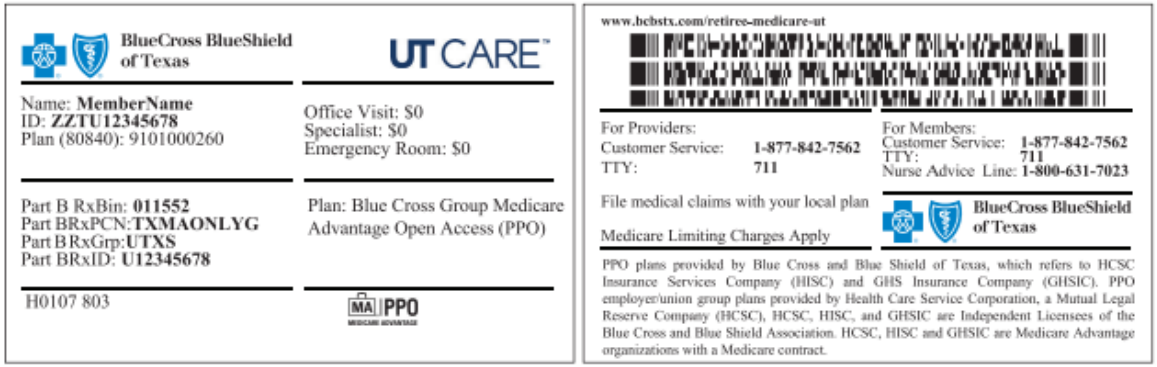
You will be automatically enrolled in UT CARE. Even if you already have a Medicare plan, Medicare must approve your enrollment in this plan before you are officially a member. This generally takes about 10 business days. Remember, you must be a retiree enrolled in Medicare Part A and Part B to be eligible for this plan.

2. **Acknowledgment and Confirmation Letters**

These letters let you know the status of your UT CARE enrollment. Within 10–14 days of receiving your enrollment BCBSTX will send you an acknowledgment letter. It explains that BCBSTX has received your information and are waiting for Medicare to approve your eligibility. After Medicare approves, you'll get a confirmation letter followed by your member ID card.

3. **Member ID Card**

Always show your BCBSTX ID card when you visit a doctor or other place for care. Information on the ID card helps the provider file your claim with us.



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Medicare Resources

Highlights:

- If you are already retired or planning to retire by age 65, then you should sign up for Medicare Part B three months before you turn 65.Medicare Premium Costs.

- Social Security Online application, to enroll in Medicare Part A (Hospital Insurance) and Part B (Medical Insurance) with applicable premiums.

- You can apply by phone:
  1-800-772-1213
  7:00 am to 7:00 pm
  Monday – Friday
  If you are deaf or hard of hearing, you can call 1-800-325-0778.

Once you are approved for Medicare and you have obtained your Medicare ID number, contact Blue Cross and Blue Shield at 1-866-882-2034 and provide them with your Medicare Member ID.

Returning to Work after retirement

TRS Members

- Part Time - One calendar month after retirement date
- Full Time - Must observe a break-in-service of 12 consecutive calendar months following retirement.

If you are a TRS retiree, you must contact TRS if you are planning to work after retirement

ORP Members

- No break in service required

Your Insurance and Returning To Work

If you return to work at UT in a benefits eligible position 20 hours or more per week, you are disenrolled from the UT CARE Medicare PPO plan and are enrolled into the UT SELECT medical plan which will become your primary coverage. This will apply to the retiree and any Medicare-eligible person on the plan

Once you stop working or work less than 20 hours per week, you will be transitioned back into the UT CARE Medicare PPO plan and the UT CARE PART D prescription program.

Return to work Retirees are eligible to participate in UT Saver Voluntary Retirement Programs

THE UNIVERSITY of TEXAS SYSTEM
RETIREMENT PROGRAM
Your Future. Your Choice.

THE UNIVERSITY of TEXAS SYSTEM
RETIREMENT PROGRAM
Your Future. Your Choice.

UTSaver Voluntary Retirement Programs

Voluntary Retirement Programs At a Glance

	UTSAVER TSA		UTSAVER DCP	
	Traditional 403(b)	Roth 403(b)	Traditional 457(b)	Roth 457(b)
Eligibility	All Employees		All Employees	
Employee Contribution	Pre-tax dollars	After-tax dollars	Pre-tax dollars	After-tax dollars
Employer Contribution	None		None	
Employee Withdrawals	Taxable when withdrawn	Tax free when withdrawn as a "qualified" distribution	Taxable when withdrawn	Tax free when withdrawn as a "qualified" distribution
General Contribution Limits*	**$24,500** IRS maximum (**2026**) for both traditional and Roth sources. (Each dollar of a Roth contribution reduces the amount that can be contributed pretax, and vice versa.)		**$24,500** IRS maximum (**2026**) for both traditional and Roth sources. (Each dollar of a Roth contribution reduces the amount that can be contributed pretax, and vice versa.)	
Catch Up Limits (For traditional and Roth sources)**	Turning 50 or older **$8,000** Turning 60-63 **$11,250**		Turning 50 or older **$8,000** Turning 60-63 **$11,250**	
Catch Up Roth Requirements	Starting in 2026, participants 50 or older who earned more than $150,000 in FICA (W-2 Box-3) wages from their current UT Institution for 2025 must make catch-up contributions as Roth (after-tax) contributions. Participants who earned less than that amount may still make either pre-tax or Roth catch-up contributions.			
Distributions Upon Separation of Employment***	Distributions made prior to age 59 ½ will be subject to ordinary income tax and a possible 10% penalty	"Nonqualified" distributions made prior to age 59 ½ will be subject to ordinary income tax and possibly a 10% penalty	Distributions will be subject to ordinary income tax	"Nonqualified" distributions will be subject to ordinary income tax for any earnings on the account.

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Video Resources

UT System Retirement Planning Guide
https://www.youtube.com/watch?v=UOjVo_yC9Ak&t=7s

UT Saver: UT Retirement Voluntary Retirement Program
https://www.youtube.com/watch?v=ImDgb6DvC4E&t=1s



Group Term Life Benefits for Retirees
https://www.youtube.com/watch?v=fNm5qmlB3Ms

2026-2027 Annual Enrollment Highlights Video for Retired Employees
https://www.youtube.com/channel/UCKfhIzWIAKoaqlj5CV2Itpg

UT Care Medicare PPO Plan Overview
UT CARE Medicare PPO Plan Overview (youtube.com)

Make an Appointment with HR Benefits Team



UTRGV Employee Benefits

Benefits team is available by appointment
Contact us at 956-665-2451/956-882-8205 or benefits@utrgv.edu

Thank you