ERS offers competitive benefits to enhance the lives of its members.
Ready, Set, Retire!

Topics:

• Retirement benefit
• Retirement options
• Insurance eligibility
• Retiree coverage options
• Medicare and your state health insurance
• Returning to state employment
• Resources
Your retirement benefit may come from:

• Teacher Retirement System (TRS) or

• Optional Retirement Program (ORP) or

• Employees Retirement System (ERS)

ERS administers the Texas Group Benefits Program (GBP) benefits for eligible retirees.
Retirement Options
Retiring with TRS

• Call TRS at (800) 223-8778, Monday – Friday, 7 a.m. – 6 p.m. CT.

• Visit their website at trs.texas.gov

• TRS has their own retirement rules
Retiring with ORP

• Contact the Human Resources office at your last ORP employer

• Find more information online
  Visit highered.texas.gov and click on:

  About Us
  Human Resources
  Optional Retirement Program (ORP)
Retiring with ERS

• Call ERS one to two months before your retirement date at (877) 275-4377, Monday – Friday, 8 a.m. – 5 p.m. CT.

• ERS will email your retirement documents or send via U.S. mail, if an email address is not on file.
Things you need to know

- Retirement date
- Beneficiary information
- Annuity option
- Partial lump sum option
- Federal tax withholding
- Direct deposit information
- Medicare information, if applicable
Insurance Eligibility
# Insurance Eligibility Criteria

<table>
<thead>
<tr>
<th>TRS and ORP members</th>
<th>ORP members only</th>
</tr>
</thead>
<tbody>
<tr>
<td>At least 10 years of eligible service credit with a GBP agency.</td>
<td>Last place of public employment must be with a GBP agency.</td>
</tr>
<tr>
<td></td>
<td>You must have an ORP account you’re eligible to draw from.</td>
</tr>
</tbody>
</table>

Ask your Benefits Coordinator to fill out the Retiree Insurance Enrollment Form.
Currently, if you’re eligible for retiree health insurance, the state pays at least part of your premium. How much the state pays depends on:

- When you started working
- How long you worked
- If you retired from full- or part-time employment

### State Premium Contributions for Retirees from Full-time Employment

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Eligibility Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>100%</strong></td>
<td>5 or more years of GBP participation on Sept. 1, 2014 OR 20 years of eligible service credit</td>
</tr>
<tr>
<td><strong>75%</strong></td>
<td>15 years to 19 years 11 months of eligible service credit</td>
</tr>
<tr>
<td><strong>50%</strong></td>
<td>10 years to 14 years 11 months of eligible service credit</td>
</tr>
</tbody>
</table>
When am I Eligible for Retiree Health Insurance?

Before age 65 – ERS Rule of 80 retirees
- Must have 10 years of eligible service credit
- Eligible for health and optional benefits when you retire

Before age 65 with at least 10 years of eligible service credit but does not meet the ERS Rule of 80
- Health insurance at age 65
- Optional coverage upon retirement date (even if retiring before age 65)

At age 65 with at least 10 years of eligible service credit
- Eligible for health and optional benefits when you retire

Your years of eligible service credit and age determine when you’re eligible for retiree insurance benefits.
Health Insurance Waiting Period

**Contributing members** – retiring directly from active employment. You won’t have a waiting period.

**Non-contributing member** – separating from employment before you’re eligible to retire – a waiting period will apply to your health coverage.

Contact your Benefits Coordinator to determine if you’ll have a waiting period before your health benefit begins.
Retiree Coverage Options
# Coverage Options

<table>
<thead>
<tr>
<th>Active Benefits</th>
<th>Retiree benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health + $5,000 basic term life + prescription benefits</td>
<td>Health + $2,500 basic term life + prescription benefits</td>
</tr>
<tr>
<td>Dental</td>
<td></td>
</tr>
<tr>
<td>Vision</td>
<td></td>
</tr>
<tr>
<td>Optional Term Life: Elections 1 – 4</td>
<td>Optional Term Life: Elections 1 – 2; Retiree Fixed $10,000 Optional Life</td>
</tr>
<tr>
<td>Dependent Term Life – $5,000</td>
<td>Dependent Term Life – $2,500</td>
</tr>
<tr>
<td>TexFlex – HCRA, DCRA, LFSA</td>
<td>TexFlex – COBRA</td>
</tr>
<tr>
<td>Disability benefits (short-term and long-term)</td>
<td></td>
</tr>
<tr>
<td>Accidental Death and Dismemberment (AD&amp;D)</td>
<td>N/A</td>
</tr>
</tbody>
</table>

30-day window to elect or make changes to your retiree benefits
You have the following options:

- request to have your premiums deducted from your monthly TRS annuity check (TRS retirees only); or

- set up automatic withdrawal to have monthly premiums drafted from a bank account

- send a check or money order directly to ERS. Payments are due on the 1st of each month;
Medicare and Your State Health Insurance

- Retirees turning age 65 or eligible for Medicare due to disability - sign up for Medicare Parts A and B
- Provide ERS with your Medicare information

Your state health insurance is no longer primary once you’re retired and eligible for Medicare.
Medicare and Your State Health Insurance

If you are not eligible for free Medicare Part A:

• HealthSelect Secondary as health insurance option

• Provide SSA letter to Blue Cross and Blue Shield of Texas
Returning to Employment

• Contact TRS if you retired through TRS and are returning to work with a higher education institution

• If you combined TRS and ERS service when you retired under TRS, you’ll have a 30 day waiting period before you can return to work for a higher education institution

• If you combined TRS and ERS service when you retired under ERS, you’ll have a 90 day waiting period before you can return to work for an ERS state agency.
Benefits Options for Return-To-Work Retirees

• You can elect active employee benefits like disability insurance, TexFlex and life insurance options not available to retirees.

• You can contribute to Texa$aver (if your college or university participates.)
Discount Purchase Program

Ready to Save?

• Shop online for discounted prices.
• No membership fee.
• Just shop and save!

https://ers.savings.beneplace.com/home
Resources

Visit www.ers.texas.gov to access:
your account; events calendar; ERS publications;
Call (877) 275-4377
Monday – Friday  |  8 a.m. – 5 p.m. CT

Visit www.trs.texas.gov or 1-800-223-8778

Visit www.ssa.gov or 1-800-772-1213
THANK YOU!