



Retirement

State of Tennessee

Retirement

Programs



Retirement

The State of Tennessee Currently offers two retirement options:

- State of Tennessee web page
 - <https://treasury.tn.gov/Retirement/Retire-Ready-Tennessee/>
 - Employees hired prior to 7/1/14
 - Employees hired 7/1/14 or later
- Optional Retirement Program (ORP)
 - Faculty and administrative employees only

TCRS Retirement

Employees Hired Prior to 7/1/14

- Legacy Plan
 - 5 year vesting requirement
- Eligibility
 - 30 years of service
 - Age 60 with a minimum of 5 years
 - Early Retirement
 - Age 55 with 10 years
 - 25 years of service

TCRS Retirement

Employees Hired 7/1/14 or Later

- State of Tennessee Hybrid Plan
- Hybrid Plan Components
 - Defined Benefit and Defined Contribution
- Eligibility
 - Age 65 with 5 years
 - Rule of 90
 - Early Retirement
 - Age 60 with 5
 - Rule of 80

ORP Retirement

- No vesting requirement
- Eligibility – Legacy and Hybrid Plans
 - At termination of employment
 - Cash out option (with restrictions)
 - 10, 20 and lifetime payout options

MTSU Retiree Benefits

➤ Eligibility

- 30 years of service
- Age 55 with at least 10 years
- Under age 55 with 25 years provided a monthly benefit is started immediately at separation



MTSU Retiree Benefits

- Retirement gift
- Recognition at retirement reception
- Retention of MTSU ID card
- Free MTSU campus parking permit
- Use of MTSU post office box for 1 year
- MTSU (e-mail)
- Complimentary recreation center membership
- Educational Assistance
- Discounted Season Athletic Tickets



Retirement

- What to do and when - TCRS:
 - July 1 retirement
 - Off MTSU payroll June 30
 - TCRS COLA
 - Application for Retirement
 - 90 days for processing
 - TCRS paydays
 - Exit Interview



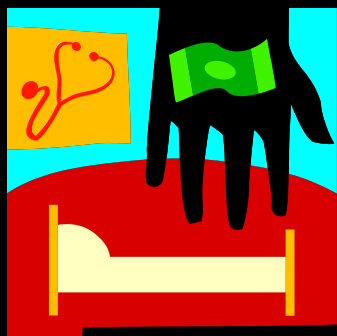
Retirement

- When to do what - ORP:
 - ORP Vendor estimate
 - MTSU processing
 - Up to last day worked
 - Exit Interview



Retirement Benefits – Health Insurance

- All covered state and higher education employees, hired prior to 7/1/2015, who meet the qualifications, may continue medical insurance at retirement for themselves and covered eligible dependents.
- Eligible members must have at least ten years of creditable service to continue insurance. Accumulated sick leave is converted to service at the time of retirement for all employees and added to physical years of service for determining insurance premiums.
- If you meet the eligibility guidelines, you will have the opportunity to continue enrollment in comprehensive group health coverage, Medicare supplement coverage and other optional products.
- Information is located on the State of Tennessee web page at <https://treasury.tn.gov/Retirement/Retire-Ready-Tennessee/Discover-RetireReadyTN>



Retirement Benefits - Insurance

➤ Health Insurance at Retirement - Eligibility

- Retirees whose first employment with a participating agency commenced on or after July 1, 2015, are not eligible to continue insurance at retirement.
- TCRS and ORP
 - Under age 65 – can continue in regular group plan
 - 10 years of service with 3 continuous years coverage – must begin TCRS benefit immediately (age 55 or older).
 - 20 years of service with 1 continuous year coverage – effective date of retirement may be up to 5 years (age 55 or older).
 - 25 or more years of service – effective date of retirement may be up to 5 years.

Retirement Benefits – Insurance Cost < 65

Retiree Pays:

- 30 years or more – 20%
- 20-29 years – 30%
- 10-19 years – 40%

Sick leave is converted to service at the time of retirement and added to physical years for premium determination.



Retiree Benefits – Insurance Cost > 65

➤ Medicare

- Part A (hospitalization) – free
- Medicare Part B (medical)
 - Part B premiums are based on the AGI.
- Medicare Part D (prescription drug)
 - Premiums are based on plan.
- Supplement
 - The Tennessee Plan (POMCO)



Retiree Benefits – Insurance > 65

➤ Medicare

➤ Part D (Prescription Drug)

- Medicare offers prescription drug coverage to everyone with Medicare. To get Medicare drug coverage, you must join a plan run by an insurance company or other private company approved by Medicare. Each plan can vary in cost and coverage.
- Information on plans and cost is located on Medicare's web page at www.medicare.gov.



Retiree Benefits – Insurance > 65

- Medicare Continued
- Medicare Supplement
 - A Medicare Supplement can help pay for some of the health care costs that Original Medicare does not cover, like co-payments, co-insurance and deductibles. Some also offer coverage for services that Original Medicare does not cover, like medical care when you travel outside the U.S.
 - The State of Tennessee offers a Medicare Supplement to its retirees and eligible dependents called The Tennessee Plan. This plan is currently administered by POMCO.
 - Information regarding the State of Tennessee Medicare Supplement is located on the State's web page at <https://www.tn.gov/partnersforhealth/publications/publications.html>



Retiree Benefits – Insurance Cost > 65

- The Tennessee Plan Premiums (POMCO)
 - ❑ Premiums for the Tennessee Plan are set each year by the State Insurance Committee. Premiums discounts are available for retirees and the amount (up to \$50.00) is based on years of eligible service at the time of retirement.
 - ❑ Premiums are located on the State's web page at <https://www.tn.gov/partnersforhealth/insurance-premiums.html>

Retiree Insurance > 65

➤ Medicare Advantage Plans

- Medicare Advantage Plans, sometimes called Part C or MA Plans are offered by private companies approved by Medicare. If you join a Medicare Advantage Plan, you still have Medicare and will pay your Part B premium. However, you will get your Medicare Part A and Part B coverage from the Medicare Advantage Plan, not Original Medicare.
- Medicare Advantage plans cover all Medicare services and may provide extra coverage for vision and dental etc.
- State of Tennessee retirees 65 and older will elect Original Medicare or a Medicare Advantage plan.

Other Insurance Benefits for Retirees

- Dental
- Life Insurance
 - Basic Term Life and AD
 - Optional Term Life
 - Optional Universal Life
- Accident Death
- Long Term Disability
- Short Term Disability
- Vision
- FSA, LFSA, HSA



Supplemental Retirement Plans

➤ Deferred Compensation Programs

- 401(k), 457 and Roth 401(k)
- State Match
- 403(b) – Multiple Plans
 - ✓ <https://www.mtsu.edu/hrs/benefits/companies.php>

Conclusion



*Questions
&
Answers*



Thank You for Attending!

Middle Tennessee

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