3.11.4 Post-Retirement Medical Reimbursement Benefit

The following policy applies to eligible retired faculty, administrative, and staff employees.

The University provides limited financial support for the cost of Medicare supplemental insurance for eligible retired employees in any year when the University's budget permits such support. The maximum amount of the support available to each eligible retired employee will be determined in the regular budget process to be effective the following year. The University reserves the right, after giving 90 days notice, to amend or terminate this benefit at any time, including reducing or terminating all future benefits of any person who is currently receiving benefits pursuant to this policy.

Eligibility

Employees who retired from service at USD on or after January 1, 1988, with at least 10 years of service in a position eligible for medical benefits, who were eligible to receive medical benefits from USD at the time of retirement, who are at least 65 years of age, who are participating in the federal Medicare program, and who are not receiving paid medical and/or dental insurance from another employer are eligible for the USD reimbursement benefit for premiums paid for Medicare supplemental insurance, in accordance with the limitations set forth below. Employees with 10 years of service in a position eligible for medical benefits, who retire from the University before the age of 65, but who are at least age 59 1/2 at the time of retirement will become eligible for the post-retirement medical reimbursement benefit at age 65. As stated in the first paragraph of this policy, the University reserves the right to amend or terminate the post-retirement medical reimbursement benefit, therefore, if an eligible employee retires before age 65 the University does not guarantee that the benefit will be available at age 65.

Implementation

1. During each calendar year, the University will reimburse each eligible retired employee an amount for Medicare B and/or supplemental insurance up to the amount budgeted by the University. The benefit will be prorated by the number of months from the retired employee's 65^{th} birthday through the end of the year.

2. Reimbursement Procedures. The benefit paid under this policy will be reimbursed after presentation of a premium receipt or statement for Medicare B or paid insurance premiums qualifying for such reimbursement. Retired employees may submit statements or premium receipts up to four times per calendar year, with the total reimbursed not to exceed the benefit set for that calendar year.

3. Requests for retro-active reimbursement of premiums paid for Medicare supplemental insurance will be limited to one year preceding the date requested for reimbursement.

(Last Revised August 25, 2022)