

Indiana State University  
 Retirement Severance Plan  
 Faculty, Exempt, Non Exempt Professional and Non Exempt Staff  
 Effective March 1, 2022

**Employees with Less Than 15 Years of Service on 12/31/2010**

Required Retirement Date	Years of Service By Retirement	Earliest Age of Retirement	Incentive Payment	Required Election Date
Open	20	60	40% of base salary paid in lump sum upon retirement (minus applicable taxes)	Open

***Eligible Employees:***

- Must be age 60 or older by retirement date, and
- Must have at least 20 years of consecutive full-time benefits-eligible service at ISU.

***Benefits for Eligible Employees:***

- Post-retirement health coverage subsidized by ISU if:
  - Employee was enrolled on the ISU health plan prior to January 1, 2005, and has been enrolled on the ISU health plan for a minimum of 20 consecutive years.
  - Spouse can be covered if on ISU health plan for a minimum of 20 consecutive years.
- A health benefits “bridge” is available to employees who are not eligible for the post-retirement subsidized health coverage at age 60 or older if covered for 20 consecutive years in the University Health Plan. The spouse of the eligible employee can be covered if the spouse has also been enrolled on the University Health Plan for a minimum of 20 consecutive years. Employee must be hired prior to March 1, 2022. Eligible employees for the bridge program can remain on the University Health Plan by paying the employee share of the premium until age 65.
- Employees retiring after age 60 who are not eligible for the “bridge” may have the option of COBRA continuation health coverage.
- Employees not eligible to retain ISU’s post-retirement health coverage under the retirement incentive plan who have ISU’s health coverage and retire on or after age 65 may buy into the ISU/AMWINS Medicare supplement plan by paying the entire premium. A spouse may also buy into the AMWINS plan if, at the time the retirement is effective, the spouse is age 65 or older. Note: there are no dental benefits with this buy-in plan.
- Reduced Life Insurance (\$5,000 to \$20,000 of coverage dependent upon plan chosen) paid in full by ISU. Remaining life insurance coverage discontinued at retirement may be converted within 31 days of retirement (retiree pays entire premium).
- Voluntary life insurance is eligible to be retained by the retiree by contacting the vendor and paying the entire premium within 31 days of retirement date.
- The Retirement Severance Plan may be combined with the Phased Retirement Program subject to appropriate approvals.

***Additional Benefits:***

- Retiree Title – Emeritus/Emerita Faculty title only in accordance with University Policy.
- Continued Use of Student Recreation Center for the employee (spouse must pay the regular rates for the SRC membership if not enrolled on University Health)
- Lifetime hangtag for on campus surface lot parking at no charge (does not include garage tag)
- Continue use of the University Library as a retiree (check with the Library for details)
- Continued use of ISU email address.

Approved by the ISU Board of Trustees March 1, 2022