



Post Retirement Benefits Operating Procedure

Operating Procedure Section: Benefits & Compensation

Procedure Number: 2.30

Effective Date: 04/03/12; Revised 4/25/2016

1. Continuation of Benefits for a Covered Spouse or an Eligible Dependent of a Retiree not Electing Early Retirement

Arkansas State University employees are eligible for retirement at age 65. Employees meeting System requirements may take early retirement and receive the benefits set out in the System Early Retirement Benefits Policy. Medical, dental, and vision insurance for a covered spouse of a retiree and/or a covered dependent child of a retiree not electing early retirement may be continued with the spouse and/or dependent child(ren) paying the entire cost of the coverage.

Medical benefits for a covered spouse will terminate the earlier of (a) the covered spouse becomes eligible for Medicare benefits or (b) becomes eligible for similar benefits under any other arrangements for members in a group, whether insured or self-insured.

Medical benefits for a covered dependent children will terminate the earlier of (a) the date on which they become eligible for similar benefits under any other arrangement for members in a group, whether insured or self-insured, or (b) until they no longer meet the dependency requirements of the plan.