

IT'S YOUR FUTURE

MAKING THE MOST OF YOUR U-M RETIREMENT



START PLANNING FOR YOUR FUTURE NOW.

No matter your stage of life, there are a number of steps you can take to make retirement work for you.



MID-CAREER
(20 years until retirement)

EVERY YEAR WHILE WORKING

- Review your savings progress and meet with TIAA or Fidelity to make sure your investments match your savings goals.

AT AGE 50

- Bump up your savings in the 403(b) SRA or 457(b) plans. Annual limits on contributions to each of these plans increase by \$6,000 at age 50.

ANNUAL LIMITS ON RETIREMENT PLAN CONTRIBUTIONS INCREASE BY

\$6000

AT AGE 50



APPROACHING RETIREMENT
(<10 years until retirement)

5-7 YEARS BEFORE RETIREMENT

- Visit hr.umich.edu/retirement-benefits to learn about the cost of retiree health benefits.
- Meet with TIAA or Fidelity to start discussing retirement income, budgeting for retiree health benefits, tax considerations and estate planning.
- Get Social Security income estimates online at socialsecurity.gov or by calling 800-772-1213.
- Some individuals choose to reduce long-term disability and life insurance coverage as they approach retirement, putting those funds into retirement savings instead.

1-2 YEARS BEFORE RETIREMENT

- Attend a Planning for Retirement class offered monthly by the Benefits Office.
- Attend a presentation offered periodically on campus by the Social Security Administration.
- If they aren't already on your plan, add any dependents you want to cover in retirement to your benefits during the open enrollment period before you retire.
- **Faculty**—Follow your department's process for developing a retirement agreement.

3 MONTHS BEFORE RETIREMENT

- **Staff**—Notify your supervisor of your retirement date in writing so that it can be processed and entered into the system.

- Join the University of Michigan Retirees Association.
- Apply for Social Security, if applicable based on your age and plan for retirement income.

2 MONTHS BEFORE RETIREMENT

- Contact the Shared Services Center to obtain your retirement checkout kit (forms for retiree ID, parking permit, automatic payment for benefits and more).

1 MONTH BEFORE RETIREMENT

- Submit forms to TIAA or Fidelity to begin retirement income payments.

AT AGE 65

- If you are still working, you can either apply for Medicare Part A at age 65 and wait until retirement to apply for Medicare Part B, or you can wait to apply for both Parts A and B no later than the end of the month in which you retire. Your U-M health plan will remain your primary coverage until you retire.
- If you have already retired and are receiving Social Security benefits when you turn 65, you will automatically be enrolled in Medicare Parts A and B. If you are not yet receiving Social Security benefits, it's a good idea to apply for Medicare Parts A and B three months before you turn 65.

TO LEARN MORE, VISIT HR.UMICH.EDU/RETIRE

APPROACHING RETIREMENT

Wondering where to start? Consider these four key areas as you plan the next steps of your life journey.

ELIGIBILITY FOR BENEFITS



If you meet age and service requirements, you may retire and continue to maintain certain benefits, such as healthcare, prescription drug, dental, vision, legal and life insurance coverage.

Eligibility is determined by a point system:
points = age + years of service

Examples

80 points = age 65 + 15 years of service
80 points = age 58 + 22 years of service

Points required for eligibility

If you retire in 2017 or 2018	78 points
If you retire in 2019 or 2020	79 points
If you retire in 2021 or later	80 points

For more complete information about eligibility, visit:
hr.umich.edu/retirement-eligibility

HEALTHCARE COVERAGE



As a U-M retiree, you can maintain your U-M health plan, but it will become secondary to Medicare coverage at age 65 (or earlier if you become eligible due to disability).

The amount the university will contribute to your healthcare premium varies based on a number of factors, including your date of service, retirement date, age and years of service. If you retire before age 62 (and your date of service is on or after July 1, 1988), you'll pay the full cost until age 62. At that time, the university will contribute to your monthly premium.

If you are still working when you turn 65, you may either enroll in Medicare Part A and wait to enroll in Part B until you retire, or enroll in both shortly before retirement.

For more information about healthcare in retirement visit:
hr.umich.edu/retirement-benefits

Medicare
(800) 633-4227
[medicare.gov](https://www.medicare.gov)

RETIREMENT INCOME



There is no pension at U-M.

When you are nearing retirement, you will need to decide how and when you want to begin receiving payments from your retirement accounts. You should contact the Social Security Administration, TIAA and/or Fidelity Investments well in advance of your expected retirement date to begin planning, as well as maximizing your voluntary contributions to the retirement savings plans the university offers.

For more information about retirement savings plans, visit:
hr.umich.edu/retirement-savings-plans

TIAA
(800) 732-8353
tiaa.org/umich

Fidelity
(800) 642-7131
netbenefits.com/uofm

Social Security Administration
(800) 772-1213
[socialsecurity.gov](https://www.socialsecurity.gov)

STAYING CONNECTED



When you retire from the University of Michigan, you'll remain a part of large, connected community. You can trade in your ID card for a retiree ID card and take advantage of many privileges and discounts, including:

- U-M Retirees Association
- Osher Lifelong Learning Institute
- Recreational Sports facilities
- University libraries
- Athletic ticket discounts
- University Record subscription
- Computing services, including umich.edu email
- After-hours Ann Arbor Blue lot parking permit

For more information about retiree privileges, visit:
hr.umich.edu/retiree-privileges

IT'S YOUR FUTURE

MAKING THE MOST OF YOUR U-M RETIREMENT



ASSISTING FACULTY & STAFF WITH RETIREMENT

Hundreds of University of Michigan faculty and staff retire each year, and thousands more seek out information on retirement planning. These resources are available to help faculty and staff navigate the decision to retire and the retirement process.

RESOURCES FOR FACULTY & STAFF

Basic information and retirement overview

Visit hr.umich.edu/benefits-wellness to browse resources under Retiring from U-M.

Visit hr.umich.edu/retirement-classes to register to attend a Planning for Retirement class offered at Wolverine Tower and other campus locations.

Answers to brief questions about retiring from U-M

Attend a retirement drop-in session offered regularly by the Benefits Office at many campus locations.

Checking when you'll be eligible to retire

Use the estimated retirement eligibility date calculation in Wolverine Access under **Employee Self-Service > Benefits > Retirement Self-Service > Est. Retirement Eligibility Date**.

Retiree healthcare costs

Visit hr.umich.edu/retiree-health-plan-rates for current retiree rates by hire and retirement date.

Information about phased retirement

Visit hr.umich.edu/phased-retirement.

Financial guidance around saving for retirement, investment strategy, retirement income or tax considerations

Contact TIAA or Fidelity directly for a free consultation.

TIAA
(800) 732-8353
tiaa.org/umich

Fidelity
(800) 642-7131
netbenefits.com/uofm

Information about Medicare and Social Security

Register to attend a presentation by Social Security or view past presentations at hr.umich.edu/social-security-medicare-education.

Learn how Medicare interacts with U-M health plans and browse FAQs at hr.umich.edu/medicare.

Contact Social Security
(800) 772-1213
socialsecurity.gov

Contact Medicare
(800) 633-4227
medicare.gov

Confidential support related to the social and emotional aspects of retirement and other significant life changes

Contact Mental Health Counseling and Consultation Services.

Faculty and Staff Assistance Program (Campus)
fasap@umich.edu
(734) 936-8660

Michigan Medicine Employee Assistance Program
eap@umich.edu
(734) 763-5409

Checklist for the last three months before retirement

Visit hr.umich.edu/retirement-checklist.

Retirement checkout kit (includes forms for retiree ID card, parking permit, Medicare Part B, auto-pay for benefits, and other important information)

Within 60 days of retirement, after you have formally notified your department of your intention to retire, contact the **Shared Services Center at (734) 615-2000**.