



High-Risk Employee Retirement Program

The High-Risk Employee Retirement Program (“HRE RP”) allows faculty and staff members to fully retire from the University with financial assistance and/or health coverage for a limited period of time. Because this option requires payment by your current department, this option is not a right and is subject to departmental approval. Full Retirement options become available at the end of the HRE RP participation.

Eligibility:

1. The employee must be currently employed in a University college, academic department or School of Medicine department. University of Utah Health Hospitals and Clinics employees are not eligible under this Program.
2. The employee must be age 60 or older OR have at least 30 years of service with the University.
3. The employee must have completed five years of continuous benefit-eligible service for the University of Utah immediately prior to retirement (years of service bridged from prior service do not count toward this requirement).
4. The employee must qualify as an individual at high risk of severe illness from COVID-19 or live with a person who qualifies as a high-risk individual under the current CDC rules. Employees under age 65 will be required to provide a health care provider’s certification that they or the person with whom they live qualify as a high-risk individual. High-risk individuals are:
 - People 65 years and older
 - People who live in a nursing home or long-term care facility
 - People of all ages with underlying medical conditions, particularly if not well controlled, including:
 - People with chronic lung disease or moderate to severe asthma
 - People who have serious heart conditions
 - People who are immunocompromised
 - Many conditions can cause a person to be immunocompromised, including cancer treatment, smoking, bone marrow or organ transplantation, immune deficiencies, poorly controlled HIV or AIDS, and prolonged use of corticosteroids and other immune weakening medications
 - People with severe obesity (body mass index [BMI] of 40 or higher)
 - People with diabetes
 - People with chronic kidney disease undergoing dialysis
 - People with liver disease

Requirements:

- Participants agree to retire fully from the University and agree to waive all future employment rights with the University, including the employee’s tenure rights (if any).

University Human Resource Management

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- Participants may not be reemployed by the University in a benefit-eligible position.
- Participation continues until the first to occur of the following events: (a) twelve (12) months following the date of employee’s retirement or (b) 30 days after the employee’s death.

Financial Assistance:

During the term of participation, participants may be eligible to receive some financial assistance from the department from which they retire. The amount of financial assistance the participant will receive is based on the participant’s years of benefit-eligible service with the University or alternatively, a college, academic department, or School of Medicine department may choose one level of assistance for all participants within the unit.

Years of Benefit-Eligible Service	Percentage of Salary at Retirement
Less than 5 Years	No Financial Assistance
5 Years to Less Than 10 Years	5%
10 Years to Less than 15 Years	10%
15 Years to Less than 20 Years	15%
20 Years or More	20%

Financial assistance will be based on the employee’s rate of pay at retirement and will be paid 1/24th in semi-monthly installments through the University’s payroll system. Although the financial assistance is not compensation, the University will deduct from each payment, FICA, federal and state withholding taxes and other deductions the University is required by law to make from payments to employees.

Benefits:

1. During the term of participation, participants and their enrolled and eligible family members may remain enrolled in medical and dental coverage. The cost of coverage will be paid by the employee’s department.
 - Because the participant is fully retired from the University, the participant and any family members must enroll in Medicare Parts A and B if they are eligible or become eligible for Medicare.
 - Participants will not receive retirement contributions on the financial assistance and cannot defer their financial assistance to the University’s 403(b) or 457(b) Plans.
2. Participants and their eligible family members continue to be eligible for tuition reduction benefits through the University. Participants are also eligible for other retiree benefits available through the University.
3. Participants may withdraw funds from their 401(a) and/or 457(b) Plan after they have been retired for 32 or more days. (Withdrawal of funds from 403(b) Plan accounts can be made by any employee age 59½ or older.)

To Apply for HRE RP Participation:

1. Speak with your supervisor or department chair about the possibility of participation.

2. If your supervisor or department chair believes it may be a possible option for you, contact Human Resources for the participation paperwork.

Your college, academic department, or School of Medicine department retains the exclusive discretion as to whether the University will enter into an agreement to provide benefits under the HRE RP with any particular faculty or staff member, as this is a privilege and not a right. The offering of benefits upon retirement by the University is strictly discretionary.

Employees who are not Eligible or Approved for Participation:

Employees who meet the high-risk employee criteria, but do not meet other eligibility requirements to participate in the HRE RP or employees who are not approved by their department to participate in the HRE RP may be eligible for a one-year non-medical Special Leave Without Pay in accordance with [University Rule 5-201A](#), section III.B2.

If you have any questions about the High-Risk Employee Retirement Program, contact University Human Resource Management at (801) 581-7447.