Retiring under TRS

This document provides general information for TRS participants who are considering retirement. For specific information about your individual situation, contact the Human Resources Office.

Eligibility to retire under TRS and the annuity formulas are based on age, years of service, salary, date of retirement, and the applicable membership tier, which is determined by factors including the first date of membership. Refer to the TRS Benefits Handbook on the TRS website to identify the membership tier that applies to you and the corresponding retirement eligibility requirements and annuity formulas.

Alternatives to the standard annuity include survivor payment continuation options and if eligible, reduced early-age annuities and Partial Lump Sum Option (PLSO).

State law allows ad hoc cost-of-living adjustments (COLAs) to retirement annuities when the trust fund meets certain minimum criteria.

A TRS member should review their annual TRS statement to determine years of credit towards eligibility for a retirement annuity. For an estimate from TRS, complete and submit form TRS 18. A retirement estimate calculator is also available on the TRS website.

Retiree Group Insurance

A TRS participant establishes retiree status by enrolling in retiree group insurance as a TRS retiree.

NOTE: Retiree group insurance is not a guaranteed lifetime benefit. The Texas Legislature and administering governing boards may make future changes to eligibility, benefits, funding or other program provisions.

The following information is for TTUHSC participants who are covered by the ERS Group Benefits Program (GBP).

Essentially, the requirements to enroll in ERS retiree group insurance program as a TRS retiree are:

- At least 10 years of participation as a team member (not a dependent) in the group insurance program administered by ERS (Group Benefits Program (GBP))(or eligibility to participate) at one or more covered employers

- At least age 65 or, if less than 65, would have been eligible to retire under TRS (Teacher Retirement System) with the Rule of 80 (age plus years of service is at least 80). Note: Service years at the University of Texas or Texas A&M may not be counted in this calculation.

Retiree Insurance Premiums

The State of Texas pays for at least part of most retirees' monthly health care rates (or premiums). This is called the state contribution. If the state doesn't pay 100% of the premium,

the retiree pays the remainder out of his or her annuity. **The state's contribution is based on available funding provided by the Texas Legislature and depends on three things:**

- whether the retiree was a full-time or part-time team member at the time of retirement,
- whether the retiree had at least five years of employment at a State of Texas agency or higher education institution on September 1, 2014 and
- how many years the retiree worked for the State of Texas.

You need at least 10 years of service credit with an agency or institution that participates in the Texas Employees Group Benefits Program (GBP) to be eligible for GBP retiree insurance. The amount the state will contribute to your monthly health insurance premium depends on whether you had fewer than five years of eligible service at a GBP-participating agency or institution as of September 1, 2014. If you had five years by that date, you are "grandfathered" and the state will pay 100% of your health insurance premium (50% if you were a part-time team member in the last three months of your employment) when you become eligible.

If you had fewer than five years of service as of September 1, 2014, the state's health insurance premium contribution will be "tiered," based on the number of years you participated in the GBP:

- **100% with at least 20 years,**
- **75% with 15 years to 19 years, 11 months or**
- **50% with 10 years to 14 years, 11 months.**

To enroll in ERS Retiree Insurance complete an ERS form available from your Human Resources office.