Faculty Retirement Plan
Health Insurance Clarification

The purpose of this clarification is to help faculty members understand the three categories of eligibility for retirement health insurance. It is not part of the retirement plan document.

During the phased period, the faculty member will continue on the health plan elected as an active employee. The premium will be the same as an active employee.

At the end of the phased period, the faculty member is considered retired. For the first three (3) years of retirement, the faculty member will elect a plan, which is offered to active employees. If the faculty member or spouse is 65 years or older, Medicare is primary for the medical insurance. The premium will be paid to Gettysburg College on a monthly basis.

At the end of the three (3) year period, the faculty member and spouse will be offered health insurance based on the following eligibility criteria:

- **Group 1**  Full time employees who were born on or before August 31, 1931, and whose age and years of service at Gettysburg College add up to 75.

- **Group 2**  Full time employees who were employed prior to January 1, 1992, who are a minimum of fifty-five (55) years of age upon retirement, and who were employed by Gettysburg College for a minimum of ten (10) years.

- **Group 3**  Full time employees hired on or after January 1, 1992, who are a minimum of fifty-five (55) years of age upon retirement, and who were employed by Gettysburg College for a minimum of ten (10) years.