

Tenured Faculty Transition Policy - Tenure Faculty Buyout Frequently Asked Questions

** These FAQs may be updated from time to time. Please visit
<https://drexel.edu/hr/benefits/retiree-benefits/tftp/>
for the most current version.*

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Tenure Faculty Buyout

1. What is the Tenure Faculty Buyout?

The Tenure Faculty Buyout (TFB) is an opportunity for eligible tenured faculty to relinquish their tenure and receive a lump-sum payment of 65%, 100% or 110% of their current annual base salary, depending on years of service. Participation in the Tenure Faculty Buyout is strictly voluntary.

Eligibility

2. Am I eligible to participate?

You are eligible to participate if you are ...

- A full-time tenured faculty member
- Not participating in the Phased Retirement program
- Minimum age 66
- Minimum of 10 years of consecutive service
- Meet the "Rule of 80" which means that the combination of your age and years of service must equal at least eighty. For example:
 - A tenured faculty member who is age 66 and has 10 Years of Service, would not yet meet "the Rule of 80" ($66 + 10 = 76 < 80$)
 - A tenured faculty member who is age 66 and has 15 Years of Service, would meet the "Rule of 80" ($66 + 15 = 81 > 80$).

Tenure Buyout Benefit

3. How much is the Tenure Buyout Benefit?

The Tenure Buyout Benefit is a single-sum, cash payment in the following percentage amount of your regular, annual salary (not including supplemental pay):

<u>Percentage Benefit</u>	<u>Years of Service as of August 31, 2021</u>
65% of annual salary	At least 10 but less than 20 years of service
100% of annual salary	At least 20 but less than 30 years of service
110% of annual salary	30 or more years of service

4. When and how will my Tenure Buyout Benefit be paid?

Payment will be made on September 15, 2021 or January 15, 2022. Please sign and return your Payment Date Selection Form to Remy Van Wyk rv434@drexel.edu with a copying to facultyaffairs@drexel.edu by August 1, 2021

Payment will be delivered in the same way as your Drexel paycheck, either by direct deposit or check mailed to your home address on file.

5. Will the Tenure Buyout Benefit be taxed?

Yes. Federal withholdings will be deducted at a supplemental rate of 22%. Social Security as well as state and local taxes will be deducted at the normal rate.

6. Will benefit deductions be taken?

Benefit deductions will not be taken from the Tenure Buyout Benefit. These normal benefit deductions include health insurance premiums, 403(b) retirement contributions, and other voluntary benefits such as commuter and flexible spending contributions.

7. Are there any tax implications for receiving a retirement incentive payment?

Drexel cannot give legal or tax advice. Please consult your legal counsel or tax advisor.

Retiree Health Benefits

8. What retiree health benefits am I eligible for if I participate in the Tenure Faculty Buyout?

If you participate in the Tenure Faculty Buyout, you are eligible for retiree medical, prescription, dental and vision benefits through the University.

9. Does Drexel contribute anything towards the cost of my health benefits?

No. There is no subsidy made by Drexel towards the cost of the benefits. See FAQs #15 and #17 current premium costs and billing.

10. Are dependents covered under the retiree benefits?

Your spouse or domestic partner of record at the time of retirement may be covered under your retiree medical, prescription, dental and vision coverage. Spouse or domestic partners established after your retirement date are not eligible.

Dependent children are not eligible for coverage under the retiree benefit plan. COBRA coverage will be offered to a dependent child when their benefits terminate on August 31, 2021 (see FAQ #20 for more information on COBRA coverage).

11. What are my and my spouse/domestic partners medical and prescription coverage options?

Your medical and prescription option as a Medicare Eligible Retiree is the Medicare Advantage Personal Choice 65 PPO plan. Your spouse/domestic partners medical and prescription options will depend on their your age at the time of your retirement. In addition to the information below, plan summaries are available at <https://drexel.edu/hr/benefits/retiree-benefits/tftp/>

If your spouse/domestic partner is under Age 65:

- Spouses/domestic partners who are under age 65 are eligible for the same medical/rx plans that are available to active Drexel employees, but, at the applicable retiree rate.
- When you retire, they can continue the coverage that you currently have, with the opportunity to change plans during Drexel's annual open enrollment period. Certain changes are permitted mid-year if you experience a qualified life event (i.e., if you gain or lose coverage elsewhere).
- If you do not have medical insurance through Drexel, or if you discontinue coverage when you retire, enrollment at a later date will be available only if you and/or your spouse/domestic partner supplies documentation showing continuous coverage in another health plan (other than Medicare) in the interim.
- When you or your spouse/domestic partner turn age 65, your coverage will terminate and you will be eligible to enroll in the 65+ retiree health insurance option available through Drexel at that time. You will be contacted by the Drexel Benefits Service Center to facilitate the transition. If you are not contacted at that time, please call 844-690-3992.
- Should you or your spouse/domestic partner become Medicare eligible before reaching age 65, you will need to transition to the 65+ retiree health insurance option available through Drexel at that time. Please contact Drexel Benefits Service Center as soon as you become Medicare eligible so that we can facilitate the transition in a timely manner.

Age 65 and Over

- Retirees and spouses/domestic partners age 65 and over are eligible for the Personal Choice 65 Plan ("PC 65 Plan"), a Medicare Advantage plan. To participate in this plan you must be enrolled in Medicare Parts A & B.
- The PC 65 Plan combines your Medicare Part A (hospital) and Part B (medical) with prescription drug benefits and additional covered services. You will only need to present your PC 65 card when utilizing your medical and prescription benefits.
- You are responsible for payment of the ongoing Medicare Part B premium, as well as your PC 65 premium (see FAQs #15 for information on premiums).
- You have the right to change elections during Drexel's annual open enrollment period or if you experience a qualified life event. If you do not enroll in the PC 65 Plan when you retire, or if you discontinue coverage at a later time, enrollment/reenrollment will be available only if you have been continuously covered in another health plan (other than Medicare) in the interim.

12. I am over 65 but my spouse/domestic partner is under 65; what medical/prescription plans are we eligible for?

You and your spouse are eligible for the plan that corresponds with your respective ages.

For example: You are age 67 and your spouse/domestic partner is age 59. You are eligible for the PC 65 plan and your spouse/domestic partner can remain on the active employee plan in which you are currently enrolled until they reach medicare eligibility. Your spouse/domestic partner will become the primary account holder for their medical and prescription plans and receive new ID cards.

13. I am over age 65 and have enrolled in Medicare Part A, but waived Part B since I was participating in Drexel's health plan. Do I need to enroll in Part B now?

Yes. If you are age 65 or over, you must work with Social Security to sign up for Medicare Part B if you are planning to enroll in the Drexel PC 65 Plan.

You will need to submit a Medicare Part B application along with the Request for Employment Information (CMS-L564) form when applying for Medicare Part B. The purpose of the form is to confirm that you had group health plan coverage within the previous 8 months. Section B must be filled in by Drexel Human Resources. A copy of this form with Section B completed will be provided to you by Drexel's HR Service Center.

14. What dental and vision coverage am I eligible for as a retiree?

Retiree and spouses/domestic partners are eligible for the same dental and vision plans available to active Drexel employees, regardless of age. When you retire, you can continue the coverage you currently have, with the opportunity to change plans during Drexel's annual open enrollment period or if you experience a qualified life event.

Drexel offers three dental options, a Base, Preferred, or DHMO plan, all through CIGNA, and one vision plan offered through Davis Vision administered through Independence Blue Cross.

15. How much do retiree benefits cost?

The monthly retiree benefit premiums for 2021 are listed below. Premium amounts are subject to change on annual basis. You will be notified of any changes during Drexel's annual open enrollment period.

	Plan	Retiree Only	Retiree & Spouse/DP
Under 65 Medical/Rx	CDHP	\$506.64	\$1,145.33
	Keystone POS	\$650.05	\$1,469.50
	PPO Basic	\$960.53	\$2,168.09
	PPO High	\$1,082.94	\$2,443.52
Over 65 Medical	PC 65 Plan	\$329.20	\$658.40
Dental	Base Plan	\$19.11	\$56.36
	Preferred Plan	\$29.21	\$95.49
	DHMO	\$10.44	\$26.33
Vision	Davis Vision	\$4.33	\$9.98

16. How do I enroll in retiree health benefits?

The HR Service Center will email you a Retiree Benefit Package, which includes a Drexel Retiree Enrollment Form, and a Medicare Request for Employment Information (CMS-L564), if applicable. The Drexel Retiree Benefit Enrollment Form must be completed and returned to hr@drexel.edu no later than July 30, 2021.

17. How do I pay for my benefits?

Drexel's health and welfare administrator, benefitexpress, manages the billing for retiree benefits. Benefitexpress will mail you a letter confirming your benefit enrollment and providing instructions for submitting premiums via check or automated payments from your bank account. Payment is due on the 1st of each month. Please contact benefitexpress at 1.844.690.3992 with any questions about billing.

Due to timing of the transition from active employee to retired employee, you may not receive your first invoice in time for you to make the payment by the due date. This delay will not cause delay with your benefit eligibility.

18. Will I receive new insurance ID cards?

Spouses/Domestic Partners Under 65 Medical/Rx plans – Yes. They will receive a new member ID card in the mail.

PC 65 Plan - Yes, when you enroll in the PC 65 Plan you will be assigned a new member ID/group number and you will receive a new ID card in the mail. If your spouse is enrolled in the plan they will be set up under their own individual record, as the PC 65 plan is attached to their Medicare.

Dental and Vision – You will continue to use the same group number (3333911) for the Base or Preferred dental plan and your existing ID card for the DHMO dental plan. You will continue to use your existing Vision ID card.

19. I am enrolled in the Personal Choice 65 PPO Plan through Drexel. Why did I receive a Declaration of Prior Prescription Coverage request from Independence Blue Cross?

As a Medicare Eligible retiree, Personal Choice is required to confirm that you were enrolled in a creditable prescription plan while you delayed enrollment in Medicare Part B.

Return the form by the deadline provided. If you need assistance with this please contact HR Service Center at hr@drexel.edu.

20. I enrolled in Drexel retiree benefits, why am I getting a COBRA notice?

Benefitexpress will send you a COBRA package after your active benefits terminate on August 31, 2021. Drexel is required, by law, to send you a COBRA notice when your active employee benefits end, even if you are under 65 and continuing with the same coverage into retirement.

Complete this form if you have a child who needs to continue their coverage. Otherwise, you and/or your spouse/domestic partner can disregard the notice if you are enrolling in the retiree health plan.

21. What happens to my spouse/domestic partner's health benefits if I die?

If your spouse/domestic partner is enrolled in your benefits at the time of death, they can continue on the retiree benefit plan for their lifetime.

22. I have questions about Medicare and/or my post-retirement health care options. Who can I talk to?

To help employees navigate the healthcare industry, Drexel partners with Health Advocate, a company trained to understand the nuances within the healthcare system. Health Advocate's experts can guide you through your transition to Medicare by explaining your options and costs, alerting you to enrollment deadlines, identify participating providers, and more. They can also help you evaluate whether Drexel's Personal Choice 65 Medicare Advantage plan is right for you, as well as research alternative plans through the Healthcare Marketplace.

You can schedule an individual consultation by calling 1.866.695.8622. Keep in mind that Health Advocate is available, free of charge, while you are employed by Drexel. Access to these services will end when you retire on August 31, 2021.

23. Who should I notify if my address changes?

Please notify Drexel immediately of your new address by submitting an Employee Information Change form to hris@drexel.edu. The form is available at <https://drexel.edu/hr/resources/forms/duforms/>.

If you are enrolled in the Personal Choice 65 plan, you must notify Personal Choice 65 Member Services by calling 1.888.718.3333. The Personal Choice 65 Plan, in coordination with Medicare, will not accept a change of address from Drexel on your behalf.

All other vendors will accept the update from Drexel once your information is processed.

Retirement Accounts

24. What happens to my 403(b) retirement account?

So that your final 403(b) deductions can be deposited into your account, there will be a delay between when you retire and when Drexel notifies your retirement vendors of your separation. You can consult with your vendor at any time, however, you cannot take action with your account until they receive your retirement date.

To discuss your 403(b) options, please schedule a consultation directly with your retirement vendor via the participant website or the telephone numbers listed below.

	Review Your Account	Schedule a Consultation	General Questions
Fidelity	fidelity.com/atwork	www.fidelity.com/schedule or 1.800.642.7131	1.800.343.0860
TIAA	tiaa.org/public/tcm/drexel	TIAA.org/schedulenow-drexel or 1.800.732.8353	1.800.842.2252
Vanguard	retirementplans.vanguard.com	meetvanguard.com or 1.800.523.1188	

25. What happens to my 457(b) retirement account?

Within 60 days of your separation from employment, you must elect to take a distribution or postpone distribution to a later date. TIAA will send you an election packet in the mail. If you do not make an election within 60 days, your 457(b) Plan account will be automatically paid to you as a single lump-sum payment.

Schedule a consultation with TIAA Financial Consultant Sabrina Evenosky by calling 267-675-8161 or sign up for an appointment online at TIAA.org/schedulenow-drexel

Flexible Spending Accounts

26. What happens to my Health Care Flexible Spending Account and Dependent Care Flexible Spending Accounts?

Ordinarily, you can be reimbursed for claims incurred through the end of the month in which your employment ends. However, due to temporary coronavirus changes, you can submit claims incurred through the end of 2021, including expenses incurred after your date of separation.

This means for faculty members who separate from the University on August 31, 2021 can continue to submit claims through the end of 2021, including expenses incurred after their separation date until Dec. 31, 2021. Claims will only be processed against amounts contributed by the employee, not the full annual election. You will have until March 31, 2022, to submit claims for expenses incurred between Jan. 1 and Dec. 31, 2021. After March 31, 2022, unused funds will be forfeited.

However, on August 31, 2021, your debit card will be deactivated upon your retirement. All claims for reimbursement must be submitted directly to benefitexpress by completing their Flexible Spending Account Reimbursement Request Form. If you have questions about the reimbursement process, contact benefitexpress at 1.844.690.3992.

You can visit the [Drexel Voluntary Benefits webpage](#) for latest updates.

Health Savings Account

27. What happens to my health savings account?

Your health savings account with Optum Bank is your personal account that you can continue to use for qualifying medical expenses. When you retire, the account will be disassociated from Drexel, however, your account number will stay the same and your debit card will remain active. Optum Bank will send you a letter that includes a schedule of fees associated with your account. Drexel currently pays the monthly maintenance fee for all active employees and you will be responsible for this fee when you leave the University. Contact Optum Bank with questions at 1.866.234.8913.

Keep in mind that if you are over age 65 you may be able to use HSA funds to pay for Medicare premiums.

Commuter Account

28. What happens to my commuter account?

Due to Internal Revenue Service (IRS) regulations, you will lose access to your commuter account effective August 31, 2021 and any remaining balance will be forfeited. If you currently have an active commuter payroll deduction you may wish to cancel your deductions by following the directions below. Changes must be made by the first of the month prior to the month in which the change applies.

- Log in to DrexelOne and select the Employee Tab.
- Under the My Benefits heading, click the My Drexel Benefits link.
- On the benefitexpress homepage, on the right-hand side of the screen under Commuter Benefits, select Change.
- Update the monthly amount for either Transit and/or Parking. Enter \$0 to eliminate that month's contribution.

Life and AD&D Insurance

29. What happens to my group life, accidental death and dismemberment (AD&D) and long term disability insurance?

Your basic life and AD&D insurance, supplementary life and AD&D insurance, and long term disability insurance coverage will terminate on August 31, 2021. You may be eligible to continue your coverage by working directly with our insurance provider, Lincoln Financial, who will mail you a packet explaining your options. You must take action within 31 days from the date of your retirement. If you have questions, contact Lincoln Financial directly at 1.888.786.2688.

30. What happens to my short term disability insurance?

Short term disability coverage will end effective August 31, 2021 and cannot be converted to an individual policy.

31. What happens to my whole life insurance?

If you are enrolled in whole life insurance through Mass Mutual, your coverage will continue as long you pay the required premium directly to Mass Mutual. After your retirement has been processed, Mass Mutual will send you a letter explaining your payment options. If you have questions, contact Mass Mutual directly at 1.844.975.7522 (select "option 1" for customer service) or massmutualservice@concentrix.com.

Tuition Remission/Exchange

32. What tuition benefits are available after I retire?

Tuition remission: You, your spouse/domestic partner and dependent children are eligible for tuition remission benefits for your lifetime in accordance with the tuition remission policy in place at the time you retire.

Tuition exchange: If your dependent child was awarded a tuition exchange scholarship prior to your retirement, the scholarship will continue after you retire in accordance to the tuition exchange policy.

Visit the Drexel Tuition Benefits webpage: <https://drexel.edu/hr/benefits/tuition/> for the latest information.

Voluntary Benefits

33. I am enrolled in voluntary benefits through Corestream, what will happen to those benefits?

Payroll deductions will end effective August 31, 2021. Please contact Corestream directly at 1.888.935.9595 within 30 days of your retirement for information on your options.

Employee Assistance Program through SupportLinc

34. Will I have access to the Employee Assistance Program through Supportlinc after I retire?

Yes, as a retiree your access to SupportLinc will continue. The services include consultation and guidance from a licensed clinician experienced in transitioning to retirement, as well as referrals to resources for adjusting to retirement. Connect with a live SupportLinc representative by calling their 24/7 helpline at 1.888.881.5462 or visit <https://www.supportlinc.com/>

Health Advocate

35. Will I have access to Health Advocate services after I retire?

No, access to these services will end on August 31, 2021.

Returning to Work at Drexel

36. Can I return to work at Drexel if I participate in the Tenure Faculty Buyout?

Please contact the Office of Faculty Advancement at FacultyAffairs@drexel.edu to discuss details for tenured faculty returning to work at Drexel.

37. Will my DragonCard still work?

You will need to obtain a new DragonCard when you retire. This will be necessary if you intend to use the library or maintain an office on campus. Visit the DragonCard Office in Creese Student Center and bring a picture ID, such as a driver's license. Please call in advance at 215.895.6095 to ensure that your retiree record is visible to them.

38. Can I keep my Drexel email account?

Yes, you can access your email account after you retire.

39. Can I keep my library access?

Yes, retirees may visit the Drexel University Libraries with a valid photo ID. For more information about the Libraries' current hours, services and resources, please visit <https://www.library.drexel.edu/services/services-for/faculty/>.

40. What happens to my Drexel parking spot?

Your current parking enrollment will terminate on August 31, 2021. Parking options for campus visitors, including retirees, are available at <https://drexel.edu/business-services/parking/daily-parking/>.

41. Can I use the gym at the Drexel Recreation Center?

Yes, retirees can purchase gym memberships at the Drexel Recreation Center. More information is available at <https://drexel.edu/recathletics/reccenter/membership/>.