



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

BOARD OF REGENTS

1 **11. COMPENSATION**

2 **Policy 11.F: Benefits**

3
4 11.F.1 Non-Salary Benefits

5
6 The university provides compensation beyond salary for eligible employees in the form
7 of benefits. Benefits are authorized through the Board of Regents and include group
8 insurance programs, such as medical, dental, life, and disability, and other benefits like
9 flexible spending, paid leave, and retirement savings plans. New and revised university
10 benefit programs, including eligibility, must be approved by the Board of Regents.

11 For university employees who are members of the state personnel system (classified
12 staff), benefits and eligibility are defined in accordance with state laws and Department
13 of Personnel and Administration (DPA) rules. Eligible classified staff have the option of
14 enrolling in university benefit plans.

15 The university through its payroll system offers employees the opportunity for payroll
16 deduction for approved services and organizations. Such deductions must be
17 approved through university and/or state policy.

18
19 11.F.2 Retirement Plans and Savings Programs

20 Eligible employees shall be enrolled in a retirement program as provided by applicable
21 state law or as authorized by the Board of Regents. State and university retirement
22 plans are contributory. The employer and employee levels of contribution to the
23 retirement plans are subject to change and limitations set by federal tax law.

24
25
26 (A) Classified Staff:

27
28 (1) Eligible classified staff enroll in one of the two PERA retirement plans:
29 The PERA Defined Benefit (DB) Plan or, effective January 1, 2019, The
30 PERA Defined Contribution (DC) Plan. Eligibility and rules are governed
31 by Colorado PERA.

32
33 (2) Eligible classified staff may also choose to participate in the following
34 voluntary retirement savings plans:

35 (a) 403(b) Plan: The university-sponsored 403(b) Plan offers two
36 retirement savings programs: the pretax option and the ROTH
37 option.

38
39 (b) 457 Plan: The 457 Plan is a state of Colorado-sponsored
40 retirement savings plan.

- (c) PERA 401(k) Plan: The PERA 401(k) Plan is a PERA-sponsored retirement savings plan.

(B) Faculty and University Staff:

- (1) Eligible faculty and university staff enroll in the university-sponsored 401(a) Optional Retirement Plan (401(a) ORP).

Faculty and university staff who are active members in PERA who transfer into a position eligible for the 401(a) ORP may be required to make a one-time irrevocable enrollment decision to remain in PERA or enroll in the 401(a) ORP.

- (2) Eligible faculty and university staff may also choose to participate in the following voluntary retirement savings programs:

- (a) 403(b) Plan: The university-sponsored 403(b) Plan offers two retirement savings programs: the pretax option and the ROTH option.

- (b) 457 Plan: The 457 Plan is a state of Colorado-sponsored retirement savings plan.

- (c) PERA 401(k) Plan: The PERA 401(k) Plan is a PERA-sponsored retirement savings plan.

The Board of Regents maintains responsibility for the number and types of investment options as well as for the amount of employee and employer contribution levels for the 401(a) ORP. In addition, the board maintains responsibility for defining retirement plan eligibility. The administrative duties, including management of vendor contracts and employee enrollment processes, are carried out by the university's plan administrator.

(C) Graduate Medical Education (GME) Residents:

(1) Eligible GME Residents are automatically enrolled in the university-sponsored 403(b) Plan and are eligible for an employer contribution.

(2) In addition to the 403(b) Plan, eligible GME Residents may also choose to participate in the following voluntary retirement savings programs:

- (a) PERA 457 Plan: The PERA 457 Plan is a PERA-sponsored retirement savings plan.

- (b) PERA 401(k) Plan: The PERA 401(k) Plan is a PERA-sponsored retirement savings plan.

11.F.3 Age and Years of Service Requirements for the University's Post-Retirement Benefits

- (A) Classified Staff and Other University Employees Enrolled in a PERA Retirement

Plan

To be eligible for university retirement benefits offered in addition to a PERA Retirement Plan, employees must have five (5) years of eligible CU Service and are required to retire (does not include a refund of your DB account) with PERA.

The combined years of service and age requirements for a PERA Retirement Plan are governed by PERA in accordance with Title 24, Article 51 of the Colorado Revised Statutes, and the Rules of the Colorado Public Employees' Retirement Association (visit the PERA website at: <https://www.copera.org/>)

DRAFT

(B) Faculty and University Staff Enrolled in the 401(a) ORP

To be eligible for university retirement benefits offered in addition to the 401(a) ORP, employees must be 55 years of age; have five (5) years of eligible CU Service; and meet the age and years of eligible CU service requirements for regular or early retirement.

Regular or early retirement is based on the 70/75 formula. If the combined age and years of eligible CU service for a faculty or university staff member enrolled in the 401(a) ORP adds up to 75 or more, that individual is eligible for regular retirement and is entitled to receive 100% of the University of Colorado contribution towards retiree insurance benefits upon retirement. If the age and years of eligible CU service adds up to 70-74, the individual is eligible for early retirement, and the University of Colorado contribution towards retiree insurance benefits will be pro-rated based on the actual years of eligible CU service divided by the required years of eligible CU service for regular retirement. Eligible years of CU service will include all years in which the employee worked in a regular, retirement-eligible position at 50% time or greater at the University of Colorado.

Age and Years of Eligible CU Service Requirements for Regular and Early Retirement

Age at time of Retirement	Years of Eligible CU Service	Combined Age and Years of Eligible Service for Regular Retirement	Age at time of Retirement	Years of Eligible CU Service	Combined Age and Years of Eligible Service for Early Retirement
55	20	75	55	15	70
56	19	75	56	14	70
57	18	75	57	13	70
58	17	75	58	12	70
59	16	75	59	11	70
60	15	75	60	10	70
61	14	75	61	9	70
62	13	75	62	8	70
63	12	75	63	7	70
64	11	75	64	6	70
65	10	75	65	5	70
66	9	75			
67	8	75			
68	7	75			
69	6	75			
70+	5	75			

- (A) Faculty, University Staff, and Classified Staff Terminated and Ineligible for Rehire

Individuals who have been terminated from the University of Colorado and are Not Eligible for Rehire are ineligible for any CU Retirement Benefits that are offered in addition to PERA or the 401(a) ORP.

11.F.2 Early Retirement Incentives Programs

- (A) **Retirement Incentive Agreements for Tenure and Tenure-Track Faculty.**

For the purpose of determining eligibility for a specific retirement incentive program for tenure and tenure-track faculty, such as a phased retirement program, the age plus years of service requirements may be reduced to total no less than 65 if the faculty member is at least 50 years of age upon retirement.

Also, tenure and tenure-track faculty may count years of service at other higher education institutions (employment of 50% time or greater) in determining whether the age plus years of service requirement is met if: (1) the faculty member will have been employed at the university for a minimum of five years prior to the retirement date in the retirement incentive agreement; and (2) the faculty member was age 55 or greater on the first date of employment at the university.

- (B) **Individualized Retirement Incentive Programs.** The president is authorized to develop retirement incentive options in addition to phased retirement programs for faculty, including a “window program” and an “individualized retirement incentive program.” In a window program, employees in an identified group who meet a specified combination of age and years of service would be eligible for a separation incentive. In an individualized retirement incentive program, an incentive, drawn from a menu of options tailored to the individual employee, would be offered to the employee. These options are considered perquisites under State Fiscal Rules, and the Board of Regents authorizes the president to seek necessary approvals from the governor and the state controller to implement such options.

History:

- Adopted: May 19, 2009,
 - replaces and incorporates the provisions of Regent Policy 11.D Qualified Retirement Plan,
 - replaces and incorporates the provisions of Regent Policy 11.E 401(A) Optional Retirement Plan for Faculty and Unclassified Staff,
 - combines benefits section from Regent Policy 11.F.2: Compensation Principles and Policy for Faculty,
 - replaces and incorporates the provisions of Regent Policy 11.F.2, addendum to Compensation Principles and Policy for faculty,
 - replaces and incorporates the provisions of Regent Policy 11.I Age And Years Of Service Requirements For Faculty, Officers And Exempt Professionals Who Are Not Retiring With Public Employees Retirement Association (PERA) Retirement,

- clarifies that in accordance with the Laws of the Regents, Article 11: Compensation, classified staff have the option of enrolling in benefit plans that are approved by the state Department of Personnel and Administration or selected university benefit plans.
- Revised: April 17, 2015 (the term “officer and exempt professional” was replaced with the term “university staff”); and February 10, 2022.
- Last Reviewed: February 10, 2022.
- Non-substantive Changes: April 2024.
- Added GME Resident eligibility for employer contribution: XXXXXXXX

DRAFT