UW RETIREMENT PLAN (UWRP)

INTRODUCTION
AGENDA

> UW Retirement Plan
  – Retirement Eligibility Rules
  – UW Supplemental Retirement Plan Defined
> PEBB Retiree Health Insurance Eligibility
> Medicare & Enrollment
> PEBB Retiree Health Insurance Enrollment
> Retiree Life Insurance
> Annual leave and sick leave pay-out (VEBA)
> Retirement Checklist
> Working after retirement
> UW Retirement Association
KEY TERMS DEFINED

> Termination Date
  - Last day you are on UW payroll.

> Retirement Date
  - The first day of the month following your UW Termination Date.

> UW Retiree
  - Employees who submit the UW Retirement Application no later than 60 days after UW Termination Date are eligible for the UW retiree privileges.

Complete online UW retirement application, ISC will review and approve UW Retirement Checklist
UW RETIREMENT ELIGIBILITY

> Actively participating in the UWRP and at time of separation date:
  – Age 62 with any years of service; or
  – Age 55 or older with at least 10 consecutive years of service; or
  – Any age upon approved UWRP Disability Retirement
UWRP

> UW Retirement Plan
  - Defined Contribution:
    > Employee contributions matched by UW
    > Invested by the employee
    > Retirement income based on investment(s) performance, age, and income option you select
  - IRC Section 403(b)
UWRP ACCOUNT(S) ARE...

> Portable (except TIAA Traditional – ten annual payments)
  – Compare investment options if considering a rollover to another retirement plan (including IRA)
  – Review income options with Fidelity & TIAA

> One-on-one consultations with record keepers
  – To set up an appointment by contacting:
    > Fidelity Investments 1-800-642-7131
    > TIAA 1-877-209-3142
Taxable distributions are treated as ordinary income.

- At age 59½, there is no IRS penalty for early withdrawals.
- At age 72* (or retirement if later), review Minimum Required Distribution (MRD) rules, even if 40% rehire with your tax advisor.

MRDs must be taken by December 31 each year except for your first year:
  - First MRD due as late as April 1 (not April 15) of the next year.
  - Waiting until April 1 to make your first MRD means two MRDs paid in the same calendar (tax) year.

*Prior to 2020, MRD age was 70½.
Eligibility for a UWSRP Calculation:
- At time of retirement you must:
  - Be age 62 and have a minimum 10 consecutive years of service in UWRP; OR
  - Receive Approved UWRP Disability Retirement
    - Per UWRP Plan provisions
- Calculation is performed by UW Benefits Office only after UWRP retirement
  - Complex calculation dependent on factors only available after date of retirement
  - Must be enrolled in UWRP and contributing to UWRP prior to 2/28/2011

Calculation does not guarantee a benefit
UWSRP

SUPPLEMENTAL RETIREMENT PLAN

> Details about the plan can be found at:
  - [http://hr.uw.edu/benefits/retirement-plans/plans-closed-to-new-members/uw-supplemental-retirement-plan/](http://hr.uw.edu/benefits/retirement-plans/plans-closed-to-new-members/uw-supplemental-retirement-plan/)

> Attend a UWSRP Workshop to learn more
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THANK YOU FOR ATTENDING!

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