

UNIVERSITY RULE

31.02.02.M1 State Contribution for Group Insurance Premiums

Approved August 27, 1996

Next Scheduled Review: Currently Under Review

Supplements [System Policy 31.02](#) and [System Regulation 31.02.02](#)

1. ELIGIBILITY

- 1.1. An employee may not receive the state contribution for insurance premiums from two state institutions or agencies simultaneously.
- 1.2. Disable employees, who are not of retirement age, with 10 years of creditable service, are entitled to the state contribution indefinitely or until no longer disabled. Those with less than 10 years of credible service are only entitled to the state contribution for a period of time equal to their total years of service. However, an employee whose on-the-job injury is covered by Worker's Compensation and resulted in total and permanent disability is entitled to the state contribution.
- 1.3. Working retirees will remain eligible for the state contribution indefinitely, if they meet all other criteria established by TRS and work 50 percent time or less, or 100 percent time for more than 6 months per fiscal year.
- 1.4. Retirees who return to work and exceed the limits in 1.3 above forfeit their retirement status and must be treated as active new-hires. Retirees may not have simultaneous insurance coverage as both an employee and a retiree.
- 1.5. Terminated employees who meet the age and service requirements for retirement and have an intact retirement account, should contact the Human Resources Department with 31 days of their 55th birthday, to obtain retirement benefit information (including the state contribution for group insurance premiums).

2. COBRA

Survivors and terminating employees or dependents electing COBRA coverage are not eligible for the state contribution for group insurance premiums.

3. AMOUNT

The contribution amount received depends on the Health coverage category (Employee Only, Employee and Spouse, Employee and Child(ren), and Employee and Family) and the health insurance policy in which the employee enrolled. The group insurance premium contribution of retired employees will be the same as for regular employees.

OFFICE OF RESPONSIBILITY: [Human Resources Department](#)