

**Retiree Status**

To be considered a retiree at the time of termination of employment, an employee must meet at least one of the following conditions. The first four criteria are those used in Board Policy 475.1 to define emeritus status:

1. The individual is age 65 or older and has at least five years of continuous service with the University or other State agency or institution.
2. The individual is age 62 or older and has at least ten years of continuous service with the University or other State agency or institution.
3. The individual has at least 20 years of continuous service with the University or other State agency or institution.
4. The individual has elected to retire early under the early retirement provisions of Administrative Memorandum 430.3 or 430.2.5. The individual has been designated as a University retiree because of special circumstances approved by the Chancellor.

Classified employees who meet one of the above conditions are entitled to a partial payment of accumulated, unused sick leave in accordance with the provisions of Arkansas Code 21-4-501 and of Act 1288 of 2005.

All retirees who meet one of the above conditions are entitled to the following privileges:

- Where information is provided, retirees will be listed in appropriate campus directories;
- Faculty/staff admission to campus activities and events;
- Reduced price season tickets to Athletic events (payment deadlines must be met for this privilege):
  - Continuation of the purchase of up to two season ticket books for football:
    - If the retiring employee purchased half-price season tickets for the most recent football season, then tickets will continue to be purchased at half-price with no seat value donation necessary;
    - If the retiring employee purchased full-price season tickets for the most recent football season, then tickets will continue to be purchased at full-price with no seat value donation necessary;
  - Continuation of the purchase of up to two season ticket books at half-price for Men's basketball, and discounted season ticket books for baseball;
- Use of the University libraries;
- Free Emeritus parking permit;
- Waiver of fees for membership in the HPER facility;
- Access to UA e-mail;
- Eligible for retiree health insurance (with premiums paid by the retiree) if the employee meets the plan criteria, and for COBRA coverage (with premiums paid by the employee) if plan criteria are not met;
- A University identification card designating the retiree as a retired faculty or staff member.

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