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UNIVERSITY OF DELAWARE RETIREE HEALTHCARE COVERAGE MARCH 1, 2025

The University intends to end its participation in the State healthcare plan effective July 1, 2025. With this change, the University will provide its Qualified Faculty Retirees, defined as faculty who are currently retired, or those who will retire on or before December 31, 2025, and their spouses or surviving spouses, equivalent healthcare benefits to the Special Medicfill Medicare Supplement plan offered by the State of Delaware health plan as of December 31, 2025. Qualified Faculty Retirees will remain on original Medicare with a Medicare supplement plan equivalent to the state plan offered on December 31, 2025, including Part D prescription coverage, for their lifetimes.

In the future, should either of the following occur:

1. Future national changes resulting in the removal of this type of plan from the market, or
2. The University faces severe financial hardship or financial exigency that makes offering the benefits described above impossible or impractical,

The University may need to adjust the healthcare benefits for Qualified Faculty Retirees. In such cases, the University administration will consult with the University of Delaware Association of Retired Faculty (UDARF) to explore healthcare coverage options equivalent to the current plan. Any adjustments to healthcare benefits will ensure they are at least as favorable as the healthcare benefits provided to pension-eligible retirees under the State of Delaware health plan at the time of the change.

The University will continue to communicate with the UDARF about retirees' benefits and concerns.

A handwritten signature in black ink that reads 'Melissa L. Bard'.

Melissa Bard
Vice President and Chief Human Resource Officer

Attachment