



**The University of New Mexico  
Post-Retirement Benefits Recommendations  
Pre-65 and Post-65 Retiree**

UNM is presently faced with a large unfunded post-retirement benefit liability which, if not corrected, will grow each year. This increasing liability will jeopardize UNM's financial stability, and could lead to the complete elimination of post-retirement benefits if not immediately addressed. The faculty, staff, and retiree members of the Retiree Health Care Task Force were charged with the task of preparing recommendations to reduce UNM's unfunded liability for post-retirement benefits.

After careful consideration, the Retiree Health Care Task Force recommended, and the Regents approved, an increase in the percentage of Pre-65 and Post-65 retiree contributions to post-retirement benefits.

**What are the changes to the Retiree Benefits?**

- Pre-65 retiree contributions will phase in over a five-year period to an allocation of 60% retiree contribution and 40% UNM contribution, based on the retiree's pre-retirement salary. This five-year phase in approach is intended to minimize the premium increase impact on current pre-65 retirees.
- Post-65 retiree contributions will phase in over a three-year period to an allocation of 70% retiree contribution and 30% UNM contribution.

**Pre-65 Retiree Salary Tiers and Contribution Allocations**

Pre-Retirement Salary	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
\$35,000 and above	40% retiree 60% UNM	45% retiree 55% UNM	50% retiree 50% UNM	55% retiree 45% UNM	60% retiree 40% UNM
\$25,000 to \$34,999	30% retiree 70% UNM	35% retiree 65% UNM	40% retiree 60% UNM	45% retiree 55% UNM	50% retiree 50% UNM
\$24,999 and below	20% retiree 80% UNM	25% retiree 75% UNM	30% retiree 70% UNM	35% retiree 65% UNM	40% retiree 60% UNM

**Post-65 Retiree Contribution Percentage**

Year	Allocation for post-65 retirees
1 (FY 2014)	60% Retiree contribution
2 (FY 2015)	65% Retiree contribution
3 (FY 2016)	70% Retiree contribution

**How can I find out more information about these changes?**

You can attend one of the information sessions for retirees listed below:

**Wednesday, May 1, 2013**

- 2:00 pm – 3:30 pm (Continuing Ed, Room C)

**Wednesday, May 8, 2013**

- 2:00 pm – 3:30 pm (Continuing Ed, Room C)

**For more information:**

- Visit our website: <http://hr.unm.edu/>
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