

**Resolution Concerning
University System of Georgia
Retiree Healthcare Strategy**

Whereas the University System of Georgia has, over the years, provided compensation for services rendered, including salary and an employer share of healthcare benefits, retirement benefits, and benefits into retirement;

Whereas Board of Regents Policy 8.2.9.4 provides for benefits continuation into retirement;

Whereas a retiree healthcare benefit is a post-employment benefit for services already rendered;

Whereas the Board of Regents has approved a multi-year strategy for reducing retiree healthcare costs;

Whereas that strategy includes replacing the current **defined benefit** of health care insurance with a **defined contribution** to a Healthcare Reimbursement Account (HRA) that retirees will use to purchase coverage through a private healthcare exchange;

Whereas many individual retirees may not have the expertise to understand the process needed to transition into the healthcare system and to evaluate numerous competing insurance options;

Whereas a defined contribution plan places a potentially greater financial burden of rising healthcare costs on the retiree;

Whereas the University System of Georgia has made no commitment as of now to the amount it will contribute to the Defined Contribution Healthcare Reimbursement Account;

Therefore be it resolved that the University System of Georgia Retiree Council respectfully recommends that

1. the University System of Georgia continue to provide, in the coming years, a level of healthcare coverage comparable to, or better than, what retirees and family members currently have at a cost that does not place a greater financial burden on them;
2. the University System of Georgia monitor future healthcare costs for the USG and for retired employees and family members, and periodically survey the level of retiree satisfaction with healthcare options provided, for the purpose of improving future options, and, when needed, make all necessary adjustments in order to ensure that retirees and family members continue to receive the comparable level of coverage; and
3. the Chancellor and the staff in the Chancellor's office regularly engage the USG Retiree Council, representing retirees throughout the University System, in meaningful and productive dialogues aimed at formulating mutually agreeable strategies to promote and foster the welfare of USG retirees and of the University System of Georgia.