



## Exiting the University - Benefits and Pay Information

### Final Paycheck and Other Information

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**Your final check will be DIRECTLY DEPOSITED into your bank account on file with the Payroll department.** Contact the Payroll department should you need to change your bank account information or make other arrangements.

- **Tax Withholding Statement (W-2):** The University will send your "Tax Withholding Statement" (Form W-2) to your home address in January of the year following your termination of employment.
- **Forwarding Address:** If you plan to relocate, you should notify the Human Resources department of your new mailing address. This will assure timely delivery of your W-2 form.
- **NCA&T Parking Decal:** Employee's with a payroll deduction for a NCA&T parking decal **MUST** return the decal to the Parking and Transportation Office located at the Obermeyer Parking Deck. All paid tickets or fines **MUST BE** paid prior to leaving the university. Office 336-285-2027.
- **University Keys:** ALL keys belonging to the University must be returned to the respective departments.
- **Library Books/Other University Property:** MUST BE returned prior to leaving the university.
- **Aggie OneCard:** Upon departure from the University, return your card to either your department supervisor/manager or the OneCard Center. Your card number will be deactivated. If any meals or funds are remaining on your OneCard, you may request a refund directly from the Aggie OneCard Center at 336-334-7114.
- **Vacation Leave Payout:** EHRA\* and SHRA employees leaving state service are paid in a lump sum for unused accumulated vacation leave not to exceed 240 hours (prorated for part-time employees). Any deficit is deducted on an hour-for-hour basis. Vacation pay is paid the month after termination.

SHRA employees who leave employment as a result of a reduction in force (i.e. layoff) will forfeit any vacation leave in excess of 240. However, if, within one year of your layoff separation date you return to state employment in an SHRA permanent appointment (regularly scheduled for 20 or more hours per week), the vacation hours in excess of the 240 hours will be reinstated to you.



- **Vacation Leave Payout Continued:** \*For EHRA employees who have been employed a total of 24 months or less by one or more State or local governmental agencies, vacation leave payout is equal to one day for each month worked, less the number of days of annual leave taken during the employment period. For EHRA employees employed for more than 24 months by one or more State or local governmental agencies, the employee may elect to take all or part of unused annual leave prior to discontinuation of employment up to 30 days, or the employee may elect to be paid in a lump sum for any accrued annual leave that is unused as of the date of discontinuation up to the maximum of 30 days.
- **Bonus Leave Payout:** Employees who have accrued bonus leave and are leaving state service are paid in a lump sum for unused accumulated bonus leave. Bonus leave pay is included in the final University paycheck the month after termination.
- **Sick Leave:** Unused accumulated sick leave is not paid upon departure. Unused accumulated sick leave is reinstated if you return to state employment as a permanent employee regularly scheduled to work 20 hours or more per week within five years of termination of employment.
- **Prorated Longevity Pay:** If you are an SHRA employee and are eligible for longevity pay, then you will receive a prorated amount based on the date of your departure from the University. This amount will be paid the month after termination.
- **Unemployment Insurance:** To apply for Unemployment Insurance benefits, visit the Employment Security Commission web site at <http://www.ncesc1.com> or call 1-888-737-0259.

## Health Insurance

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### *State Health Plan Coverage:*

You and your covered dependents can elect to continue your health insurance coverage through COBRA for up to 18 months immediately following the termination of your coverage. Spouses and dependent children can elect to continue their coverage even if the employee does not.

- You will be responsible for paying the full cost of the monthly premium, plus a 2% administrative fee. Premiums are due one month in advance of coverage and are paid directly to Blue Cross/Blue Shield (BC/BS).
- Your coverage as an active employee will end the month following the last month the “full” premium was paid.
  - For Examples: If your employment termination date is on or after the 16th of the month, health benefits will be effective through the last day of the following month. For example, with a termination date of January 17th, health plan coverage is effective through the month of February.



***How to continue your coverage:***

You will receive information on your COBRA coverage options and costs directly from Blue Cross Blue Shield. You should receive that information within 30 days of the date your coverage ends to the address listed on file with Human Resources. To contact the State Health Plan, call **1-855-859-0966**.

**Reduction in Force(RIF) Special Continuation Rules for SHRA Employees**

Health Insurance under the State Health Plan Coverage may be continued for up to one year following the date of separation for SHRA and certain EHRA employees, provided you had 12 or more months of consecutive state service and were covered under the plan at the time of the job's elimination. The University will continue to pay the employer contribution towards the cost of healthcare during this one year period. Any required employee premiums, including dependent coverage, would continue to be paid by you.

Continuation of coverage will terminate if you or your dependents obtain coverage under another group health plan during this one year period. If the other group health plan has a pre-existing condition limitation and you have 12 or fewer months of coverage before enrolling in the other plan, you may continue coverage under the State Health Plan until this pre-existing condition limitation is met.

At the expiration of this one year, you will receive notification from the State Health Plan on how to continue your coverage, and that of any dependents. If you elect to continue coverage, you will be required to pay the full cost. There is no time limit as to how long this coverage may be purchased.

**Retiree Health Insurance Special Continuation Rules**

If you retire or terminate your employment and you have ten years of State Membership Service in the Teachers' and State Employees Retirement System (TSERS) or in the Optional Retirement Program (ORP), you may eligible to continue to receive retiree health insurance through the State Health Plan as long as you are receiving a monthly retirement benefit from either TSERS or the ORP.

If you withdraw all of your retirement contributions in TSERS or your ORP account, you will **NOT** be eligible for retiree health coverage. Health insurance coverage as a State Retiree will begin one month after the start of your monthly annuity benefit through TSERS or your ORP account.

- If you were first hired prior to October 1, 2006, and retire with five or more years of contributory retirement service, the State will pay for your individual retiree group coverage under the PPO Basic Plan ( 70/30 Plan). If you elect the PPO Standard Plan (80/20) you will be required to pay a monthly premium. You pay 100% of the cost of dependent coverage.
- If you were first hired on or after October 1, 2006, in order to receive the PPO 70/30 Plan coverage at no cost, you must retire with 20 years of retirement service credit (if you elect the PPO Standard Plan (80/20) you will be required to pay a monthly premium). If you have at least ten years of retirement service credit, but less than 20, you may be eligible for coverage by paying a larger percentage. Check with your Human Resources/ Benefits Office for details. You pay 100% of the cost of dependent coverage.



## Dental Insurance

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### *Met Life (NC Flex Dental Plan) or BCBS Dental:*

- Employees will be covered through the end of the month in which they terminate from the University.
- You can elect to continue coverage for up to 18 months immediately following the end of your coverage.

### *How to continue your coverage:*

You will receive information on your COBRA coverage options and costs directly from Met Life. You should receive that information within 30 days of the date your coverage ends to the address on file with Human Resources.

## Vision Insurance

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### *Superior Vision (NCFlex) Coverage:*

- Employees will be covered through the end of the month in which they terminate from the University.
- You can elect to continue coverage for up to 18 months immediately following the termination of your coverage.

### *How to continue your coverage:*

You will receive information on your COBRA coverage options and costs directly from Superior Vision. You should receive that information within 30 days of the date your coverage ends to the address on file with Human Resources.

## Cancer Insurance

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### *American Heritage Life (NCFlex) Coverage:*

- Employees will be covered through the end of the month in which they terminate from the University.
- You or your covered dependents can convert your cancer insurance coverage to an individual policy within 30 days of your termination.

### *How to continue your coverage:*

Complete the Cancer Conversion Form available at [www.ncflex.org](http://www.ncflex.org) and send it directly to the vendor within 30 days of your termination date.

## Critical Illness Insurance

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### *MetLife Critical Illness (NCFlex) Coverage:*

- Employees will be covered through the end of the month in which they terminate the University.
- When your employment ends, you may elect to continue your coverage for yourself and your dependents at the current group rates.

### *How to continue your coverage:*

Complete the Critical Illness Continuation of Coverage Form available at [www.ncflex.org](http://www.ncflex.org) and send it directly to the vendor within 30 days of your termination date.



## Flexible Spending Accounts

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### *If you are enrolled in either the Health Care or Dependent Day Care flexible spending accounts:*

- You can file for claims for eligible services incurred prior to your termination from the University. **Services incurred after your termination will not be covered.**
- Your claims must be submitted by the same date as active employees, which is April 30 of the year after your expenses were incurred.
- Any unused money in your account is forfeited and remains with the State.
- An 18-month continuation plan through COBRA is offered *for the health care spending account only*. This continuation plan is an after-tax plan. Services received after your termination date cannot be claimed unless you elect continued coverage through COBRA.

### *How to continue your coverage for the Health Care Flexible Spending Account:*

P&A Group will send the continuation information to your home address.

If you do not receive this information within 30 days of your termination date, contact P&A Group directly at 1-866-916-3475 or [www.ncflex.org](http://www.ncflex.org).

## Retirement Programs

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### *Teachers' and State Employees' Retirement System (TSERS)*

- Contributing participation in the Teachers' and State Employees' Retirement System (TSERS) ceases upon your departure from state employment. You will, however, retain your account as long as you do not withdraw your contributions.
- If you do not withdraw your accumulated contributions from TSERS and you return to state employment as a permanent employee regularly scheduled to work 30 hours or more each week, your TSERS account will be reactivated and you will continue to add to the creditable service you had previously accumulated.
- If you withdraw or roll over your accumulated contributions from TSERS, you **forfeit** all rights to any benefits provided by TSERS.
- If you withdraw your contributions, but return to state employment as a permanent employee regularly scheduled to work 30 hours or more per week, your TSERS account will be that of a new employee. However, you can buy back retirement credit after you have become vested.
- You are eligible to receive fully paid retiree health insurance through the State Health Plan if you were hired by the State prior to Oct. 1, 2006, and have completed five years of contributory service, or if you were hired by the State on or after Oct. 1, 2006, and have completed 20 years of contributory service. **You must leave your contributions in your TSERS account to be eligible for retiree health insurance.** Contact Human Resources for additional information on your eligibility.

You may wish to seek financial advice concerning the effects – including tax consequences – if you decide to withdraw your TSERS contributions. If you were vested in TSERS on or before August 12, 1989, your TSERS retirement benefits, no matter what amount, are exempt from State income tax. If you withdraw your TSERS contributions, you will forfeit your right to this exemption.



***Actions required:***

If you decide to maintain your TSERS account following your departure from the University, you do not need to take any action.

If you wish to receive a refund of your TSERS contributions or roll over your account, complete the Withdrawing Your Retirement Service Credit and Contributions Form (Form 5) available from the TSERS website at [www.nctreasurer.com](http://www.nctreasurer.com).

**You should read carefully the important information on Form 5 regarding the taxability of the refund before deciding how to receive your contributions.**

Complete Form 5 in black ink and have it *notarized*. In limited situations, Employer Certification is required on Form 5. If your request meets the reason(s) listed for Employer Authorization, send the form to Human Resources. Otherwise, the form can be sent directly to TSERS at the address on the bottom of the form. State law provides that your refund cannot be paid any earlier than 60 days after your final paycheck.

If you leave state employment with less than ten years (unless you were hired prior to August 1, 2011) of creditable service, interest on contributions will not be paid. If you terminate employment with more than ten years of creditable service, interest will be paid on contributions. This interest is compounded annually and is credited at the end of each calendar year.

Active Employees and retirees can call TSERS at (877)627-3287 for more information on account balances and service credit. Access your account online through ORBIT at <https://orbit.myncretirement.com>

***Discontinued Service Retirement***

SHRA employees who leave employment as a result of a reduction in force (i.e. layoff) could request discontinued service retirement and begin to receive State retirement benefits, rather than severance pay. To be eligible, you must have:

- 20 or more years of creditable retirement service and be age 55 or older to receive an unreduced benefit
- 20 or more years of creditable retirement service and be age 50 or older to receive a reduced benefit (reduced by 1/4 of 1 percent for each month under age 55)

This benefit is subject to the availability of funds and approval by the State Budget Director on the recommendation of the State Personnel Director.

***Optional Retirement Program (ORP)***

- Your contributing participation in the Optional Retirement Program (ORP) ends upon your departure from University employment. You will, however, retain your account as long as you do not withdraw your contributions.



### *Optional Retirement Program (ORP) Continued*

- If you have completed five years of retirement participation, you may be “vested” in the University’s contributions.
- If you withdraw or roll over your accumulated contributions from the ORP, you **forfeit** all rights to any benefits provided by ORP.
- You may be eligible to receive fully paid retiree health insurance through the State Health Plan if you were hired by the State prior to Oct. 1, 2006, and have completed, or if you were hired by the State on or after Oct. 1, 2006, and have completed 20 years of contributory service. **You must leave your contributions in your ORP account to be eligible for retiree health insurance.** Contact Human Resources for additional information on your eligibility.
- If you were enrolled in the ORP on or before August 12, 1989, your ORP retirement benefits are exempt from State income tax. **If you withdraw or roll over your ORP contributions to an IRA or other employer retirement account, you will forfeit your right to this exemption.**
- If you are leaving the University with less than five years of participation but are beginning a new job with another educational institution, and you plan to continue to participate in a substantially similar retirement program at your new employer with one of the two ORP vendors (Fidelity, TIAA-CREF), then the University’s contribution to your ORP may be vested.
- If you have not completed five years of retirement participation and do not commence participation in a similar plan at another educational institution, State law requires that The University contribution to your account be withdrawn and returned to The University. However, you can keep your contributions in your account with the ORP vendor or you can directly roll over your contributions to an Individual Retirement Account (IRA) or other employer plan. **You may wish to seek financial advice concerning the effects – including tax consequences – if you decide to withdraw your ORP contributions.**

#### *Actions required:*

Complete the “**Acknowledgement for Disposition of Account Contributions**” form (ORP-3 Form) at <http://www.northcarolina.edu/hr/ga/benefits/retirement/ORP/ORPMain.htm>. Keep a copy for your records and return the original to Human Resources within 30 days of your termination date. If you do not complete this form, you will experience delays when you attempt to access funds in your ORP accounts.

If you are making any changes to your vendor account (closing the account, rollover of contributions, etc.), contact your ORP vendor directly.

For more information on the ORP, visit

<http://www.northcarolina.edu/hr/ga/benefits/retirement/ORP/ORPMain.htm>



## **NC Total Rewards Programs [403(b), 457(b), or 401(k)]**

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### ***If you are contributing to any of the Supplemental Retirement plans:***

- Contributing participation ceases upon your departure from the University.

### ***Actions required:***

No action need be taken if you wish to leave existing assets in your account. Contact the vendor(s) directly for information about the status of your account, including receiving annuity payments, requesting a distribution of assets, or transferring/rolling over your account assets. You will need to notify the vendor directly if you have an address change.

## **Group Life Insurance**

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### ***Voya Coverage:***

- Your group life coverage will continue through the end of the month in which you terminate from the University.
- You can elect to continue your Voya Group Term Life Insurance policy by applying for coverage through a separately rated portability program within 30 days of the date of your departure from the University.
- You can also convert your coverage to a whole life policy.

### ***How to continue your coverage:***

MetLife will mail a packet to your home address outlining your options. If you do not receive a packet within 30 days from your date of termination, you can contact Voya directly at 1-877-464-5111 for information on conversion or portability.

### ***Voya Life (NCFlex) Coverage:***

- Employees will be covered through the end of the month in which they terminate from the University.
- You can elect to continue your Voya Group Term Life Insurance policy by applying for coverage through a separately rated portability program within 30 days of the date of your termination from the University.
- You can also convert your coverage to a whole life policy within 30 days of the date of your termination from the University.
- Premium rates for portable term life insurance are generally less expensive than conversion rates.

### ***How to continue your coverage:***

Complete the Term Life Continuation or Conversion Form at [www.ncflex.org](http://www.ncflex.org) and send it directly to the vendor within 30 days of your termination date.

## **Accidental Death & Dismemberment Insurance**

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### ***Reliance Standard Coverage:***

- Employees will be covered through the end of the month in which they terminate from the University.
- You can elect to convert to individual coverage within 30 days from your last day of employment with the University.



***How to continue your coverage:***

Complete the AD&D Portability or Conversion Form at [www.ncflex.org](http://www.ncflex.org) and send it directly to the vendor within 30 days of your termination date.

***AC Newman (NCFlex) Coverage:***

- Employees will be covered through the end of the month in which they terminate the University.
- You may apply for a conversion policy if your coverage ends because your employment ends. You or a covered dependent must apply in writing and pay the first premium within 45 days of coverage terminating under the plan.
- You can elect to continue your AD&D coverage for yourself and your dependents at the current group rates. You need to apply for portable coverage within 30 days of your termination date.

***How to continue your coverage:***

Complete the AD&D Portability or Conversion Form available at [www.ncflex.org](http://www.ncflex.org) and send it directly to the vendor within 30 days of your termination date.

## **Supplemental Disability Insurance**

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***The Standard Coverage:***

- Your coverage will end upon your departure from the University.
- You can elect to convert to individual coverage if you are currently enrolled in the plan and you have had at least 12 months of continuous coverage under the plan.
- You can elect to convert to individual coverage within 30 days from your last day of employment with the University.

***How to continue your coverage:***

Complete a conversion form available from the Human Resources within 30 days of your termination date.

***Liberty Mutual Coverage:***

- Your coverage will end upon your departure from the University.

## **Supplemental Insurance Programs**

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It is your responsibility to notify your supplemental insurance vendor(s) of your separation from the University. Your payroll deduction will stop on the last day of the month in which your employment ends.

## **State Employees' Credit Union**

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If you are a member of the State Employees' Credit Union, you can continue your membership by maintaining a balance of \$25 in your share account.

If you have a loan with the Credit Union and have a payroll deduction for the loan payment, contact the Credit Union ([www.ncsecu.org/](http://www.ncsecu.org/)) for information on payment options.



For additional information, contact the Benefits Office at 336-285-3793 or the plan administrator below:

Benefit	Vendor	Contact Number
COBRA <a href="http://www.mycobra.info">www.mycobra.info</a>	COBRAGuard	1-877-679-6272
Medical	State Health Plan	1-888-234-2416
Dental	<a href="#">MetLife</a>	1-855-676-9441
Critical Illness	Allstate Benefits	1-866-232-1517
AD&D, Assist America	A.C. Newman & Company (Gerber Life)	1-800-257-0930
Flexible Spending Accounts	P&A Group	1-877-371-2926
Optional Retirement Program, 403(b)	Fidelity	1-800-642-7131
Former ORP Vendor	Lincoln Financial	1-866-419-7202
Former ORP Vendor	AIG/VALIC Retirement	1-888-568-2542
Ameritas Dental	Ameritas Life Insurance Corp	1-800-487-5563
Vision	Superior Vision	1-800-507-3800
Cancer	Allstate Benefits	1-866-232-1517
Group Term Life	VOYA	1-877-464-5111
NC401(k), NC457 (b)	Prudential	1-866-627-5267
Optional Retirement Program, 403(b)	TIAA	1-877-267-4505
Supplemental Health Ins.	Colonial	1-919-567-8977
SEANC	SEANC Insurance	1-800-222-2758
TSERS <a href="https://orbit.myncretirement.com">https://orbit.myncretirement.com</a>	NC State Retirement System	1-877-627-3287
NC State Employees' Credit Union	NC State Employees' Credit Union	1-888-732-8562