

Next Steps for Phased Retirees in the ORP (TIAA & Fidelity)

Your Retirement

1. Your official retirement date is July 1. Your phased retirement requires that you work full-time for one semester or half-time for two semesters each academic year.
2. You may only earn up to 50% of your faculty base salary while on phased retirement

The Retirement Process for ORP (TIAA or Fidelity)

1. At your retirement appointment with the HR Benefits Office you will complete an ORP-3 form with the HR Benefits Office. This form is required to verify your vesting in the plan and also for TIAA or Fidelity to verify that you have set up your monthly distribution with them. After you sign this form, the HR Benefits Office signs it and sends it over to the UNC System Office. The UNC System Office will verify your service and ensure you are vested in the ORP. Once reviewed by the UNC System Office they will update the TIAA or the Fidelity systems to reflect your vested status.
2. You will work with TIAA or Fidelity to set up your monthly distribution. If you have not spoken to your plan representative please set up an appointment with them to ensure the monthly distribution is in place timely. Participation in the retiree health insurance is contingent on your receiving a monthly benefit from your TIAA or Fidelity NC State ORP account. The monthly benefit must be scheduled to begin on July 1. The TIAA or Fidelity representatives can assist you with the distribution process. You can set up an annuity with all or part of your money, take systematic withdrawals each month, etc. There are lots of options for receiving a benefit from your ORP account that you can discuss with TIAA or Fidelity.
3. You may work with our NC State ORP representatives to begin your retirement distribution process:

TIAA NC State Advisor: Erick Bell, 919-687-5231, Erick.bell@tiaa.org

Fidelity NC State Advisor: Cleo Morgan, 919-500-1056, cleo.morgan@fmr.com

Your Health Insurance and Benefits

1. Your health insurance is contingent on receiving a monthly benefit from TIAA or Fidelity on July 1 and each month thereafter as a retiree. Do not delay meeting with TIAA or Fidelity and make sure your retirement benefit starts on July 1 (not before, not after).
2. You will remain on the NC State provided health plan until July 31. On August 1, you move to the State Retirement System Retiree Health Plan group.
3. If you are under age 65, your current health insurance plan will continue as is. You will receive new health plan ID cards as your group will change from the active group plan to the State Retirement retiree group plan effective August 1.
4. If you are 65 years old or older, you must enroll in Medicare Part B to be effective July 1. The Medicare-primary retiree health insurance plans require enrollment in Medicare Part B effective as of the retirement date (if not enrolled currently). You may be able to do this online at [www.medicare.gov](http://www.medicare.gov), by phone at 1-800-Medicare or by visiting your local Social Security Office. At your retirement appointment with HR Benefits, you will be given an employer form for obtaining Medicare Part B.
5. If you are 65 years old or older, you will be defaulted to a Base PPO Plan 70/30. You will have 30 days to change your plan or keep what you were defaulted into.
6. There are three retiree health plan choices. You may include spouse coverage as well. You may review the plans at the following link: *www.shpnc.org*
   1. Humana Group Medicare Advantage (PPO) Base Plan
   2. Humana Group Medicare Advantage (PPO) Enhanced Plan (extra cost)
   3. Base PPO 70/30 Plan
7. During your phased retirement, you will be working half-time, therefore all of your NCFlex benefits (dental, vision, flex spending, etc.) may continue. Once you end phased retirement, these plans will end.
8. You may continue to contribute to your 403b and 457 voluntary retirement plans through Fidelity, TIAA or Empower (457 only). Contributions to the ORP and the 401k are not allowed as a retiree.
9. As a phased retiree, you should retain your current parking. Once phased retirement ends, you may obtain a Retiree “R” parking permit for a small annual fee through Transportation.

See below for benefits that you may keep active through payroll deduction during phased retirement and those that you have other options for, remember you have 30 days to submit a qualified life event:

|  |  |  |
| --- | --- | --- |
| Benefit | May Keep Active During Phased Retirement with Payroll Deduction | Other Options |
| Securian Financial | Yes | Option 1: As a Phased Retiree – your salary changed to 50% of your base salary prior to July 1. Your life insurance is based on 1x – 8x your salary. This change will be effective January 1 of the upcoming year.  Option 2: You may elect to continue coverage for you and your spouse/domestic partner in any amount that is less than or equal to the amount of coverage you have as an active employee, on a guaranteed issue basis. |
| MetLife Legal | Yes | This plan continues and is payroll deducted as long as you are on phased retirement. Once your phased retirement ends, your coverage will end. |
| Disability Plans | No | These plans must stop once your retirement starts on July 1. |
| NCFlex Plans (dental, vision, flex spending, etc.) | Yes | These plans continue and are payroll deducted as long as you are on phased retirement. Once your phased retirement ends, your coverages will end. |
| Traveler’s Insurance | Yes | This plan continues and is payroll deducted as long as you are on phased retirement (if currently payroll deducted). You can move this to direct pay with the insurance agent as well. |
| State Employees’ Credit Union | Maybe | If you have money deducted for the credit union, you will want to contact the State Employees’ Credit Union to change or amend this. |