

LONGEVITY	
YEARS OF TOTAL STATE SERVICE	LONGEVITY PAY RATE
10 but less than 15 years	1.5%
15 but less than 20 years	2.25%
20 but less than 25 years	3.25%
25 or more years	4.5%

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Longevity Pay recognizes long-term service of employees who have worked at least 10 years with State government. The employee must have a full-time or part-time (20 hours a week or more) permanent, probationary, trainee, or time-limited appointment. Periods of leave without pay in excess of one-half the workdays and holidays in a pay period will delay the longevity date (except for Workers' Compensation Leave).

The employee receives a lump sum payment each year on their anniversary date based on a percentage of their salary ranging from 1.5% to 4.5%, as the percentage increases with every 5 years of state service.

NC DEPARTMENT OF STATE TREASURER



North Carolina
Department of State Treasurer
Learn. Invest. Grow. Prosper.

- ▣ Services to State Employee's include:
 - Retirement (TSERS)
 - Supplemental Plans 401K & 457
 - State Health Plan
 - Disability Income Plan of NC
 - Death Benefits

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The Department of the State Treasurer administers a number of programs and provides related services to state employee's. The programs and services include: Retirement; Supplemental Plans 401K and 457; State Health Plan; Disability Income Plan and Death Benefits.

You may access the state treasurer's website at www.nctreasurer.com

RETIREMENT

- ▣ Must be a full time employee working at least 30 hours per week for 9 months of the year to be eligible for retirement benefits.
- ▣ 6% of your salary is automatically deducted pre-tax
- ▣ Vested rights after 10 years of membership service
- ▣ Special Service Rules (purchase time)
- ▣ Transfer between systems
- ▣ Refund of Contributions

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All permanent employees of the State that work at least (30) hours per week for (9) months per year are eligible for retirement benefits. Employees pay 6% into a retirement account under the Teacher's & State Employee's Retirement System (TSERS) which is automatically deducted from the paycheck each month.

Employees become vested in the Retirement System after completing a minimum of five years of membership service (10 years if becoming a member on or after August 1, 2011).

It is possible to purchase creditable service time towards retirement and Retirement transfers throughout the Teachers, University, and Government system.

If you leave the System for any reason other than retirement or death, you can either:

- Receive a refund of your contributions (plus interest, if you have at least 5 years of service as a contributing member or 10 years of service if hired after 8/1/2011) or
- Leave your contributions in the System and keep all the creditable service you earned to that date.

(NOTE: You are entitled to a benefit at a later date if you leave after you have completed 5 years of membership service (10 years if hired on or after 8/1/2011), provided you do not withdraw your contributions).

If you leave the System before you have 5 years (10 years if hired on or after 8/1/2011) of membership service, the only payment you can receive is a refund of your contributions. If contributions are withdrawn, creditable service may be restored by making a lump sum payment. To be eligible to buy back creditable service an employee must be rehired and contribute to this System for 5 years.

ELIGIBILITY FOR SERVICE RETIREMENT UNREDUCED BENEFITS

- ▣ 30 years of creditable service at any age
- ▣ Age 65 with 10 years (5 years if you became a member on before August 1, 2011) of membership service
- ▣ Age 60 with 25 years of creditable service
- ▣ Law Enforcement Officers (LEO) qualify at age 55 with 10 years (5 years if you became a member before August 1, 2011) of creditable service as an officer

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The amount of your retirement benefit is affected by when you retire. For instance, to obtain your full, **unreduced** retirement benefits you must be one of the following:

- Reaching age 65 and completing five years of membership service (10 years if becoming a member on or after August 1, 2011)
- Reaching age 60 and completing 25 years of creditable service
- Completing 30 years of creditable service at any age

Note: Law Enforcement Officers (LEO) qualify at age 55 with 5 years (10 years if you became a member before August 1, 2011) of creditable service as an officer

**ELIGIBILITY FOR EARLY RETIREMENT
REDUCED BENEFIT**

- ▣ Age 60 with 5 years (10 years if you became a member on or after August 1, 2011) of membership service
- ▣ Age 50 with 20 years of creditable service
- ▣ Law Enforcement Officers (LEO) qualify at age 50 with 15 years of creditable service as an officer

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If you opt to take an early retirement, you can still receive a benefit, however, it will be reduced. To be eligible for reduced benefits, you must be one of the following:

Reaching age 50 and completing 20 years of creditable service

Reaching age 60 and completing five years of membership service (10 years if becoming a member on or after August 1, 2011)

If you choose to leave state service before qualifying for reduced/unreduced retirement, you may be eligible for one of the following:

Less than 10 years (5 years if hired prior to 8/1/2011) = Only your contributions to the retirement system

10 years or more (5 years if hired prior to 8/1/2011) – Your contributions plus interest earned.

If you leave state service, you have the option to leave your contributions and keep all the creditable service that you have earned up to the date of separations. Should you return, your creditable service will be maintained.



ORBIT

- ▣ Access from www.myncretirement.com
- ▣ Active employees
 - Retirement estimates
 - Service purchase cost estimates
 - NC 401(k)/457 Transfer Benefit estimates
 - Annual benefit statements
- ▣ Retirees
 - View account information
 - Maintain tax withholdings
 - View 1099-R
 - Generate income verification letters

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Your retirement information can be viewed at any time through the NC Department of the State Treasurer’s ORBIT site (Online Retirement Benefit through Integrated Technology).

You will first have to create an account. This online tool provides you with full, secure access to your personal retirement account information 24 hours a day. In ORBIT, you can view your account summary, view your annual benefits summary, estimate your benefits, and create an estimate for purchasing years of service.



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The State offers supplemental savings plans to provide a way for employees to save money and supplement the State's retirement benefits by making contributions through payroll deduction. These plans are administered by Prudential and include:

401(K), AND DEFERRED COMP (457) SAVINGS PLANS

Both plans offer tax-deferred or Roth (after tax) investment programs.

You should have received material on these plans and there is information in your orientation manual on the differences in these supplemental retirement plans.

SHORT TERM DISABILITY

- ▣ Program administered by the NC Treasurer's Office.
- ▣ While temporarily or permanently disabled, provides a portion of an employees salary for a maximum of 1 year.
- ▣ Application and medical documentation required.
- ▣ If approved, receive 50% of salary.
- ▣ 60 Day Waiting Period (paid or unpaid)
- ▣ If the disabling condition exceeds 1 year, long term disability may apply.

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Employees who become temporarily or permanently disabled and are unable to perform their regular work duties may be eligible to receive partial replacement income through the Disability Income Plan of North Carolina.

In order to qualify for short-term disability benefits, an employee must be in permanent status and work at least 30 hours per week for nine months of the year and participate as a member of the retirement system for at least one year during the 36 months preceding the disability.

Eligible employees may receive a monthly short-term benefit equal to 50% of their monthly salary, plus 50% of their annual longevity. Monthly benefits during the short-term period cannot exceed \$3,000. This monthly benefit is reduced by any workers' compensation or Veteran's Affairs benefit received for the same disability.

Short-term benefits are available for up to 1 year and may be extended for up to 1 additional year if the disability is temporary and likely to end within that additional year.

Additional information can be found on The Office of the NC State Treasurer's website at www.nctreasurer.com.

LONG TERM DISABILITY

- ▣ Program administered by the NC Treasurer's Office.
- ▣ May be payable after the conclusion of Short-term disability.
- ▣ Must have 5 years of Services with the Retirement System.
- ▣ Pays 65% of salary.

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Long-term benefits may be payable after the conclusion of the short-term disability period. In order to qualify for long-term disability benefits, an employee must have at least five years of membership service with the Retirement System during the 96 months preceding the conclusion of the short-term disability period.

During the first three years of long-term disability, eligible employees may receive a monthly long-term benefit equal to 65% of monthly salary, plus 65% of annual longevity pay.

DEATH BENEFIT

- ▣ Death Benefit for Beneficiary
 - lump sum payment of highest 12 consecutive months of salary during the 24 months immediately preceding death
- ▣ Minimum = \$25,000
- ▣ Maximum = \$50,000

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Should you die while in active service (i.e. receiving a paid salary) after one year as a contributing member, your beneficiary will receive a single lump sum payment.

This is calculated by taking your highest 12 months' salary in a row during the 24 months before you die (as much as \$25,000 but not more than \$50,000). This is paid to your beneficiary.

It should be noted that this benefit is also paid if you die within 180 days of the last day you were paid a salary.

SWORN LAW ENFORCEMENT SPECIFIC BENEFITS

- ▣ Are available through the NC Treasurer's Office

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Sworn Law Enforcement has additional separate benefits that are in addition to those afforded to all State Employees. Those benefits are administered through the NC Treasurer's Office. A detailed explanation of those are located here:

https://www.nctreasurer.com/ret/Benefits%20Handbooks/2013TSERS_LEOhandbook.pdf