

WHAT'S HAPPENING?

NCSSM HUMAN RESOURCES NEWSLETTER

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SECU TEAMS WITH THE NC DEPARTMENT OF REVENUE & OFFICE OF STATE PERSONNEL TO ENHANCE AND PROMOTE TAX DEBT PAYMENT PROGRAM

Raleigh, NC, January 18 – As North Carolina Governor Beverly Perdue announces a new Individual Income Tax Debt Relief Program, State Employees' Credit Union (SECU) is teaming up with the North Carolina Department of Revenue and the Office of State Personnel to get the word out about another special advantage for SECU members --- an Individual Income Tax Debt Payment Loan. State Employees' Credit Union will offer qualifying members a 5% loan to repay unresolved balances, generating tremendous overall savings for these members and allowing them to take advantage of up to 35% in a penalty/fee waiver being offered by the State.

The Department of Revenue's new program is being offered from January 18, 2012 through April 30, 2012, when taxpayers will have an opportunity to repay past due taxes, with DOR waiving unpaid penalties and collection fees. Those interested in the program should contact one of the North Carolina Department of Revenue Service Center locations located across the State. The Durham NC Department of Revenue Office is located at 3518 Westgate Drive, Suite 110, Durham, NC 27707 (on the corner of Westgate Drive and University Drive) Phone: 1-877-252-3052. The Raleigh NC Department of Revenue Office is located at 4701 Atlantic Avenue, Suite 118, Raleigh, NC 27604 Phone: 1-877-252-3052

While over 185,000 North Carolina taxpayers have unresolved tax balances totaling nearly \$800 million, the average unresolved obligation is approximately \$4,600, with 105,000 taxpayers owing less than \$2,000. Under this new loan program, an SECU member who owes \$2,000 in back taxes and interest can expect savings of approximately \$700 via the waiver of penalties and fees on the taxes; one who owes \$4,000 would save nearly \$1,400 in penalties and fees on back taxes. Terms of the SECU loan will, in most cases, allow for payments of \$50 to \$125 per month.

Spencer Scarboro, Senior Vice President of Loan Originations at SECU, commented, "As a member-owned financial cooperative, State Employees' Credit Union strives to help its members achieve financial success. The SECU Individual Income Tax Debt Payment Loan Program ties in nicely with the objectives of the Credit Union, offering members affordable rates and simplified underwriting. Resolving past due tax liens can have a highly positive impact on the credit standing of a member, often resulting in lower credit costs, lower costs for insurance, housing and medical services, and improved employment opportunities in a difficult economy. We encourage qualifying SECU members to take advantage of this wonderful opportunity to improve their financial standing."

"This program will directly help our taxpaying citizens who have faced financial challenges during this economic downturn," said Linda Millsaps N.C. Department of Revenue Chief Operating Officer. "With partners like SECU supporting this effort, more people will be able to resolve their tax obligations and have a fresh start in 2012."

About SECU SECU is a not-for-profit financial cooperative owned by its members. SECU has been providing the employees of the State of North Carolina and their families with consumer financial services for almost 75 years. With 1.7 million members, SECU provides services through 239 branch offices, 1,100 ATMs, 24/7 Contact Centers and a website, www.ncsecu.org.

RETIREMENT SYSTEMS CHANGE AND HOW IT AFFECTS YOU

New Vesting Requirements for Employees who Join TSERS on or after August 1, 2011

During its 2011 session, the North Carolina General Assembly enacted House Bill 927, changing the vesting requirements to 10 years for any employee who becomes a member of the Teachers' and State Employees' Retirement System (TSERS) on or after August 1, 2011.

A guidance publication was created to provide members with more detailed information on the 10-year vesting requirement and definitions of membership in TSERS. See Guidance on Teachers' and State Employees' Retirement System (TSERS) 10-Year Vesting Law Change Effective August 1, 2011 in the employees' section of the Retirement Systems web page under "Guidance Publications."

In brief, employees who fall under the new 10-year vesting law must meet the following new minimum eligibility requirements:

- 10 years of membership service at age 60 for TSERS general employee early retirement (and early vested deferred)
- 10 years of membership service at age 65 for TSERS general employee unreduced retirement (and unreduced vested deferred)

Members Not Affected by Law Change

- Employees who became TSERS members before August 1, 2011, and who have maintained their TSERS membership service are not affected by the law change and will continue to have five-year vesting unless they withdraw their existing TSERS account and later return to TSERS service.

2009 BENEFITS STATEMENTS FOR ACTIVE EMPLOYEES AVAILABLE UNTIL MARCH 31, 2012

The North Carolina Retirement Systems is preparing to generate 2011 Annual Benefits Statements for active employees who contributed to their Retirement System account as of December 31, 2011. **In preparation for the new statements, 2009 statements will be available in your personal ORBIT account only until March 31, 2012.** The 2009 statement will be permanently removed from ORBIT after this date and will not be retained by the Retirement Systems Division.

Please view, download or print your 2009 statement if you have not yet done so. We will notify you when the statements are posted in the late spring.

Employees are the cornerstone of every organization.

In partnership with...

State Employees' Credit Union®



The new Sensible Savings Program is being offered through NCFlex and the North Carolina State Employees' Credit Union. The program offers a free, no pressure, financial planning workshop to help you learn to make the most of what you have.

Below are dates from February through November in which the sessions will be offered. To participate, you must complete a registration form and fax it to (919)715-0237 within 2 weeks of the date you plan to attend. Contact Human Resources for a registration form. The attached agenda lists sessions that will be held during the one day program.

DATE	CITY	LOCATION
02/03/2012	Raleigh	SECU Training Center, 3101 Wake Forest Road
02/10/2012	Greensboro	SECU Branch, 1030 West Market Street
03/09/2012	Charlotte	SECU Branch, 1130 East Third Street
03/16/2012	Raleigh	SECU Training Center, 3101 Wake Forest Road
04/03/2012	Fayetteville	SECU Branch, 651 Executive Place
04/13/2012	Raleigh	SECU Training Center, 3101 Wake Forest Road
05/01/2012	Greenville	SECU Branch, 300 West First Street
05/11/2012	Raleigh	SECU Training Center, 3101 Wake Forest Road
06/05/2012	Goldensboro	SECU Branch, 1301 West Ash Street
06/08/2012	Raleigh	SECU Training Center, 3101 Wake Forest Road
07/20/2012	Wilmington	New Hanover Co. Coop Ext, 6206 Oleander Drive
07/27/2012	Raleigh	SECU Training Center, 3101 Wake Forest Road
08/07/2012	Manteo	Roanoke Island Festival Park Gallery, 1 Festival Park
08/10/2012	Raleigh	SECU Training Center, 3101 Wake Forest Road
09/14/2012	Raleigh	SECU Training Center, 3101 Wake Forest Road
09/18/2012	N. Wilkesboro	DOT Division 11 Office, 801 Statesville Road
11/02/2012	Asheville	SECU Branch, 20 All Souls Crescent
11/09/2012	Raleigh	SECU Training Center, 3101 Wake Forest Road

Sensible Savings Session Agenda

8:30 AM	Registration	OSP/NCFlex
9:00-10:00	Financial Wellness	SECU Spending Plans
10:00-10:15	BREAK	
10:15-11:00	Insurance Overview	SECU, NCFlex Plans, OSP/NCFlex
11:00-12:00	Retirement Planning	SECU, 401(K)/457
	Plans, Prudential	
12:00-12:45	LUNCH (On-site)	
12:45-1:45	Retirement Options	Retirement
1:45-2:00	BREAK	
2:00-3:00	Estate Planning	SECU

RETIREMENT PLANNING CONFERENCE

Retirement Planning Conferences provide an orientation for new members, pre-retirement planning information for members closer to retirement, and educational information for personnel officers and others who handle retirement matters. Prudential Retirement, our third-party administrator, also offers information on the NC 401(k) and NC Deferred Compensation (457) plans.

Retirement Planning Conferences for the first quarter of 2012 have been scheduled. [Click here](#) for a list.

REFRESHER RECORDING TIME/LEAVE AND VERIFYING INFORMATION IN BEACON

- Log into BEACON the first of every month to verify your leave. This information is found under "My Time" – "Quota Overview."
- You may print a hard-copy paystub each month through BEACON by clicking "My Pay."
- To record time/leave click "Record My Working Time"
 - My Time Sheet
 - Record Working Time/Leave
- Record time/leave in BEACON for the following reasons:
 - Time Worked (SPA Only)
 - Approved Leave (Vacation – Bonus)
 - Sick Leave
 - Community Service

Note: DO NOT ENTER PROFESSIONAL LEAVE (EPA Only)
- When entering time for these categories – click onto arrow located in the first column that will display a drop down box where you will select the appropriate leave type:
 - 9500 Time Worked
 - 9000 Approved Leave (Vacation - Bonus)
 - 9200 Sick Leave
 - 9560 Community Service
- The four steps to enter time/leave are:
 - Log in – enter the hours for the week you worked or took leave
 - Click Refresh
 - Click Review
 - Click Save
 - Click on section at the top that reads "Release working time for approval"
 - Notify supervisor that time/leave has been released in BEACON for their approval

All time and leave entered **must be approved by the supervisor**. For EPA all approved leave must be entered in the Record Working Time screen. Once time and leave is approved by the supervisor, the system updates the time and leave records. (NOTE) If your supervisor rejects your timesheet/leave record please make sure you delete the row, hit refresh, re-enter and resubmit for approval.

HELPFUL WEBSITES & TELEPHONE NUMBERS

State Health Plan	Website: www.statehealthplan.state.nc.us	#: 1-800-422-4658
Dental Plan	Website: www.ncflex.org	#: 1-800-342-5209
Vision Plan	Website: www.ncflex.org	#: 1-800-923-6766
Voluntary Group Term Life Insurance	Website: www.iongemployeebenefits-us.com	#: 1-877-464-5111
NCFlex Plan	Website: www.ncflex.org	#: 1-800-679-9031
Retirement System	Website: www.treasurer.state.nc.us	#: 919-733-4191
401 (K)	Website: www.bbandt.com/nc401k	#: 1-800-722-4015
457 Plans	Website: www.ncgov.com/asp/subpages/457fund.asp	
NC Dept. of Revenue	Website: www.dor.state.nc.us	#: 919-733-3991
AFLAC	Website: www.aflac.com	#: 919-539-6942
BEST	Website: www.ncosc.net/BEST	#: 919-707-0707
ORBIT	Website: www.myncretirement.com	#: 919-807-3050
NCID	Website: https://ncid.nc.gov	



HAPPY VALENTINE'S