Rehired Retiree Guidance

When rehiring a State of NC retiree (Rehired Retiree) as a Temporary or Part-Time Permanent employee, it is imperative that HR be notified as soon as possible in the offer or hiring process.

- Rehired Retirees under TSERS, ORP, LEORS, CJRS & NC public schools are subject to earnings limits. It is the responsibility of the retiree to consult with their applicable retirement system as to what their earnings limit may be.
- Rehired Retirees that participate in the State Health Plan (SHP) retiree health coverage cannot remain under the retiree coverage if:
  - Hired with the expectation of working 30 or more hours/week.

Rehired Retiree – Weekly Hours

- Rehired with the expectation of working less than 30 hours/week – not eligible for benefits under Affordable Care Act (ACA); and can remain in the retiree health insurance.

- Rehired with the expectation of working 30 hours or more/week – eligible for benefits under ACA; and must dis-enroll in retiree health insurance or take a 13-week break. It is the responsibility of the retiree to dis-enroll. They are eligible to enroll in 70/30, 80/20 or a Marketplace plan. If the retiree does not dis-enroll, SHP will automatically term their retiree coverage without notice.

For additional information, please email hr@ncssm.edu.