

## 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](mailto:hr@ncssm.edu).