

BENEFITS AFTER TERMINATION

URS

Defined Benefit Plan (Pension)

- Employees become vested in the Pension after 4 years of service. For information about eligibility for the Pension benefit contact URS at (801) 336-7770 or (800) 695-4877.

Defined Contribution Plans (Tier 2)

- The employer portion is vested after four years of service in the employee 401(k), 457, traditional and Roth IRA plans can remain invested with URS upon termination. Terminated employees may cash out these plans at termination (taxes and penalties may apply), or roll them over into other qualifying accounts. For more information contact URS at (801) 366-7770 or (800) 688-401k.

PEHP

Medical

- Terminated employees that have program I or program II sick hours will forfeit these hours at termination. If a terminated employee is rehired with the State of Utah within one year of their termination date the hours will be reinstated. After one year they will no longer be reinstated if the employee is rehired, contact the Employee Resource Information Center (ERIC) at (801) 538-3742 for assistance.
- COBRA is available to terminated employees without eligible program I or program II sick hours.

PEHP will send a COBRA packet to eligible employees. Questions can be directed to PEHP at (801) 366-7555 or (800) 765-7347.

Dental and Vision Insurance

- Terminated employee will no longer be eligible for Dental and Vision Insurance.

Flexible Spending Account (FSA)

- Contributions discontinue on termination date.
- To access existing FSA monies after termination, and up to the end of the plan year, COBRA for Flex must be selected after termination. There is no cost for this benefit.
- If COBRA for FLEX is not requested, terminated employees will only have access to the FSA money until the last day of active employment.
- Dates of service for a claim cannot extend past the last day of active employment unless COBRA is elected.
- Claims may be submitted for up to 60 days after retirement.

For more information, contact PEHP Flex at (801) 366-7503 or (800) 753-7503.

Health Savings Account (HSA)

- HSAs are portable, therefore may remain at Health Equity or transferred to another HSA provider.
- Terminated employees will be responsible for all associated administrative fees.

Questions may be directed to Health Equity at (866) 960-8058.

Life Insurance – PEHP Life

- The group life insurance plan ends at termination.

Contact PEHP's life insurance department at (801) 366-7495 or (800) 765-7495 with questions.

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Blomquist Hale - Employee Assistance Program (EAP)

- If PEHP COBRA coverage is elected, the EAP benefit remains active for all enrolled members.

Contact Blomquist Hale at (801) 262-9619 or toll free (800) 926-9619.

MetLife

Auto & Home Insurance

- Terminated employees may keep their policy, but they will lose the group discount.
 - Payroll deduction is not an option for terminated employees. MetLife will help terminated employees determine the best payment option.
 - Terminated employees cannot begin a new group policy once separated from the State. Other discounts not associated with the State of Utah may be available.

Contact MetLife with questions by calling (800) GET-MET8 (800-438-6388).

Hyatt Legal

- Hyatt group coverage ends at termination.

For questions, contact Hyatt Legal, a MetLife company, at (800) GET-MET8 (800-438-6388) and say 'Legal'.

Liberty Mutual

Auto & Home Insurance

- Terminated employees may keep their policy, but they will lose the group discount.
 - Payroll deduction is not an option for terminated employees. Liberty Mutual will help terminated employees determine the best payment option.
 - Terminated employees cannot begin a new group policy once separated from the State. Other discounts not associated with the State of Utah may be available.

Please contact Liberty Mutual with questions at (800) 524-9400.

The Standard

Short Term Disability

- Group coverage will end on the last active day of employment.

UPEA

- Your UPEA account will end at termination.

Contact UPEA with questions at (801) 264-8732.

Charitable Funds

- Upon termination, donations through payroll deduction are discontinued.