

# DELAWARE COUNTY TERMINATION OF EMPLOYMENT FAQ

## MEDICAL, DENTAL, VISION COVERAGE

If you currently have medical, dental and vision coverage, benefits will terminate the last day of the month in which your employment ends. See COBRA information below.

## COBRA

You will receive, via mail, the opportunity to continue your health, vision and dental benefits under the Federal Consolidated Omnibus Budget Reconciliation Act (COBRA). You are eligible to take advantage of this opportunity within sixty (60) days from the date of loss of insurance coverage or the date you receive your COBRA notice, whichever is later. You may continue your present medical, dental and vision insurance(s) for yourself and/or only those dependents on your plan at the time of separation. If you elect continuation of coverage, you must pay the full group rate on a monthly basis plus a small administrative charge.

## VACATION LEAVE/PERSONAL LEAVE

You will be paid for any vacation leave earned through your last day at work. Personal leave will not be paid out except for the applicable sick leave provisions (see below).

## SICK LEAVE

**Resignation/Termination:** The previously accumulated sick leave of an employee who has been separated from the public service shall be placed to the employee's credit upon the employee's re-employment in the public service, provided that the re-employment takes place within ten years of the date on which the employee was last terminated from public service. This ten-year period shall be tolled for any period during which the employee holds elective public office, whether by election or by appointment.

An employee who transfers from one public agency to another shall be credited with the unused balance of the employee's accumulated sick leave up to the maximum of the sick leave accumulation permitted in the public agency to which the employee transfers.

Refer to ORC 124.38.

**Retirement:** An employee may elect at the time of disability or service retirement under the Public Employees Retirement System, to be paid in cash for one-fourth of the value of his accrued, but unused, sick leave balance accumulated with Delaware County. The total value of the sick leave paid, earned with Delaware County, as severance pay shall not exceed the value of 60 days paid leave. The payment shall be based on the employee's rate of pay at the time of retirement.

An employee, who has a sick leave balance that has accumulated with the state of Ohio, or any other political subdivision of state, may elect at the time of disability or service retirement under the Public Employees Retirement System, to be paid in cash for one fourth of the value of his or her accrued, but unused, sick leave. The total value of the sick leave paid, earned with another political subdivision, as severance pay shall not exceed the value of 30 days paid leave. The payment shall be based on the employee's rate of pay at the time of retirement.

The total value of the sick leave paid under this policy, earned with Delaware County and another political subdivision combined, as severance pay shall not exceed the value of 60 days paid leave. Payment for sick leave will eliminate all sick leave credit accrued by the employee at that time.

To qualify for this severance benefit, the employee must meet the requirements for a disability or service retirement and have at least 10 years of service with the state, any political subdivision of the state, or any combination of such service.

## COMPENSATORY LEAVE

Non-exempt employees will be paid for any compensatory time earned through their last day at work.

# DELAWARE COUNTY TERMINATION OF EMPLOYMENT FAQ

## LIFE INSURANCE AND SUPPLEMENTAL INSURANCES

### Colonial Insurance

(800) 536-1424

Coverage may be continued when you retire or change jobs, usually with no increase in premiums. Information for continuing coverage will be mailed to your personal address 30-60 days after your employment terminates. However, so you remain current with premiums you are encouraged to call if you wish to convert to an individual policy.

### Voya Life Insurance

(877) 236-7564

Coverage may be continued when you retire or change jobs, usually with no increase in premiums. Information for continuing coverage will be mailed to your personal address 30-60 days after your employment terminates. However, so you remain current with premiums you are encouraged to call if you wish to convert to an individual policy.

## FLEXIBLE SPENDING ACCOUNTS

### Ameriflex

(844) 423-4636

If you participate in a flexible spending account (FSA), your participation in the plan ends on the day you separate from your employer.

- You have 60-days from your official separation date to submit claims for eligible plan expenses incurred prior to the separation date.
- Expenses incurred after the separation date are not eligible.
- Any funds remaining after your 60-day run out period are forfeited without exception.

## RETIREMENT

### Ohio Public Employees Retirement System (OPERS)

(800) 222-7377

When you terminate public employment, you may leave your account on deposit with OPERS until you choose to take a refund of your account, receive a retirement benefit, attain age 70½ or until your death. If you leave your account on deposit, be sure to keep your personal information current with OPERS. For information about withdrawals and rollovers, contact OPERS

## DEFERRED COMPENSATION

- **Ohio County Employees Retirement Plan (OCEP)**
- **Ohio Deferred Compensation**

(800) 284-0444

(614) 222-9457

## W2 INFORMATION

- To avoid unnecessary delays in receiving your W2 at year end, keep your address current with the Delaware County Auditor's Office.

(740) 833-2906

## EXIT INTERVIEW

- Please contact Delaware County Human Resources office to schedule an exit interview

(740) 833-2120