



Benefits upon Separation of Employment*

*This chart is provided for general information only. Please contact the Benefits Office at 410-706-2616 or hrbenefits@umaryland.edu for specific questions regarding your benefits. Please contact the Benefits Office immediately if you are retiring from the University.

Health Benefits			
Coverage	End Date	Cost	Additional Information
Medical Insurance, Prescription and Dental	Coverage will end at the end of the month in which the qualifying event (termination) occurred.	If the last paycheck cannot cover entire amount of benefits, the Department of Budget and Management will send a bill for the remainder of premium amounts owed.	Contact 410-706-2616 to determine your coverage end date.
	Benefits under COBRA may continue up to 18 months	COBRA rates are equal to the full unsubsidized benefit plan rates plus a 2% administrative fee.	COBRA rates
Benefits that end last day of work			
Benefit	Conversion option	Contact information	Additional Information
Accidental Death and Dismemberment Insurance (AD&D)	Yes (Portable)	MetLife 1-866-574-2863 https://www.metlife.com/stat eofmd/	Must sign up for direct billing and pay first premium within 31 days of last day worked
Term Life Insurance-MetLife	Yes		
Group Life Insurance-MetLife (through USM)	Yes		
Long Term Disability (LTD)	No	N/A	
Flexible Spending Accounts (FSA)	No	For questions about your FSA account, contact P&A Group 1-844-638-1900 https://padmin.com/md/	If you retire or terminate employment during the plan year, you may only seek reimbursement for claims incurred through your last day of employment. You have 90 days from the date of your termination to submit claims for reimbursement. Remaining unused funds will be forfeited.

Leave Payout			
Type of leave paid	Who to contact	When payout is made	Additional information
Unused annual and holiday leave	Department Payroll Representative	1 to 2 pay periods after last paycheck	Leave payout is taxable income.
Sick leave and personal leave are not eligible for payout	NA	NA	NA

Retirement Benefits				
	Maryland State Retirement and Pension System (MSRPS)	Optional Retirement Plan (ORP) Fidelity and TIAA-CREF	Supplemental Retirement Account	
Vesting	If hired before 7/1/2011 with 5 years svc. If hired on or after 7/1/2011 with 10 years svc.	Immediately		
Accrued pension at termination	If vested, can leave contributions and interest in plan; If not vested cash out or rollover options of contributions and interest	<ul style="list-style-type: none"> • Begin periodic distribution • Cash out • Rollover funds • Do nothing and leave funds in your account 	<ul style="list-style-type: none"> • Cash out • Rollover funds • Do nothing and leave funds in your account 	
Forms	Contact Vendor			
Who to Contact	MSRPS 410-625-5555 1-800-492-5909 www.sra.state.md.us	Fidelity 1-800-642-7131 www.fidelity.com	TIAA TIAA 1-800-732-8353 University System of Maryland Home (tiaa.org)	Empower (Maryland Teacher & State Employees Supplemental Retirement Plans) Empower (mymsrp.empower-retirement.com/participant/#/login)

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