

BROWARD HEALTH
Status of Benefit Plan Coverage Upon Termination of Employment
or Transfer to a Non-Eligible Status

	TERMINATION	TRANSFER
MEDICAL, DENTAL, VISION PLAN AND/OR FLEXIBLE SPENDING ACCOUNT (FSA) (if currently participating)		
Coverage Termination Date	Last day of the month in which you terminate.	Last day of the month in which you transfer to non-eligible status.
Continuation of Coverage	You may continue your medical, dental, vision plan/FSA coverage under the provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA). If you are grandfathered in the post retirement benefit program (Rule of 80 and age 55 & 5) or are age 62 and 6 years of service or 55 and 30 years of service and transfer to a non-benefits eligible status, you will forfeit your benefits as there cannot be a break in service before you retire. If you wish to transfer to a non-benefits eligible status, you must first retire, wait two pay periods (30 days) then be rehired as retired pool.	
GROUP LIFE INSURANCE		
Coverage Ends	Last day of the month in which you terminate.	Last day of the month in which you transfer to non-eligible status.
Conversion Option	You have 31 days from the day you terminate to convert to an individual policy with Reliance Standard. For a cost quotation, call 1.800.351.7500, give Broward Health's group #GL668949. Your coverage is 1X your annual base salary. Contact District benefits at 954.473.7372 for a conversion application if you choose to continue coverage. If you are grandfathered in the post retirement benefit program (Rule of 80 and age 55 & 5) or are age 62 and 6 years of service or 55 and 30 years of service and transfer to a non-benefits eligible status, you will forfeit your benefits as there cannot be a break in service before you retire. If you wish to transfer to a non-benefits eligible status, you must first retire, wait two pay periods (30 days) then be rehired as retired pool.	
VOLUNTARY LONG TERM DISABILITY (if currently participating)		
Coverage Ends	Your last day of work.	Your last day of eligible status.
Conversion Option	After 12 consecutive months of coverage you may be eligible to convert coverage. You have 31 days from the date your coverage ends to apply for conversion. Contact District benefits at 954.473.7372 for a conversion information.	
VOLUNTARY SHORT TERM DISABILITY (if currently participating)		
Coverage Ends	Your last day of work.	Your last day of eligible status.
Conversion Option	Not applicable.	
EMPLOYEE AND DEPENDENT LIFE INSURANCE (if currently participating) Premium Payments must be paid directly to the insurance company.		
UNUM	Call 1.800.635.5597 for additional information.	
John Hancock	Call 1.800.866.9933 for additional information.	
Reliance Standard	Call 1.800.351.7500 for additional information.	
OTHER VOLUNTARY BENEFITS (if currently participating) Premium Payments must be paid directly to the insurance company.		
Reliance Critical Illness, Hospital Indemnity Insurance & Accident	Call 1.800.866.2301 for additional information.	
Farmers Home & Auto	Call 1.800.438.6381 for additional information.	
Liberty Mutual Home & Auto	Call 1.800.730.6975 for additional information.	
MetLife Legal	Call 1.800.821.6400 for additional information.	
Nationwide Pet Insurance	Call 1.877.738.7874 for additional information.	
PENSION PLAN (if currently vested)		
Pension Benefits - Termination Only	If you were vested in the Pension Plan (five full years of eligible service), you are entitled to a lump sum distribution of your pension account. A statement of your accrued pension benefits and your distribution options will be provided to you within 90 days of your termination. If you are vested and attained age 55 at termination, you are considered a retiree of Broward Health and should contact Human Resources to discuss retirement options.	

TERMINATION

TRANSFER

STAR PLUS 403(b) PLAN AND/OR 457(b) DEFERRED COMPENSATION PLAN (if currently vested)

Continuation of Account	<ul style="list-style-type: none"> • Lump Sum Cash Distribution • Transfer to Rollover IRA or New Employer's Plan • Periodic Payments • Defer distribution to a later date <p>To withdraw or rollover your account(s) contact your investment company (Corebridge Financial at 800.428.2542) for their distribution form. Forward the completed form to the Benefits Department 1700 N.W. 49th St, Ft. Lauderdale, FL 33309 for plan administrator approval.</p>	You may continue in either of these programs, but you are no longer eligible for STAR PLUS matching contributions. (Meet with your Investment company representative to continue un-matched contributions).
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PERSONAL LEAVE

Eligibility for PL Payout	After three months of eligible employment, any personal leave hours remaining in your account will be paid at your base rate of pay. (Note: If you return to an eligible status, your PL accrual rate will be based on your adjusted hire date).	
Payout Timeframe	PL payouts are payable when the payroll Department processes your termination.	PL payouts will be included in your Your final "eligible" status paycheck.
	Contact your Human Resources Department if you have not received your PL payout within 3 weeks of termination or transfer to non-eligible status.	
	Any financial obligations will be deducted from your last paychecks. (Includes previously advanced PL, Continuing Education and Relocation obligations, etc.)	

MISCELLANEOUS

Business Travel and General Liability Insurance	Coverage will cease on the date of termination.	Coverage will continue.
Continuing Education Program	You are no longer eligible to participate in the Continuing Education Program. Any outstanding obligations under this program must be paid at this time. For additional information, contact your Human Resources Department.	
Employee Assistance Program	EAP benefits extend for 30 days after termination of employment. For more information please call 1.800.533.0020.	
Verification of Employment	1.800.367.5690. (Employer #13739).	

If you have any questions concerning your benefit plan rights and options, please contact your facility's Human Resources Department.

Region	Telephone Number
Broward Health Medical Center	355.5048
Broward Health North	786.6900
Broward Health Imperial Point	776.8681
Broward Health Coral Springs	344.3010
BH Offices/Ambulatory/Satellite	847.4455

Note: Employees who are rehired or transfer back to an eligible status at a future date are considered to be "new hires" for benefit plan purposes. Termination or transfer to an ineligible status eliminates any service you have earned toward Broward Health - health plans, leave programs and retirement benefits (with the exception of some current Pension and Star Plus Plan participants). Contact your Human Resources Department if you have questions regarding your benefits status.