

Retirement/Termination Comparison

Benefit	Retirement	Termination
Health Insurance Plans	Retiree and eligible dependents may continue retiree health benefits for life.	Employee and eligible dependents may continue through COBRA for up to 18 months.
Paid time off – sick leave (staff)	Sick leave payout (1/2 value of remaining sick days up to a maximum amount of \$15,000).	Unused sick days not paid out but restored if rehired in staff position.
Paid time off – vacation (staff)	Use prior to retirement, not paid out (unless approved by appropriate Vice President or Chancellor).	Unused and accrued vacation days paid out in final paycheck (laid off employees at the department's discretion may be required to use all unused and accrued vacation prior to layoff date).
Paid time off – AL and PH days (staff)	Use prior to retirement – not paid out.	Use prior to termination – not paid out.
Alternate Benefits Program (ABP)	Employee must receive retirement income no later than the 1st of the month in which they are no longer in paid status. An employee on layoff with recall rights has from date of layoff until the 1st of the month following the end of the recall period to retire. If the employee doesn't elect retirement income during this period, s/he is considered terminated, not retired, from the university.	Retirement account can remain active up to a year following age 70 ½. May also transfer account to another qualified pension plan
Public Employees' Retirement System (PERS)	Employee must receive retirement income no later than the 1st of the month in which they are no longer in paid status. An employee on layoff with recall rights has from date of layoff until the 1st of the month following the end of the recall period to retire. If the employee doesn't elect retirement income during this period, s/he is considered terminated, not retired, from the university.	Retirement account can remain active up to two years – laid off employees can request state to extend up to 10 years. Option to withdraw funds and end membership.

Life Insurance (ABP)	1/2 of last 12 months' salary at no cost if age 60 or older with at least 10 years of pension-credited service. May convert remaining balance to private policy with Prudential within 31 days.	Continues for 31 days after termination. May convert to private policy with Prudential within 31 days of termination.
Life Insurance (PERS)	3/16 of last 12 months' salary at no cost if age 60 or older with at least 10 years of pension-credited service. May convert remaining balance to private policy with Prudential within 31 days.	Continues for 31 days after termination. May convert to private policy with Prudential within 31 days of termination.
Tuition Remission	Eligible if full-time with 25 years of service or at least age 60 with 10 years of service. Children eligible for first baccalaureate degree. All policies and restrictions applicable to dependent child tuition apply.	Not available.
Unemployment Benefits	If layoff, may be eligible.	If layoff, may be eligible.

Questions can be directed to:

University Human Resources

57 U.S. Highway 1 • New Brunswick, NJ 08901-8554

848-932-3020 • FAX 732-932-0046 • uhr.rutgers.edu