

## Terminating Employee's Benefits Breakdown

Starting a new job with a:

Benefit Type	Non-State of Texas Institution	State of Texas Institution	Retirement
<b>Health coverage</b>	A. Continue coverage through COBRA  B. Cancel coverage	A. No break-in-service: continue coverage; no waiting period  B. Break-in-service: continue coverage after waiting period	A. No break-in-service: continue coverage with no waiting period (if age + years of service requirements are met) B. Break-in-service: continue coverage after waiting period (if age+ years of service requirements not met)
<b>TRS Retirement</b>	A. Withdraw money (subject to relevant taxes and early withdrawl penalties)  B. Rollover into an approved account type (no penalties)	A. No break-in-service: continue participation  B. Break-in-service and have participated since 9/1/07, either: 1. must be at least 60 years old with 20+ years of state service; <b>or</b> 2. 65+ years old with 5+ years of service	A. Apply for monthly annuity  B. Withdraw money (subject to relevant taxes and early withdrawl penalties)
<b>ORP Retirement</b>	A. Continue participation (if carrier is an approved vendor for the company) B. Rollover/leave with current UH carrier (maximum age: 70 1/2) C. Withdraw money (subject to relevant taxes and early withdrawl penalties)	Continue participation at current state matching rate	A. Rollover money to an individual IRA B. Set up account to receive monthly annuity C. Withdraw money (subject to relevant taxes and early withdrawl penalties)
<b>TDA/TSA (403b/457/Roth)</b>	A. Continue participation (if carrier is an approved vendor for the company) B. Rollover/leave with current UH carrier (maximum age: 70 1/2) C. Withdraw money (subject to relevant taxes and early withdrawl penalties)	Continue or suspend participation	A. Rollover money to an individual IRA B. Set up account to receive monthly annuity C. Withdraw money (subject to relevant taxes and early withdrawl penalties)
<b>Sick Time</b>	A. Donate to sick-leave-pool  B. Leave in suspense (time may be reinstated if reemployed within 12 months)	A. No break-in-service: transfer time (complete verificaiton form)  B. Break-in-service:	Donate to sick-leave-pool
<b>Vacation Time</b>	A. Cashout (subtract relevant taxes) B. Apply part or all toward voluntary retirement program (TDA/TSA) C. Run-out remaining time with department permission	A. No break-in-service: transfer time (complete verificaiton form)  B. Break-in-service:	A. Cashout (subtract relevant taxes)  B. Apply part or all to TDA or TSA
<b>Comp Time</b>	Forfeit	Forfeit	Forfeit