BEN-18 IT1 Contract Field & IT171 Eligibility Guide

Purpose

The purpose of this document is to provide appropriate entries in the IT0001 Organizational Assignment Contract Feld and IT0171 benefit program coding for Temporary employees. This includes Rehired Retiree Temps and Rehired Retiree PT-Perm/Prob/TmLtd employees to ensure appropriate ACA status and benefit eligibility.

Regular Temporary Employees

Coding for Regular Temporary Employees who are NOT rehired retirees.

IT1/CF Code	A1	A2	A3
IT1/CF Text	ACA Full-Time (>= 30 hours/week)	ACA Non-Full-Time (< 30 hours/week)	ACA Seasonal (to be employed < 6 months)
ACA Status	>30	<30	<30
IT171	ACA/ B011*	NOB / B011*	NOB / B011*
eBenefits Employment Status Category	Direct Bill Non-Perm FT	Not Eligible	Not Eligible
Eligible SHP Plan	HDHP	N/A	N/A

Full Definition	• Hired with the expectation of working 30 or more hrs/wk • Eligible for benefits under ACA for the HDHP plan	• Hired with the expectation of working less than 30 hrs/wk • Not eligible for benefits under ACA	• Hired as a Seasonal employee to be employed < 6 months; work expectation may be 30 or more OR less than 30 hrs/wk • Not eligible for benefits under ACA

*2nd Program Grouping (B011) may be different based on the employee's Agency or retiree status: B001 – Judicial, B002 – DPI, etc.

Rehired Retiree Temporary Employees from TSERS, CJRS, LEORS, ORP, and Public Schools

Coding to be used for Rehired Retiree Temporary Employees and Rehired Retirees in Full-time (FT) or Part-time (PT) Permanent, Probationary, or Time Limited positions.

- All Subject to earnings limits
- Must report to ORBIT
- All participate in State Health Plan (SHP)

Rehired Retiree (RT) IT1/Contract Field & IT171 Eligibility Guide

Rehired Retiree Group	Rehired retiree temps from TSERS, CJRS, LEORS, ORP, Public Schools
	
	• All Subject to earnings limits
	• Must report to ORBIT
	
	All participate in SHP
		All Other Rehired Retiree Temps
		
		• All Exempt from Earnings limits
		• Do not need to report to ORBIT
		  ◦ Includes:
		  ▪ Local/County/City Govt*
		  ▪ LGERS*
		  ▪ Federal Govt
		  ▪ Military (Natl G, Army, Marines, etc.)
		  ▪ Local Community Colleges*
		  ▪ Private Industry
		
		*Some participate in SHP

Rehired Retiree Group	Rehired retiree temps from TSERS, CJRS, LEORS, ORP, Public Schools • All Subject to earnings limits • Must report to ORBIT All participate in SHP	All Other Rehired Retiree Temps • All Exempt from Earnings limits • Do not need to report to ORBIT ◦ Includes: ▪ Local/County/City Govt* ▪ LGERS* ▪ Federal Govt ▪ Military (Natl G, Army, Marines, etc.) ▪ Local Community Colleges* ▪ Private Industry *Some participate in SHP

Codes to be used for Rehired Retiree Temps and Rehired Retirees in a PT-Perm/Prob/TmLtd positions

IT1/CF Code	RS	R2	RO	R3*- participate in SHP	R4
IT1/CF Text	Ret Sub to Lmt	ACARetSub30+Hrs	Ret Non-NC Govt	ACARetNoG30+HRS	ACARetPri30+HRS
ACA Status	<30	>30	<30	>30	>30
IT171	NOB / B006	ACA / B006	NOB / B006	ACA / B006	ACA / B011

eBenefits Employment Status Category	Not Eligible	Direct Bill Non-Perm FT (Retiree)	Not Eligible	Direct Bill Non-Perm FT (Retiree)	Direct Bill Non-Perm F
Eligible SHP Plan	Can remain in retiree coverage	Must dis-enroll in SHP retiree coverage but eligible for 70/30 or 80/20	Can remain in retiree coverage	Must dis-enroll in SHP retiree coverage but eligible for 70/30 or 80/20	Can remain in retiree coverage but eligible HDHP

Full Definition	• Rehired Retiree from a TSERS, LEORS, CJRS, ORP or Public School employer • Subject to earnings limits, therefore, must be reported to ORBIT • Rehired with the expectation of working less than 30 hrs/wk • Not eligible for benefits under ACA • Can remain in the retiree	• Rehired Retiree from a TSERS, LEORS, CJRS, ORP or Public School employer • Subject to earnings limits, therefore, must be reported to ORBIT • Rehired with the expectation of working 30 or more hrs/wk • Eligible for benefits under ACA • Must dis-enroll in SHP retiree health insurance or take a 13-week break • Eligible to	• Rehired Retiree from a private industry, local/city/county/federal govt, military or local community college • Exempt from earnings limits, therefore, does not need to be reported to ORBIT • Rehired with the expectation of working less than 30 hrs/wk • Not eligible for benefits under ACA • Can remain in the retiree health insurance	• Rehired Retiree from one of the employers listed above that participates in SHP for retiree hlth ins • Exempt from earnings limits, therefore, does not need to be reported to ORBIT • Rehired with the expectation of working 30 or more hrs/wk • Eligible for benefits under ACA • Must dis-enroll in SHP retiree health insurance or take a 13-week break	• Rehired Retiree f private industry, local/city/county/ govt, military or community colle DO NOT participa SHP for retiree h • Exempt from ear limits, therefore, not need to be re to ORBIT • Rehired with the expectation of w 30 or more hrs/w • Eligible for benef under ACA • Eligible to enroll HDHP

Note:

- The IT0001/contract field will auto-populate based on what ACA status is entered on the PCR during the action.
    - Currently the PCR ACA status options include:
        - ACA Full Time (>= 30 hours/week) = A1
        - ACA Non-Full Time (<30 hours/week) = A2
        - ACA Seasonal (to be employed < 6 mos) = A3
        - ACARetSub (>30 hours/wk) = R2
        - ACARetNoG (>30 hours/wk) = R3
        - ACARetPri (>30 hours/wk) = R4
        - Ret Non-NC Govt (< 30 hours/wk) = RO
        - Ret Sub to Lmt (<30 hours/wk) = RS
    - A1/A2/A3 are used for Regular Temp Employees, NOT rehired retiree temps.
    - RS/R2/RO/R3/R4 are used for Rehired Retiree Temps.
        - Note: RE/R1 are no longer being used.
- The IT0171 benefit program groupings will auto-populate based on the IT0001 contract field.
- The IT0171 program groupings generate profiles on the benefits demographic file that is sent to Benefitfocus/eBenefits. These profiles generate which plans in eBenefits will populate for enrollment.
- Once enrollment is completed in Benefitfocus/eBenefits, the plan will transfer to BEACON into the IT0167 Health Plans record.
- The IT0171 data and IT0167 data is what determines how the 1095c form data is populated for submission to the IRS to show:
    - Eligible employees
    - Offers of coverage provided, and
    - Health Plan enrollments

Resources for my reference:

- Re-Employment After Retirement
- Return to Work Laws
- My NC Retirement Re-employment after Retirement
- State Health Plan: Rehired Retirees

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