

Employment Status

2024

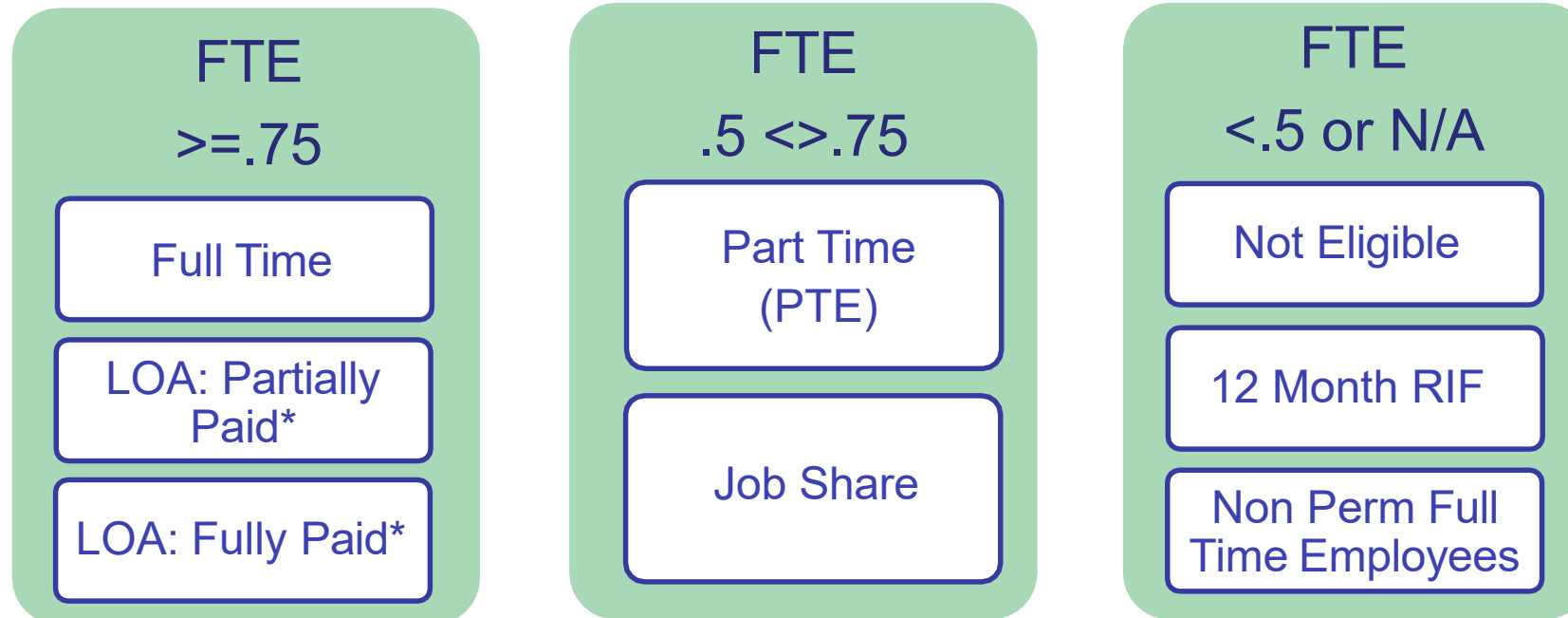
Employment Status Maintenance

- Each group will need to ensure the employment statuses are updated timely in eBenefits for the correct enablement functionality and best member experience.

	Description	Group Pays Employer Amount	Group Collects Employee Amount
Payroll Deduct	Full Time (Default)	Yes	Yes
	Part Time (working less than 30 hours a week)	No	Yes
	Part Time ER ACA (working more than 30 hours a week)	50%	50% + EE Cost
	Job Share	50%	50% + EE Cost
Direct Bill	Unemployed (RIF) Non Perm Full Time Non Perm Full Time Retiree Leave of Absence (Partially Paid)	Yes	No
	Leave of Absence (Fully Paid)	No	No

Employee Categorization

- Each group is responsible for determining the employment status of their members. This is typically how employees map to Employment Statuses:



*Does not refer to research/scholarly leave.

Updating Employment Statuses for Payroll

- Payroll groups should send employment statuses on their demographic files to Benefitfocus per the group's specific requirements.

Payroll Demographic Member Detail Record						
Position	Data Element Name	Required/ Optional/ Situationally Required	Maximum Length	Type	Description of Field	Custom Requirements
					<i>the ability to default to the system date when a change is identified by the Benefitfocus processor. User should not default all records on every file.</i>	If multiple category changes have occurred on different dates between file transmissions, the date of the Employment Status Category change s/b used as the Category Effective Date for all the changes on next applicable file
52 (AZ)	Custom Category Type 1	Required	50	Alphanumeric	Reference the CRD for these values. <i>Note: This value will be consistent for every record. It is case sensitive and must appear exactly as it is defined in the enrollment system.</i>	Send "Employment Status Category"
53 (BA)	Custom Category Value 1	Required	50	Alphanumeric	Reference the CRD for these values. <i>Note: This value will be a unique identifier for each record, defining the value for the previous field. It is case sensitive and must appear exactly as it is defined in the enrollment system.</i>	See Categories for values Will default to "Payroll Deduct: Full Time" if no value is sent


Employment Status Category
Direct Bill: LOA - Fully Paid
Direct Bill: LOA - Partially Paid
Direct Bill: Non-Perm Full Time
Direct Bill: Non-Perm Full Time (Retirees)
Direct Bill: Reduction in Force (RIF)
Not Eligible
Payroll Deduct: Full Time
Payroll Deduct: Job Share
Payroll Deduct: Part Time
Payroll Deduct: Part Time ER ACA

*Please note that your group's data element name and specific position within the payroll file may vary.

Updating Employment Statuses for Non Payroll

- Effective date is required for any category change, whether it is processed manually or via a payroll file.

Change Categories

Effective Date of Category Change 

Enter a date that is no earlier than 01/16/2024.

Last Category Change Effective Date 10/01/2012

Current Category Change

Category	Current Selection	New Selection	Original Effective Date [?]
Empl Class	SPA - SPA Employees	--No Change--	
Employment Status Category	Payroll Deduct: Full Time	Direct Bill: LOA - Partially Paid	10/01/2012
FTE	.75 and higher	--No Change--	
LTD	Greater than 5 years - Greater than 5 years of service	--No Change--	
NCFLEX Eligible	Yes	--No Change--	
SHP Eligible	Yes	--No Change--	
Transfer	Not Assigned	--No Change--	Unknown

*Note: Each group will see different options on the screen depending on what categories they choose to use.

Updating Employment Status

- Any benefits not enabled for the new employment status will be canceled as of the day before the effective date and the new benefits will display:

Change Categories

Effective Date of Category Change 02/09/2024

New Categories

- Classification Full-Time
- Employment Status Category Direct Bill: Non-Perm Full Time (changed from: Payroll Deduct: Full Time)

Benefits to be Cancelled

2024 SHP Medical

Medical : Base PPO Plan (70/30)

02/29/2024

New Plans Available For

- 2024 SHP Medical

Cancel without Saving

Save

Now Eligible For

- 2024 NCFlex Flexible Spending Accounts
- 2024 NCFlex Accident Plan
- 2024 NCFlex Cancer
- 2024 NCFlex Critical Illness
- 2024 NCFlex Dental
- 2024 NCFlex Vision
- 2024 NCFlex Group Term Life
- 2024 NCFlex Accidental Death and Dismemberment
- 2024 Voluntary Disability
- 2024 NCFlex Tricare Supplement

New Plans Available For

- 2024 SHP Medical

Updating Employment Status

- Members will then be able to elect the coverage they would like based on what their status entitles them to be eligible for.

2024 SHP Medical

Wait Period 01/11/2024 - 02/01/2024

Initial Enrollment 02/09/2024 - 02/10/2024

Start

[Decline this benefit](#)

HBR View

Important Messages for You



You have new benefits being offered to you:

You have 30 days to elect your Current Enrollment benefits.

[Get started >](#)

Member View

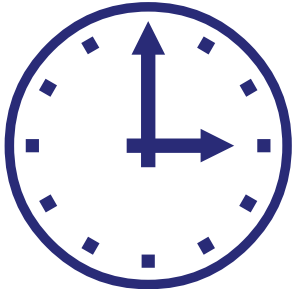
If no eligibility changes, this message will appear and no further action is needed:

The Category Change did not affect the employee's benefit enrollment. Therefore, you do not need to re-enroll this employee in new benefits.

Movement Rules

Changes that are not allowed:

- Temp Full Time to RIF
- Temp Full Time to LOA
- Not Eligible to RIF
- Not Eligible to LOA
- RIF to LOA
- Temp Full Time to Temp Full Time Retiree



Changes that open a new eligibility window:

- LOA to Full Time
- RIF to Full Time
- Temp to Full Time
- Not Eligible to Temp
- Not Eligible to Full Time

Changes that use the following life events will generate a COBRA offer:

- Reduction in Hours
- Leave of Absence*
- Did Not Meet Medical Eligibility Requirements

*if any coverage cancels



Movement Grid

		After							
		Full Time	Temp FT	Temp FT Retiree	RIF	LOA	Part Time	Job Share	Not Eligible
Before	Full Time				✓	*			
	Temp FT					✓			
	Temp FT Retiree					✓			
	RIF	✓	✓	✓			✓	✓	
	LOA				✓				
	Part Time					✓			
	Job Share					✓			
	Not Eligible								

- Not Allowed
 - COBRA Notice

✓ - Allowed but Manual
 - Opens Eligibility Window

*Any termination while in a LOA status will generate a COBRA offer

Employment Status Maintenance

- Members can pay online at <http://www.mydirectbill.info>
Login: account number (without CG)
Password: last 4 digits of their SSN
- If full payment is not received by the Grace Period End Date, the member will be terminated for nonpayment back to the last day coverage was fully paid for. Any partial payments will be refunded.
- Members should mail payments to:

North Carolina State Health Plan
Attention: Direct Bill Premium Payments
PO Box 505211
St. Louis, Missouri 63150

North Carolina State Health Plan
FOR TEACHERS AND STATE EMPLOYEES
A Division of the Department of State Treasurer

Visit our website at <http://www.mydirectbill.info>
Login: [REDACTED] **Pay online**
Password: < last 4 digits of SSN >
Need Help? Call our Direct Bill Member Hotline at (817) 679-6272

Direct Bill Continuation Coverage Invoice

Invoice Date: 03/12/2018
Account Number: CG [REDACTED]
Total Amount Due: \$85.00

IMPORTANT: This is a monthly invoice for your continuation of healthcare coverage. The table below shows the coverage period(s) currently due with the premium amount(s) and due date(s). Premium payments must be postmarked on or before the corresponding grace period end date to be valid.

Payment Period	Premium Amount	Credit/Subsidy	Amount Due	Due Date	Grace Period End Date
04/01/2018 - 04/30/2018	\$85.00	\$0.00	<u>\$85.00</u>	04/01/2018	04/30/2018

\$85.00 is the total amount due.

Coverage will be cancelled if valid premium payments are not postmarked on or before the Grace Period End Date as shown above. If coverage is cancelled for non-payment of premium, reinstatement of coverage is not permitted until the next open enrollment period. No partial payments or late payments will be accepted. Acceptance of payments by ITEDIUM, as collection agent for State Health Plan, is without prejudice and with reservation of all rights. You may be eligible to convert your group health coverage. For more information on the Plan's Policy and Procedure on Arrears, visit www.sbpnc.org.

Save Time, Postage & Ensure No Late Benefit Continuation Payments by Enrolling in Electronic Premium Payment Service!
visit www.mydirectbill.info to sign up today

BENEFIT CONTINUATION PREMIUM PAYMENT REMITTANCE COUPON

Please Make Checks Payable To **North Carolina State Health Plan**. AMOUNT ENCLOSED \$ [REDACTED]

IMPORTANT: (Box A) Check here if your name or address has changed, and complete Section A on the reverse side.

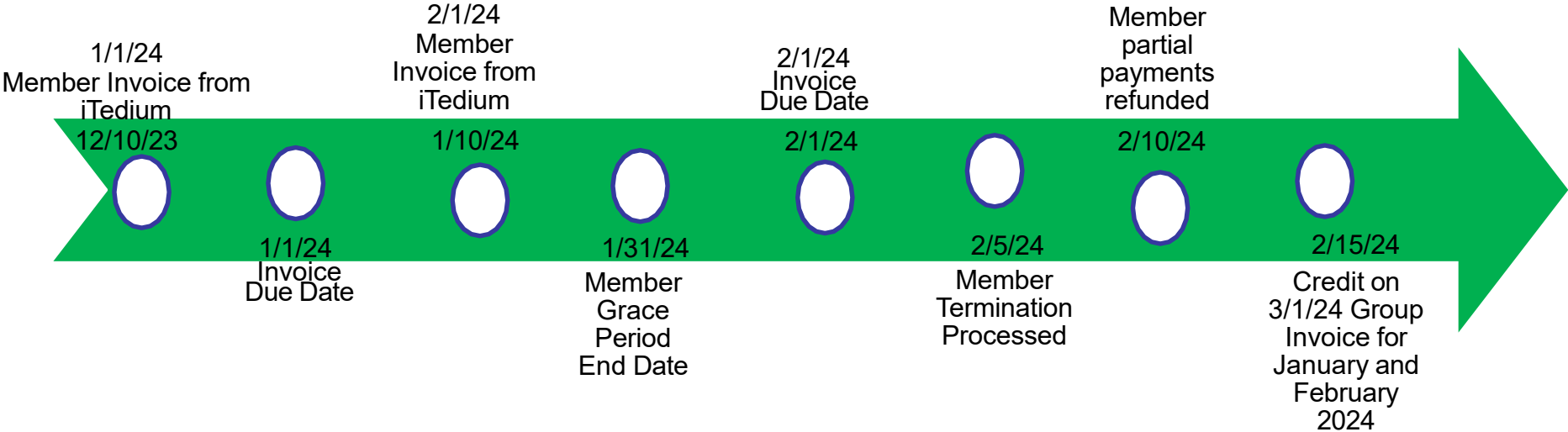
North Carolina State Health Plan
Attention: Direct Bill Premium Payments
PO Box 505211
St. Louis, Missouri 63150

Account Details
Account Number: CG [REDACTED]

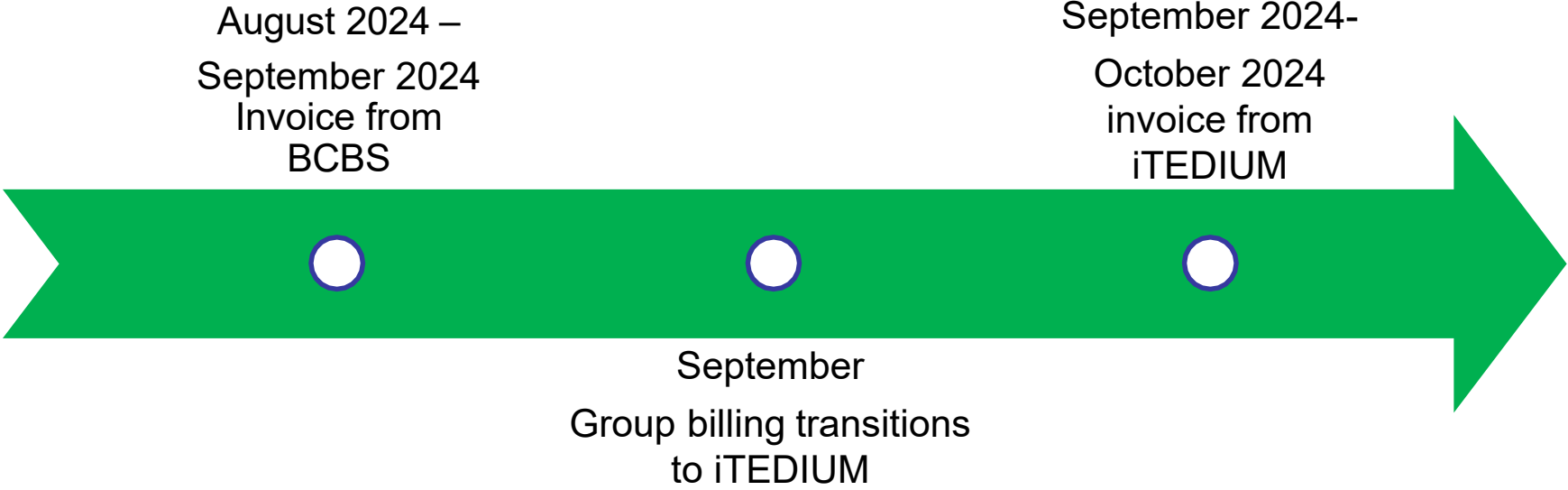
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Member Nonpayment Timeline

- Members claims will continue to pay as long as the group is paying 100% of the invoice. If the member doesn't pay and is retroactively terminated, they will be responsible for any claims paid during that time.



Group Invoice Changes Timeline



Example Scenarios

Example #1

I am an active employee that:

- Started a permanent position a week ago
- Works 40 hours a week

What could my employment status be?

- Payroll Deduct: Full Time



Example #2

I am a retired employee that:

- Came back to work temporarily
- Works between 30 – 36 hours a week

What could my employment status be?

- Direct Bill: Non Perm Full Time (Retiree)



Example #3

I am an employee that:

- Is currently on leave awaiting a disability determination
- Member has exhausted paid leave

What could my employment status be?

- Direct Bill: LOA – Fully Paid



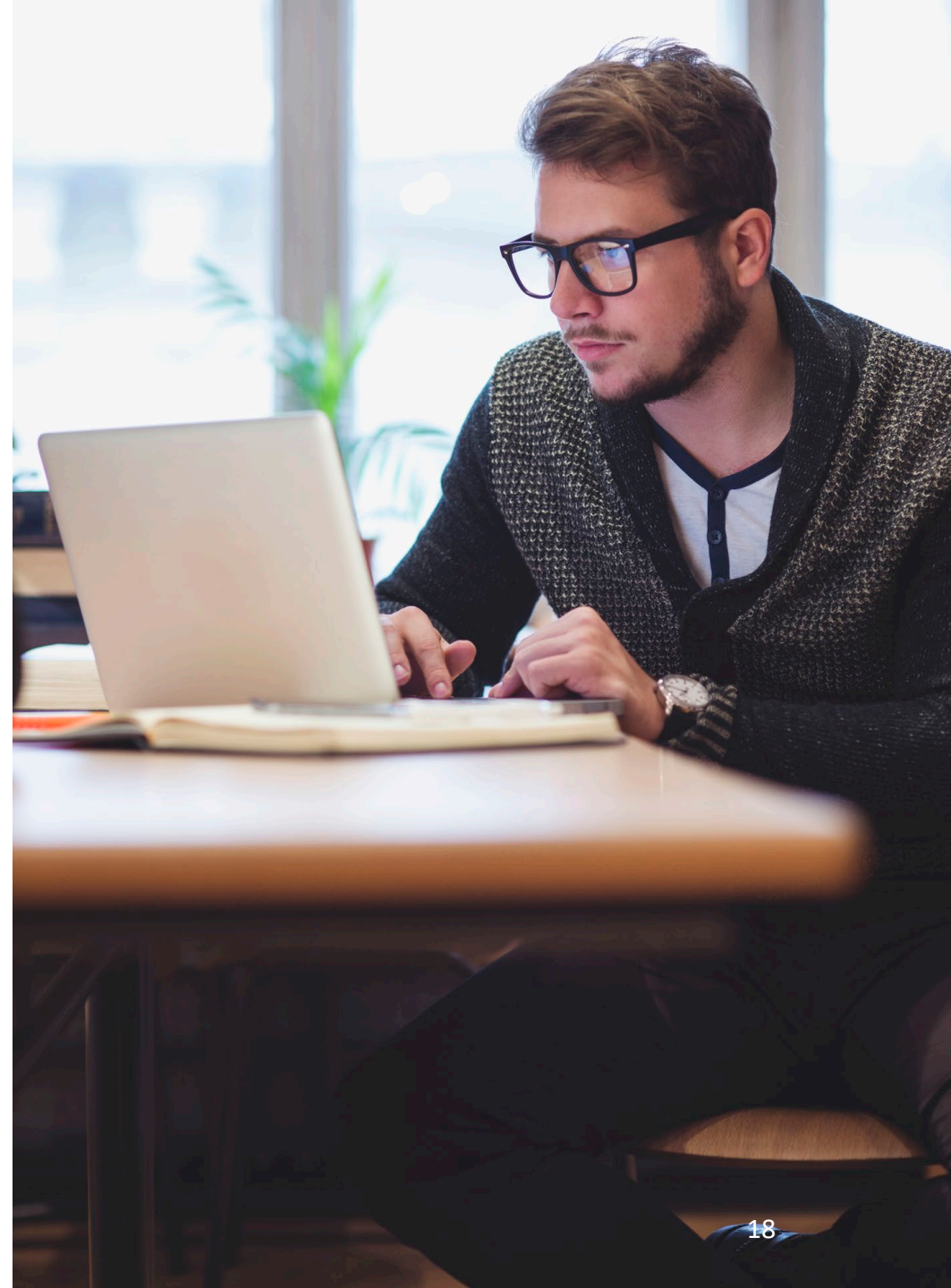
Example #4

I am a permanent employee that:

- Voluntarily reduced my hours; I now work 25 hours a week.

What could my employment status be?

- Payroll Deduct: Part Time



Example #5

I am an employee that:

- Is currently on extended maternity leave with pay

What could my employment status be?

- Direct Bill: LOA – Partially Paid



Example #6

I am an employee that:

- Lost my permanent job due to lack of funding
- Previously worked 40 hours a week
- Accepted a full-time temporary job at the same employing unit until funding is received

What could my employment status be?

- Direct Bill: Reduction in Force (RIF)
- Direct Bill: Non-Perm Full Time



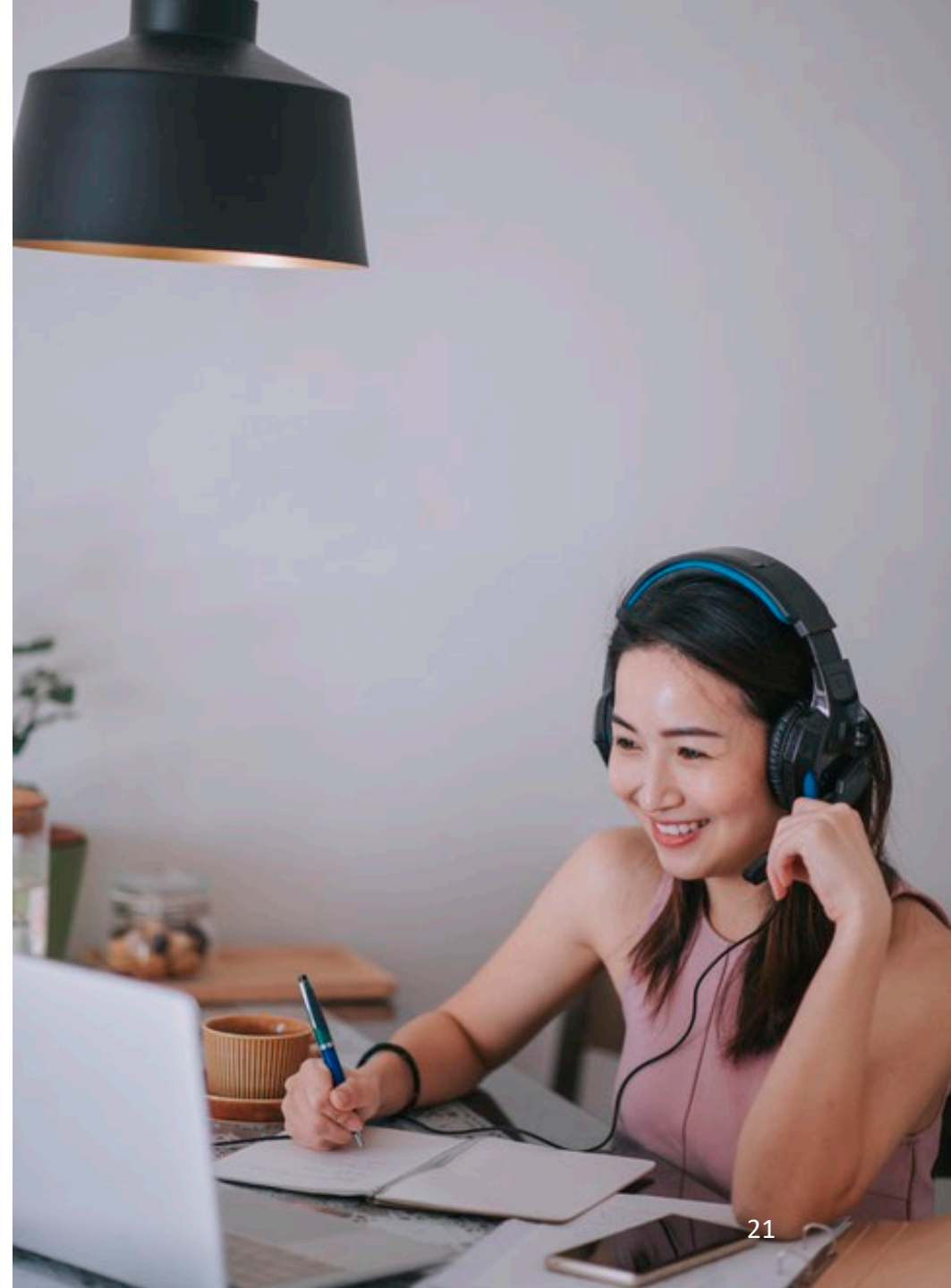
Example #7

I am an employee that:

- Lost my permanent job due to lack of funding
- Previously worked 40 hours a week

What could my employment status be?

- Direct Bill: Reduction in Force (RIF)



Example #8

I am an employee that:

- Is temporary and working one day a month

What could my employment status be?

- Not Eligible

