1. Employee must provide notice of retirement and date to supervisor and provide the Benefits Department (benefits@fiu.edu) with a copy of the supervisor's acknowledgement.

2. Complete the ORP-RETIREE form (Sections I and II), have your signature notarized, and forward via email to the Benefits Department at benefits@fiu.edu.

3. Contact your Investment Provider Company, complete and return distribution documents to your Investment Provider company. The Division of Retirement will authorize your distribution by sending your approved application to your Investment Provider Company.

4. You must terminate ALL employment with FRS employers (including third-party and OPS appointments, paid or unpaid).

5. To be officially defined as a State of Florida retiree as an ORP participant, you must receive a distribution from your SUSORP Retirement account. This distribution will make you eligible to convert your active health and life insurance from a State employee to State retiree.

6. Regular Distribution: 3 full calendar months after employment end date. For example, if your last day is August 17, you will be eligible for distribution as of December 1st.

7. Early Distribution: If you have reached Normal Retirement Date, you will be eligible to receive up to 10% of your SUSORP account balance after one (1) calendar month following month of employment end date. For example, is your last day is August 17, you will be eligible for a 10% early distribution as of October 1st.

   Normal Retirement Date refers to the date in which you attain normal retirement by age, which is determined as follows:
   i. If initially enrolled in SUSORP before July 1, 2011, it is the first day of the month you attain age 62 (birth verification is required); or
   ii. If initially enrolled in SUSORP on or after July 1, 2011, it is the first day of the month you attain age 65 (birth verification is required).

Leave Accrual Payout

Your leave cash-out will be submitted by your department and processed in accordance with FIU Leave policies and regulations. Only 12-month employees are eligible to receive payment for unused accrued vacation leave balance up to the lifetime maximum payout.

This annual leave lump-sum payment can be processed tax-deferred (403b /457 voluntary retirement savings account) or cash out.

a. Contact your 403b/457 provider company and follow necessary steps for tax-deferred payout.

b. Elected option needs to be communicated to Benefits Administration prior to payroll processing of scheduled last payment.

Payment is generally issued approximately 4-6 weeks after your last paycheck. Payments are directly deposited into the account on file. For payment information contact the Payroll Department.

Sick leave accruals may be eligible for payout. Please contact the Payroll Department for confirmation.

State Health Insurance and Medicare A/B

If you are enrolled in a State Health Insurance Plan, your coverage will end the last day of the month after your retirement date; for example, if your retirement (termination) date is June 7, your coverage ends July 31. People First will mail a State of Florida Retiree Packet two weeks following your termination. If you do not receive it within this timeframe, please contact the People First Service Center at 866-663-4735. Your action is required and time sensitive, you will need to either accept or decline coverage by returning the retiree packet to People First. The monthly premium rate table can be found via this link. Please note you will not be allowed to elect state retiree health insurance at a later date.

MEDICARE A/B will become your primary health coverage on the first of the month following the end of the State Health Insurance coverage. Contact the Social Security Administration at 1-800-772-1213 to discuss your Social Security benefits and to complete enrollment.

Medicare enrollment may be done upon retirement or at any time while eligible and active with FIU. While employed, the State’s insurance through FIU is primary, hence the employee is not obligated to sign up and pay for Medicare, which would be considered “secondary”.
Medicare A – Covers hospitals and premiums are usually free
Medicare B – Covers doctors/providers and premiums are based on earnings / income tax information

Please be advised it is your responsibility to ensure Medicare A/B is your Primary Health Insurance when you retire. Neither our office nor the State interface with the Social Security Administration to provide employment and retirement details. Please contact SHINE (Florida Department of Elder Affairs) at 1-800-963-5337 for additional information on coverage options. Please note that this is a free, unbiased, and confidential counseling assistance to Medicare beneficiaries, their families, and caregiver.

Flexible Spending Account
If you are currently enrolled in the Flexible Spending Account, you can continue this plan after retirement and into the end of the year in which you are retiring pending you pay the remaining pledged contributions at your time of termination. You have the option to issue a check or designate part of your leave cash-out. Contact People First at 1-866-663-4735 and complete the form prior to your termination date. A copy of the form should also be submitted to the FIU Benefits office via email, no later than the date of termination, if you wish to allocate your leave cash-out funds to pay the balance.

Basic Term Life
Upon retirement, choose either the $2,500 or the $10,000 benefit. Please be advised you will be automatically enrolled into $2,500 retiree life insurance coverage, unless you make an active change within sixty (60) calendar days from your last day worked.

Gabor Supplemental Plans (non-State)
For questions on the policy(s), you may contact Gabor Financial Solutions directly.

FIU 403(b) & 457 Voluntary Savings Plans
Once employment has terminated, you may take a distribution from your voluntary retirement account(s). You can contact your provider company directly at any time, to discuss investment and distribution options.

FIU Retiree Association
As a member of the FIU Retiree Association, you can expand your horizons through a variety of discount programs that provide access to some of the university’s best arts, entertainment, and athletic events. There’s a rich array of programming available to our university’s retirees. Obtain your FIU Retiree OneCard or contact 305-348-0101.

Reemployment Rules
Reemployment rules are ever changing. SUSORP and FRS retirees are subject to reemployment limitations as well as termination requirements. The member must remain off all FRS employer payrolls for six calendar months after the month of distribution as indicated on the Optional Reemployment Limitations Chart. Please contact the Division of Retirement (DOR) at 877-378-7677 to discuss reemployment options. Rules pertain to all FRS employers and salary plans.

Address Updates
Prior to retiring, address changes must be processed via My.FIU.edu.

FIU Email Access
Login access is through panthermail.fiu.edu. If you need assistance logging in, please contact the Division of Information Technology Customer Support Center at 305-348-2284.

W-2 Access
Employees who have separated from FIU, retain limited access to Employee Self Service for two (2) years after their last date of employment. You will need to log into My.FIU.edu and print out the W2 at your convenience. If you need assistance logging in to the system, please contact the Division of Information Technology Customer Support Center at 305-348-2284.