

Posting Date: February 5, 2024

Deferred Compensation Upon Separation

Employees have options for payout upon separation. Eligible employees may have their payout balance paid in cash, directed to a Health Savings plan, or moved to a Deferred Compensation plan, up to the maximum allowed by their bargaining agreement or compensation plan.

For some bargaining agreements and compensation plans, employee “Leave Pay” (Vacation payoff and severance) is directed to HCSP (Health Care Savings Plan).

Employees who are eligible for cash payouts and wish to direct funds to a deferred compensation plan **must act prior to separation by:**

- Referring to the bargaining agreement or compensation plan to determine eligibility.
- Contacting agency payroll staff to calculate appropriate deduction amounts.
- Specifying the deferred compensation amount in Self Service or submitting a form.
- Contacting their retirement plan office for assistance.

Questions?

If you have questions about this information, please contact your Human Resources or Payroll office. You can obtain contact information from within Self Service under “Need Assistance?”, select “Employee Contacts”.

If you have questions regarding post-severance compensation contributed to the 457(b), please contact:

- **Minnesota State Retirement System (MSRS) Service Center** at 1-800-657-5757, option 3, Monday-Friday, 8:00 a.m. to 4:30 p.m.

If you have questions regarding post-compensation contributed to TSA 403(b), please contact:

- **TIAA Retirement Service Center** at 1-800-682-8969, Monday-Friday, 7:00 a.m. to 9:00 p.m.
- Your local campus Human Resources office – to complete required form and transactions.