1. Total Rewards blog link on HRS web page – Peggy Spiers
   Access to the Let’s Talk Total Rewards blog can be found on the MU HRS home page or on the Benefits and Pay tab. There are daily postings on this blog in categories such as Benefits, Reimagining, Retirement and Wellness. [http://www.umsystem.edu/newscentral/totalrewards/](http://www.umsystem.edu/newscentral/totalrewards/)

2. Offer letter templates updated (Academic & Staff) – Peggy Spiers
   Faculty and Staff offer letter templates have been updated. If you save templates to your computer please update these locations with the most current version.

3. ePAF Printing – Amy McKenzie
   There continues to be printing of paper PAFs after the implementation of ePAF. Because ePAFs continue to be accessible through the system indefinitely, printing paper copies within the departments should not be as necessary as it may have been previously.

4. Direct Deposit On-line Checks – Amy McKenzie
   As of July 1 all on-line checks will be processed as direct deposit with a few exceptions, the most notable being involuntary terminations. Employees terminated involuntarily are entitled to their check at the time of termination per state law.

5. HR Service Center available to Faculty and Staff – Jatha Sadowski
   UM System created the HR Service Center to provide support to faculty, staff and retirees on benefits, retirement, compensation, wellness, HR Information Systems, payroll and other questions.

   Due to the specific nature of HRIS (Peoplesoft) calls regarding the PeopleSoft modules, users should continue to contact the PS HR Support Desk to assist in several ways:
   - Providing a single point of contact for system-wide employees to assist with HRIS (PeopleSoft) related questions
   - Assistance to internal and external applicants when navigating the Careers application page in PeopleSoft
   - User support for myPerformance/Halogen for UM System, MU and MUHC

   Jatha will forward the email from Total Rewards which includes additional details.

   CONTACT INFORMATION
   Hours of operation: Monday-Friday 8am-5pm
   HR Service Center phone number: 573-882-2146
   PS HR Support Desk phone number: 573-884-6996

6. Rehired Retirees – Jatha Sadowski
   At a prior meeting, HRDC requested a list of rehired retirees for their division to help manage the limitations with regard to FTE. Total Rewards recently distributed a list and Jatha is working with individual departments where there are rehired retirees with total combined FTEs in excess of 74%. After those issues are resolved, HRS will review the list to determine the best way to distribute information to the departments and to manage the FTE of rehired retirees.

   UM HR distributed the following guidance related to rehire of retirees:

   Colleagues ~

   I wanted to reinforce some very specific guidelines for the Defined Benefit portion of our retirement plans with which we must comply. Non-compliance carries substantial risk for both the University and
participants under the plan. Because of this, I am taking this opportunity to briefly review some key requirements. Please ensure that your HR staff and hiring managers are familiar with these requirements.

There are very specific guidelines for the rehire of an individual who is less than age 62 and who has elected to receive or is currently receiving a retirement benefit, or has received a lump sum retirement benefit.

1. There may be no discussion, understanding, or agreement (written or oral) about working post-retirement prior to separation from employment with the University or commencement of a retirement benefit.

2. There must be at least a 90-day break in employment before consideration for rehire, unless the rehire is a part of a competitive hiring process.

The retirement plan includes an in-service distribution for individuals age 62 or older, which means that they may receive a benefit while employed by the university. Therefore, the two guidelines listed above for those less than age 62, do not apply to individuals 62 or older.

Any individual, regardless of age, who is receiving retirement benefits, may not exceed 74% FTE across all university positions at any time. Therefore, if you are considering the hire of an individual who receives a payment from the University’s defined benefit plan you should ensure that the employment offer will not cause the employee to exceed 74% FTE. Retirement benefits must be suspended for anyone who exceeds the FTE limit under the plan. It is highly recommended that the total of all active appointments remain below 70% FTE as a way to ensure the limit is not exceeded.

Upon election of retirement or in order to receive any pension payments, the employee acknowledges compliance with these requirements when signing the applicable documents. Failure to comply with the above rehire requirements may result in the rehired individual's termination of employment pursuant to applicable procedures.

Please review this information with the appropriate individuals within your organization to ensure compliance with the requirements of the retirement plan. If you have questions, please contact Renetta Gallup (573-884-0268) or Lisa Fetrow (573-882-4527).

Thank you,

Betsy

7. Request for Leave of Absence Form - Salary during Leave – Jatha Sadowski

   Departments have requested guidance on how to complete Line 18 on the Request for Leave of Absence which asks for “Total Compensation” while someone is on leave of absence. Jatha will discuss with the Provost office to determine how they use the information and what information they want to see in that field.

8. Paper Pay Advices-Amy McKenzie

   Effective the June monthly paycheck, and the July 2nd Bi-weekly paycheck, employees will no longer receive paper pay advices in the mail. They will always be available to review and print from myHR.

9. Intent to Retire Form-Amy McKenzie

   The Intent to Retire Form has been officially updated and is available on the website. Please do not attach personal documents to the ePAF. These should be sent to the Retirement office or dropped off with the Benefit Advocate located in HRS. Only the NOI should be attached to the ePAF.

10. Total Rewards – Renetta Gallup

    a. Patient Protection and Affordable Care Act (PPACA) Update
Renetta confirmed that our efforts in responding to PPACA are in line with the recommended guidelines.

b. Taskforce Recommendations

In 2013 a task force was formed in order to provide recommendations to Betsy Rodriguez’s office on ways to improve the university’s Total Rewards offerings. The task force’s recommendations and full report can be viewed on the Total Rewards website by visiting http://www.umsystem.edu/totalrewards/reimagining