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the Personnel Touch

Prepared monthly by FIU Personnel Department.
An internal communication on FIU Personnel matters, policies, procedure and benefit information. Suggestions on content may be sent to the Personnel Department, PC 220, Extension 2576.

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THIS YEAR, AN INVITATIONAL MEMORANDUM FROM THE PRESIDENT ANNOUNCES OUR HOLIDAY OPEN HOUSE CELEBRATION

Our Holiday gift to you



MEMORANDUM

TO: ALL FACULTY AND STAFF
FROM: MITCH MAIDIQUE
DATE: NOVEMBER 24, 1987
SUBJECT: FACULTY AND STAFF HOLIDAY PARTY

SEASONS GREETINGS! THIS YEAR'S HOLIDAY PARTY WILL BE HOSTED JOINTLY BY THE PRESIDENT'S OFFICE AND THE OFFICE OF PERSONNEL RELATIONS.

THE DATE: [THURSDAY, DECEMBER 10, 1987]
THE PLACES: NORTH MIAMI CAMPUS (SC 245) - 10 A.M. TO NOON
UNIVERSITY PARK (THE PC LOBBY) - 3 P.M. - 5 P.M.

WE WILL GREET EMPLOYEES FROM 10 A.M. TO NOON IN SC 245 AT THE NORTH MIAMI CAMPUS AND FROM 3 TO 5 P.M. IN THE PC 2ND FLOOR LOBBY AT UNIVERSITY PARK.

I HOPE EACH OF YOU WILL ATTEND THE PARTY AT THE CAMPUS MOST CONVENIENT TO YOU!

MM:MT

Join Us During This Merry Occasion Of Homebaked Cookies, Joyous Sing-alongs, Holiday Chats With Long Term Colleagues, And More!

AGAIN, SEASONS GREETINGS!!

MAKING CHANGES TO YOUR BENEFITS

It is extremely important that you keep your benefits information up-to-date and accurate. Events listed here will serve as a checklist for which of your benefits you need to change.

These are the benefits to keep current:

If this happens:	Retirement Plan	Medical Plan	State Life	Dental	Gabor Plans	Cancer/Int. Care	TDA's
Change in your marital status							
Marriage	X	X	X	X	X	X	X
Divorce	X	X	X	X	X	X	X
Legal separation	X		X		X		
Death of spouse	X	X	X	X	X	X	X
Change in your dependents							
Birth of a baby	X	X	X	X	X	X	X
Adoption of a baby or child	X	X	X	X	X	X	X
Acquire legal guardianship or legal custody of a child	X	X	X	X	X	X	X
Dependent child reaches maximum age for benefits (age 19 unless a full time student; age 23 regardless)		X		X	X	X	
Dependent child becomes employed full time or marries		X		X	X	X	
Death of a child	X	X	X	X	X	X	X

If you change your home address, be sure to complete the appropriate change of address forms in the Personnel Office. And don't forget to inform the Credit Union, too, when any changes in your marital status or address occur.

Some of the benefit changes have time limits and some don't. Refer to the individual benefit booklets on what to do and when to do it. The necessary forms for making these changes are available in Employee Benefits.

CREDIT UNION IMPROVES LOAN TERMS

Employees can now borrow up to two months salary after only three years of employment. The maximum limit has been raised to \$7,500, and because these loans are set up like a credit card, you will be assigned a loan limit and an expiration date. In addition, the annual percentage rate (APR) is still 13%. For more information, please contact Toby Disbrow at 554-2499 in PC 106 Mondays, Tuesdays, Thursdays and Fridays, and at 940-5582 in Academic I, North Campus, Wednesdays.

1987 RETIREMENT LEGISLATION/RESULTANT INCREASES TO EMPLOYER CONTRIBUTION RATES UNDER THE FLORIDA RETIREMENT SYSTEM

Florida Laws, Chapter 87-373, in part, provides for a health insurance subsidy for retirees, surviving spouses, or other qualified beneficiaries who receive benefits under any state-administered retirement system.

Beginning January 1, 1988, a monthly subsidy will be provided to these recipients to assist them in paying the cost of health insurance. The amount of the subsidy payment will be determined by multiplying the retiree's creditable years of service times \$1.00; however, no recipient will receive less than \$10.00 monthly nor more than \$30.00 monthly. Beginning January 1, 1989, the formula will change to \$2.00 times the number of years of creditable service, but not less than \$20.00 nor more than \$60.00 a month.

ORP retirees receive benefits directly from private annuity companies and the Division of Retirement has no mechanism for providing a direct health insurance subsidy, therefore, in lieu of receiving a health insurance subsidy at retirement, ORP participants will have the amount paid by the University toward funding the subsidy, applied directly as an additional employer contribution to the annuity.