

UMBC

AN HONORS UNIVERSITY IN MARYLAND



Contact Patrice McDermott or Rochelle Sanders if you would like more information about flexible work agreements or retirement options.

Office of the Provost

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Human Resources

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- Flexible Work Agreements (Things To Remember):
 - Changes in percentage of employment effect benefit calculations for retirement, tuition remission, leave accrual.
 - Use of Family Leave in conjunction with work schedule must meet established guidelines.
- Flexible Work Agreements Leading to Retirement (Things To Remember):
 - Comparison chart (MSRS vs. ORP)
 - Re-Employment After Retirement: (State Law and IRS regulations)
 - Sick Leave Credits (MSRA Only)
 - Social Security/Medicare
- Overview of MSRA Scenarios
- Weblinks to Retirement Vendors and the Social Security Administration are available on HR HomePage (www.umbc.edu/hr/benefits).