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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- **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).**