



THE H. R. RECORD

A publication of Human Resources, UM-St. Louis - October 1999

WELCOME! NEW EMPLOYEES

Cleveland Birchfield, Audiovisual Apprentice, ITC
Lesa Bonee, Women's Softball Coach, Athletics
Ann Boyd-Briggs, Dept. Assistant, Gerontology
Kandy Cromwell, Dept. Assistant, Registration
Eric Dies, Project Director, MAMTC
Ora Dunn, Mail Carrier, Mail Services
Nichole Jacobs, Admin. Assistant, Chemistry
Leslie Kimball, Counseling Psychologist, Weiman Centre
Sandy Lux, Dept. Specialist, Cont. Education & Outreach
Terrell McClain, Audiovisual Apprentice, ITC
Jeannette Sanchez-Wallace, Dept. Assistant, Student Activities
Susan Sanderson, Counseling Psychologist, Weiman Centre
Amy Schoenberger, Health Education, Student Health Services
Kevin Tuckson, Asst. Women's Basketball Coach, Athletics
Charlene Williams, Sr. Clerk, Cashier's Office

New employees, if you need assistance please contact Human Resources (Peter Heithaus, Director). For help with initial orientation or new hire paperwork, contact John Tighe, ext. 5381. For questions concerning benefits, contact Joann Westbrook, ext. 5639. For help with payroll, contact Errol Benson, ext. 5803. For questions about policy, contact Deborah Burris at ext. 6843. For exit interviews, contact Alicia Thier at ext. 5258.

PROMOTIONS/TRANSFERS

Marcel Bechtoldt, Manager to Asst. Director, ITC Oper/Scvs
Ngoc-Thuy Bigham, Dept. Specialist, Admissions to Asst.
Director, Student Financial Aid
Thomas Kyle, Dept. Assistant to System Adm., Campus
Computing

BEST WISHES ! RETIREMENTS

Bobbette Ceasar, Administrative Associate, Optometry
Elizabeth Eissler, Administrative Associate, ITC
Elizabeth Kizer, Assoc. Professor, Communications
Mary Ellen McSweeney, Professor, Nursing
John Onuska, Assoc. Professor, English
Richard F. Page, Assoc. Professor, School of Business Admin.

1999 EXCELLENCE AWARDS

The Chancellor's Award for Excellence is given to faculty and staff employees who best demonstrate exceptional competence, commitment and customer service. Chancellor Touhill presented the award to three staff employees and four faculty members at the State of the University Address held at the J.C. Penney Auditorium on September 22, 1999. The awardees according to category are:

FACULTY

*Susan Feigenbaum, Teaching
Joel Glassman, Service
Nancy Gleason, Academic Non-Regular
Richard Schwartz, Research and Creativity*

STAFF

*Grace Derda, Administrative/Professional
Karen Ann Walsh, Office/Technical
Thomas McEwen, Service/Maintenance*

Congratulations on a job well done to the awardees and all who were nominated!

BENEFIT CHANGES

COMING SOON 2000 CHANGE PERIOD. You will receive detailed enrollment information in the next couple of weeks, and information sessions will be held on campus in early November. Watch for important, dated information at your campus address.

EMPLOYEES HONORED FOR SERVICE TO UM-ST. LOUIS

Administrative, service and support staff who have achieved length of service milestones will be formally recognized for their loyalty and dedication at the annual Staff Service Awards Ceremony on Friday, October 1st at 2:00 P.M. in the J.C. Penney Auditorium. A reception in the Summit Lounge will follow. **The names of all the recipients will be announced in next month's edition of the H.R. Record.**

CALCULATING YOUR RETIREMENT BENEFITS

Have you ever wondered what your monthly retirement benefit will be when you decide to take that major step? Well, wonder no more. Basically, the annual retirement benefit is determined by finding the average of your 5 highest consecutive annual salaries, multiplying the average by 2.2%, then multiplying the sum by your number of years of service. Employees who are vested in the plan (at least 5 full years of service) will receive a full retirement benefit at age 65 (or age 62 with at least 25 full years of service). Follow the steps below to estimate your retirement benefit:

Example:

5 year salary history: \$30,000

31,000

32,000

33,000

34,000

\$160,000

STEP #1: List your salaries for the last 5 years:

$\$160,000/5 = \$32,000$

Total your result in line (a):

_____ (a)

$\$32,000 \times .02200 = \704.00

x 30 years

\$21,120.00

STEP #2: Divide by 5 to get your average salary:

_____ (b)

((a)/5=(b))

Faculty members on full-time (100%), nine-month appointments who teach or perform research for the University during the summer months following nine-month appointments, are eligible to receive service credit for their summer appointment(s). The benefit for summer semester service is calculated in the same way as the regular retirement benefit and added to the regular retirement benefit to determine the total retirement benefit.

STEP #3: Multiply your average salary by 2.200%:

_____ (c)

((b) x .02200)

STEP #4: Multiply the sum in blank (c) times your years of University employment:

_____ (d)

If you are married at retirement, the standard method of payment is usually a joint and survivor annuity benefit with your spouse as joint annuitant. If you select a joint and survivor annuity, you will receive a slightly reduced monthly benefit depending on whether you choose a 50%, 75% or 100% monthly payment to your survivor.

If you are 55 to 59 with 10 or more years of service or 60 to 65 with 5 or more years of service and choose early retirement, use the chart below to adjust your estimate for retirement prior to age 65 (or age 62 with 25 years of service). This worksheet is only an estimate of your retirement benefit. For more information or an actual retirement calculation, contact Joann Westbrook at 516-5639.

Early Retirement Adjustment Worksheet

Early Retirement Age	Age 65 + Retirement Benefit	x	%	(Age 62 with 25 Yrs Service)	%	=	Early Annual Retirement Benefit
55	_____	x	67%	(77%)	=	_____	
56	_____	x	70%	(80%)	=	_____	
57	_____	x	73%	(83%)	=	_____	
58	_____	x	77%	(87%)	=	_____	
59	_____	x	80%	(90%)	=	_____	
60	_____	x	83%	(93%)	=	_____	
61	_____	x	87%	(97%)	=	_____	
62	_____	x	90%		=	_____	
63	_____	x	93%		=	_____	
64	_____	x	97%		=	_____	