

TRANSFER OF SERVICE MATRIX

	From UMass Campus	From State Agency	From Municipal Agency	From UMass Memorial by former UMMC employees who received transfer benefits			
NO BREAK IN SERVICE							
Health Insurance	No interruption/No change in coverage	No interruption/No change in coverage	If in GIC, no interruption/No change in coverage If not in GIC, then first of month after 60 days of employment	First of month after 60 days of employment			
Dental Insurance	First of month after hire date	First of month after hire date	First of month after hire date	First of month after 60 days of employment			
GIC Life Insurance	No interruption/No change in coverage	No interruption/No change in coverage	If in GIC, no interruption/No change in coverage If not in GIC, then first of month after 60 days of employment	First of month after 60 days of employment			
GIC LTD	No interruption/No change in coverage	No interruption/No change in coverage	If in GIC, no interruption/No change in coverage If not in GIC, then first of month after 60 days of employment	First month following 2 full months			
Retirement - SERS	Continues without Interruption	Continues without Interruption	Must transfer retirement funds to State immediately if wish to continue contributing same % rate				
UMMC long service				Must initiate C.32 & waive collection of pension Exempt from retirement contributions Can resume pension upon leaving UMMS			
UMMC short service				Forfeits merger vesting @ < 10 years			
Retiree Health							
> 10 years service	Eligible for retiree health	Eligible for retiree health	Eligible for retiree health For hires after 7/1/11, the hiring department does not need to pay the actuarial cost of retiree health for prior service (even if the employee withdrew retirement funds)	Eligible for retiree health if has not withdrawn state retirement contributions For hires after 7/1/11, the hiring department does not need to pay the actuarial cost of retiree health for prior service (even if the employee withdrew retirement funds)			
< 10 years service	Eligible after 10 years of creditable service	Eligible after 10 years of creditable service	Eligible after 10 years of creditable service For hires after 7/1/11, the hiring department does not need to pay the actuarial cost of retiree health for prior service (even if the employee withdrew retirement funds)	Eligible after 10 years of creditable service For hires after 7/1/11, the hiring department does not need to pay the actuarial cost of retiree health for prior service (even if the employee withdrew retirement funds)			
Personal Time	Current personal time balance may be transferred in amount up to UMMS policy	No personal time may be transferred unless part of negotiated program assimilation-employee will receive no personal time in year of transfer-will receive personal time accruals in January of following year	No personal time may be transferred unless part of negotiated program assimilation-employee will receive no personal time in year of transfer-will receive personal time accruals in January of following year	No personal time may be transferred unless part of negotiated program assimilation-employee will receive no personal time in year of transfer-will receive personal time accruals in January of following year			

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Sick Time	Up to 960 hours of accrued sick time may be transferred	No sick hours may be transferred unless part of negotiated program assimilation	No sick hours may be transferred unless part of negotiated program assimilation	No sick hours may be transferred unless part of negotiated program assimilation			
Vacation	Up to 240 hours of accrued vacation time may be transferred	No accrued vac may be transferred unless part of negotiated program assimilation	No accrued vac may be transferred unless part of negotiated program assimilation	No accrued vac time may be transferred unless part of negotiated program assimilation			
	Retain existing vacation accrual rate up to maximum accrual rate per UMMS policy	Retain existing vacation accrual rate up to maximum accrual rate per UMMS policy	Retain existing vacation accrual rate up to maximum accrual rate per UMMS policy	Retain existing vacation accrual rate if part of negotiated program assimilation up to maximum accrual rate per UMMS policy			
Holidays	No accrued holiday compensatory time can be transferred	No accrued holiday compensatory time can be transferred	No accrued holiday compensatory time can be transferred	No accrued holiday compensatory time can be transferred			
FICA Medicare Tax	Required to pay unless previously exempt from Medicare FICA Tax	Required to pay unless previously exempt from Medicare FICA Tax	Required to pay Medicare FICA tax	Required to pay Medicare FICA tax			
BREAK IN SERVICE							
Health Insurance	*First of month following 60 days of employment	*First of month following 60 days of employment	*First of month following 60 days of employment	*First of month following 60 days of employment			
Dental Insurance	First of month following 60 days of employment	First of month following 60 days of employment	First of month following 60 days of employment	First of month following 60 days of employment			
GIC Life Insurance	First of month following 60 days of employment	First of month following 60 days of employment	First of month following 60 days of employment	First of month following 60 days of employment			
GIC LTD	First of month following 60 days of employment	First of month following 60 days of employment	First of month following 60 days of employment	First of month following 60 days of employment			
Retirement - SERS	If not withdrawn - retirement contribution at the % previously paid If withdrawn pay at new rate An employee may buy back prior retirement service taking 5 years to pay	If not withdrawn - retirement contribution at the % previously paid If withdrawn pay at new rate An employee may buy back prior retirement service taking 5 years to pay	If not withdrawn - retirement contribution at the % previously paid If withdrawn pay at new rate An employee may buy back prior retirement service taking 5 years to pay	If not withdrawn - retirement contribution at the % previously paid If withdrawn pay at new rate An employee may buy back prior retirement service taking 5 years to pay			
UMMC long service				Must initiate C.32 & waive collection of pension Exempt from retirement contributions Can resume pension upon leaving UMMS			
UMMC short service				Forfeits merger vesting @ < 10 years			

