

UNIVERSITY OF MICHIGAN

Benefits Office

Addendum to SPG 201.83 Retirement

BRIDGING ELIGIBLE SERVICE PERIODS

Applies to: Regular and Supplemental Staff

A reduction in an appointment effort below 50% will be counted as eligible service to retire with medical, prescription drug, dental, and life insurance benefits and maintain continuity of service accrual provided that:

1. The individual had an appointment eligible for service accrual to retire with medical, prescription drug, dental, and life insurance benefits prior to the reduction in effort;
2. The reduced appointment effort is less than 50% but greater than 0%;
3. The duration of the reduction in appointment is less than 1 year;
4. The individual returns to an appointment eligible for retirement with medical, prescription drug, dental, and life insurance benefits service accrual following the reduction.

If the duration of the reduction is one year or greater, the service during the reduction below 50% will not be credited as accrual toward meeting the eligibility to retire with medical, prescription drug, dental, and life insurance benefits. Eligible service accrued prior to the reduction will be added to an eligible service period that follows the reduction period provided that:

1. The individual had an appointment eligible for retirement with medical, prescription drug, dental, and life insurance benefits service accrual prior to the reduction in effort;
2. The reduced appointment effort is less than 50% but greater than 0%;
3. The duration of the reduction in appointment is less than 5 years;
4. The individual returns to an appointment eligible for retirement with medical, prescription drug, dental, and life insurance benefits service accrual following the reduction.

An individual is permitted to bridge service in addition to, and in conjunction with, Prior Service Credit and Reinstatement under SPG 201.49. There is no limit to the number of times an individual may elect to bridge eligible service periods. Since the service date is not changed, bridging service will have no effect on any other University benefit.

Note: an appointment eligible for service accrual to retire with medical, prescription drug, dental, and life insurance benefits is a regular or supplemental appointment of 50% effort or greater, lasting four continuous months or longer.