The HR Connection

MPERS — *Serving those who keep us safe.*

We work better, when we work together....

March 2016

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Pre-Retirement Seminars

It's that time of year again! Invitations have gone out for the 2016 Pre-Retirement Seminars. This round of sessions is scheduled to begin on April 6th and will wrap up on September 15th. Attached is this year's schedule and locations. **As a reminder, members can <u>only</u> sign up for the seminars through their Secure Member Access.** If anyone has questions, we'll be happy to walk them through it.

Workplace Possibilities Program

Looking for an innovative solution for managing absence and disability?

Managing employees with health-related absences and disabling medical conditions can stretch your resources to the limit. Through our disability insurer, The Standard, you have access to a unique, proactive program called Workplace Possibilities designed to help keep employees at work and productive.

You may not have the slightest notion as to the types of accommodations available to assist an employee that is struggling with low productivity due to an illness, mental health condition, or injury.

Check out The Standard's "Virtual Tour" and browse by either office setting or condition to give you a better idea of some of the many possibilities: http://workplacepossibilities.com/tour/.

If your employee is not yet eligible to retire and is being treated by a physician for their condition, they could potentially qualify for the program.

Also, and we hope this gets your attention, the potential cost savings in staving off a future disability claim can be staggering. Attached is an example of the savings realized through another state's group disability contract through The Standard.

Please assist us in spreading the word about this program! If you have questions or want to learn more, feel free to reach out to us or The Standard's Workplace Possibilities Coordinator: http://www.mpers.org/employers/workplace-possibilities/workplace-possibilities-coordinator/

2016 Pre-Retirement Seminar Schedule

a.m. session begins at 7:30 a.m.   *p.m.* session begins at 12:15 p.m.

City	Location	Date and Time
Hannibal	MoDOT Northeast District Office 1711 Highway 61 South	May 11 (p.m. only)
Jefferson City	MoDOT Central District Office 1511 Missouri Blvd., DW Muri Room	April 6 (p.m. only) April 7 (a.m. and p.m.) June 1 (a.m. and p.m.) September 15 (a.m. and p.m.)
Joplin	Doubletree by Hilton 3132 Hammond Blvd.	July 27 (p.m. only)
Lee's Summit	MoDOT Kansas City District Office 600 NE Colbern Rd.	April 21 (a.m. and p.m.) April 22 (a.m. only)
Macon	Comfort Inn 1821 N Missouri St.	May 12 (a.m. and p.m.)
Rolla	MSHP Troop I Headquarters 1301 Nagogami Rd.	August 24 (p.m. only)
Sikeston	Clinton Building 501 Campenella Dr.	August 10 (a.m. and p.m.)
Springfield	Oasis Convention Center 2546 North Glenstone	July 28 (a.m. and p.m.)
St. Joseph	MoDOT Northwest District Office 3602 North Belt Hwy.	April 20 (a.m. and p.m.)
St. Louis (Weldon Springs)	MSHP Troop C Headquarters 891 Technology Dr.	July 7 (p.m. only) July 8 (a.m. and p.m.)
West Plains	West Plains Civic Center 110 St. Louis St.	August 30 (p.m. only)

Register online at www.mpers.org (Secure Member Access)

Workplace Possibilities Program State Group Example Benefit Savings estimate as follows:	
Stay at Works Completed	132
Total Costs	$363,422
Potential Liability Prevented	$2,805,264
Adjusted ROI	4:1
Net Benefit Savings	$1,109,341

*From 2012 through November of 2015 The Standard assisted 132 potential LTD claimants stay at work for a cost of $363,422

An average claim prevented is valued at $21,252 based on the group's average claim liability. The Standard potentially prevented 386 LTD claims. The potential liability prevented is $2,805,264.

This is a potential ROI of 7.7:1.

The Standard estimates that 3 out 4 (.75) would benefit from the service and of those 70% (.70) would have become an LTD claim without WPP services. The confidence level for preventing LTD claims is .525 (.70 * .75).

The adjusted ROI is 4:1 = a net savings of $1,109,341.