



NEWS TO USE

A newsletter for PERSI employers

November 2010

- Disability Vendor
- New Choice Plan Tool

NEW DISABILITY VENDOR

PERSI has a new third-party administrator for its disability program. Effective October 4, 2010, United Review Services (URS) took over from Sedgwick (which bought out VPA, the previous third-party administrator). Though many things will remain the same, there will be some changes. As an employer, you should be aware of what to expect from URS.

Why Change?

PERSI is always cost-conscious. Contracts are regularly reviewed. Following state guidelines, PERSI publishes an RFP (request for proposal) whenever an existing contract is nearing expiration or coming up for renewal. The Sedgwick contract had exhausted the maximum number of automatic renewals.

About URS

United Review Services has provided medical cost management to the insurance industry and self-insured employers since 1988. They were selected by PERSI from the firms that responded based on cost and experience. According to the URS Web site (<http://www.unitedreview.com>) the URS goals are simple:

To ensure claimants receive the most effective medical care to which they are entitled to expedite their recovery and/or return to work, and that claims administrators receive timely and objective services and opinions to assist in the fair resolution of claims.

Like past third-party administrators, URS maintains a comprehensive medical board for disability pension reviews. The board is comprised of physicians, registered nurses, and social workers who review each claim. The doctors are board certified in their area of speciality and hold unrestricted licenses.

The board uses established disability determination guidelines and resources, and will make decisions

in accordance with all applicable rules and regulations within Idaho's jurisdiction.

Employer Paperwork

In the past, only the PERSI member received a packet of information to complete a disability claim. Members will continue to receive packets from URS; however, employers will also receive a form to complete. This is something new.

Employers will receive an *Employer Information for Disability Application* form. The form is to be completed for any employee filing for disability and returned to URS. This form provides URS with detailed information regarding the employee's job description, duties, and whether temporary or permanent modifications or changes have been made to accommodate them. Employers are not to reference any medical conditions on the form. This is simply to gather information about the job the claimant has been performing.

Although this form is important, the review process will not be impeded if there is a delay in returning it to URS. However, employers who don't return the form in a timely manner may be contacted.

Employee Paperwork

The PERSI member filing a disability claim will receive a packet of information that includes a physician's report form and other forms used to explain the medical problem(s) and a release of information form authorizing the URS medical board to obtain the records necessary to make a determination.

Online Disability Brochure

A disability brochure is available on the PERSI Web site at www.persi.idaho.gov. It provides additional details about filing a disability claim.

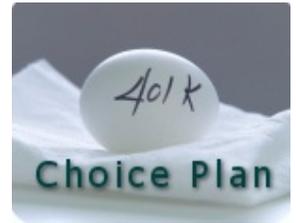
CHOICE 401(K) PLAN ONLINE TOOLS

PERSI has a new online tool available to Choice Plan participants.



Contribution Impact Calculator

This new tool will help members determine the potential impact a 401 (k) deferral will have on their take-home pay. The calculator, an external link to Bankrate.com, allows users to enter different scenarios to get an idea of the impact contributions to a Choice Plan account will have on their paychecks. The link is easily found by clicking on the 401(k) Choice Plan icon on the right side of the PERSI Web site homepage at www.persi.idaho.gov. The Bankrate Web site also provides definitions for the following and more:



- Gross pay
- Pay period
- Filing status
- Number of allowances
- State and local taxes
- Pre-tax deductions
- Post-tax deductions
- Year to date income
- FICA Medicare
- Federal tax withholding calculations
- Annual contribution limits

Savings Limits Calculator

A second calculator, which has been available for some time, can assist members in tracking how close they might be to reaching the annual Internal Revenue Service (IRS) limits for salary deferrals to qualified retirement plans. This can also be a very useful tool for employers who are tracking employee deferrals. This calculator can be reached using the Choice Plan icon on the homepage of the PERSI Web site (see above).

Calculators are provided for illustrative purposes only and do not necessarily consider all possible exceptions or scenarios. PERSI recommends members and employers seek independent advice from qualified tax professionals especially when applying tax limits.

Notes pertaining to the Savings Limit Calculator (located below the online calculator) provide useful information regarding gross annual compensation, catch-up contributions, and how refunds due to the elective deferral limit are treated differently from refunds due to the annual additions limit. Members and employers are encouraged to read the notes carefully.

Savings Limits Calculator

Choose the year:

1 What is your Gross Compensation?

Are you a Police or Firefighter member?

What is your Year of Birth?

Are you repurchasing service through payroll deduction?

What plans will you/did you contribute to this year? 401(k) 457 403(b)

Elective Deferral Limits:

	401(k)	457	403(b)
Employee Contributions	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
2 401(k) + 403(b) Comb. Limit:	<input type="text" value="\$16,500"/>		
3 Refund Due 457 Limit:	<input type="text" value="\$16,500"/>		
	<input type="text" value="\$0"/>	<input type="text" value="\$0"/>	<input type="text" value="\$0"/>

Annual Additions Limit:

	401(k)	457	403(b)
Employee Contributions	<input type="text" value="\$0"/>	N/A	<input type="text" value="\$0"/>
Employer Contributions			
Gain Sharing			
Total Contribution Limit	<input type="text" value="0"/>	N/A	<input type="text" value="0"/>
	<input type="text" value="0"/>	N/A	N/A
6 Refund Due	<input type="text" value="\$0"/>	N/A	<input type="text" value="\$0"/>
	<input type="text" value="\$0"/>	N/A	<input type="text" value="\$0"/>