

Changes on the Way

The Legislature passed a bill that changes:

1. Service-connected death benefit.
2. Service credit for employees returning from paid leave.

1. Service-connected death benefit (old vs new)

	OLD (through 6-30-17)	NEW (starting 7/1/2017) Retroactive to 7/1/2016
Surviving Spouse Receives	A lifetime annual benefit equal to 50% of member's final average salary (FAS).	A lifetime annual benefit equal to the greater of: <ul style="list-style-type: none"> • 50% member's FAS. • What member would have been paid had he or she elected the 100% joint-survivor option.
Cap	Annual benefit (spouse plus children) capped at 75% of member's FAS.	Annual benefit (spouse plus children) capped at 90% of member's FAS.
UNCHANGED		
Children Receive	Annual benefit equal to 10% of FAS each, up to age 18 (age 23 if full-time student)	
Beneficiary Receives	If no surviving spouse or children, beneficiary receives lump-sum payment equal to 100% of current annual salary.	

2. Service credit for employees returning from paid leave

After employees return to work from being on paid leave, they can now receive service credit for that leave time. This change starts July 1, 2017, but retroactive to July 1, 2014.

Types of paid leave that qualify

- Administrative
- Vacation
- Sick
- Personal
- Worker's comp
- Light/temporary assignments

If an employee...

- Does not return to work in the same or similar position at the end of leave (except for death or disability), he or she will lose the service credit earned on leave.
- Voluntarily quits his or her job during leave, he or she can receive service credit for the first 365 days of leave.

This change is retroactive to July 1, 2014. Contact KPERS if you think this legislation will affect one of your employees.

Questions?

- Email employers@kpers.org
- Toll-free 1-888-275-5737
- In Topeka 296-6166

