

HR Partner Meeting

November 6, 2019

Two-Step Login Training and Device Registration

30 minutes session, multiple sessions

Incident Response Training Workshop

Thursday, November 7, 2PM-4PM

HR Training Room 478

Understanding Implicit Bias

Friday, November 8, 1PM-3PM

Swindells Room 230, EMU

All About Oregon Public Service

Retirement Plan (OPSRP)

Tuesday, November 12, 3PM-5PM

Erb Memorial Union, Rooms 231 and 232

IDR Cognos Report User

Thursday, Nov. 14, 9AM-10:30AM

McKenzie Hall Computer Lab, 101A

Interpersonal Effectiveness

Friday, November 15, 12PM-1PM

Allen Hall, Room 221

PERS Retirement Readiness

Wednesday, November 20, 9AM-12PM

Lease Crutcher Lewis, Room 023, EMU

Onboarding Best Practices

Wednesday, November 20, 2PM-3PM

Gumwood Room 245, EMU

Introduction to PERS

Thursday, November 21, 8:30AM-10:30AM

Lease Crutcher Lewis Room, Erb Memorial Union

EAP Webinars: cascadecenters.com/Webinars

CUPA-HR Webinars: cupahr.org/events/webinars



AGENDA

- PERS Changes
Cindi Peterson, Associate Director of Benefits, Benefits Office
- Banner Two-Step Login Process
Leo Howell, Chief Information Security Officer, Information Services
- OA Probationary Period and Exit Interview Survey
Annie Herz, Associate Director, Employee and Labor Relations
- Fair Standards Labor Act (FLSA)
Stephanie Neuhart, Director, Classification and Compensation
- HR Staffing
Kaia Rogers, Senior Director, HR Programs, Services and Strategic Initiatives
- Job Change Reason and PRF Project
Sonia Potter, Director, HR Operations
Catherine Bonomini-Smith, Associate Director, HR Operations

PERS Changes

Cindi Peterson, Associate Director of Benefits
HR Programs and Services

- Post-Retirement Work Limitations
 - Retire on or after normal retirement age - no limits apply
 - Tier 1- Age 58
 - Tier 2 - Age 60
 - OPSRP – Age 65
 - Retire prior to normal retirement age – current limits apply
 - Tier 1 and 2 – 1039 hours/calendar year
 - OPSRP – 599 hours/calendar year

- Effective for calendar years 2020-2024
- Employer contributions required on retiree's wages
 - New OPE rate will apply (to be determined)
- Retiree will not accrue any additional PERS benefits
- Applies to retirees currently working post-retirement appointments

- Final Average Salary Limit – Effective 1/1/20
 - Changes definition of “salary” for PERS purposes
 - Caps annual salary at \$195,000 for employer contributions and calculation of final average salary

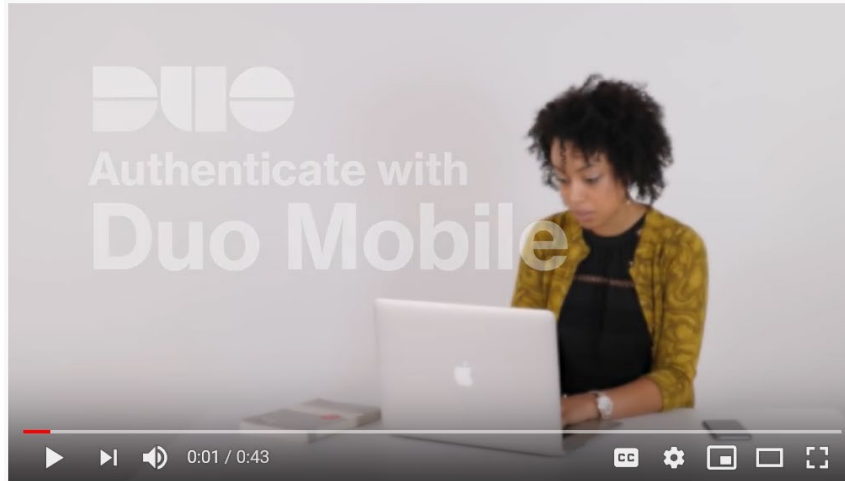
Banner Two Step Login Process

Leo Howell, Chief Information Security Officer,
Information Services

Two-Step Login: Why?

- Harder to compromise your account!
- Allows you to login with ***something you know*** and ***something you have***
- 98% less chance of your account causing a data breach
- Most effective control against the most likely attack approach (*phishing*)

How it works?

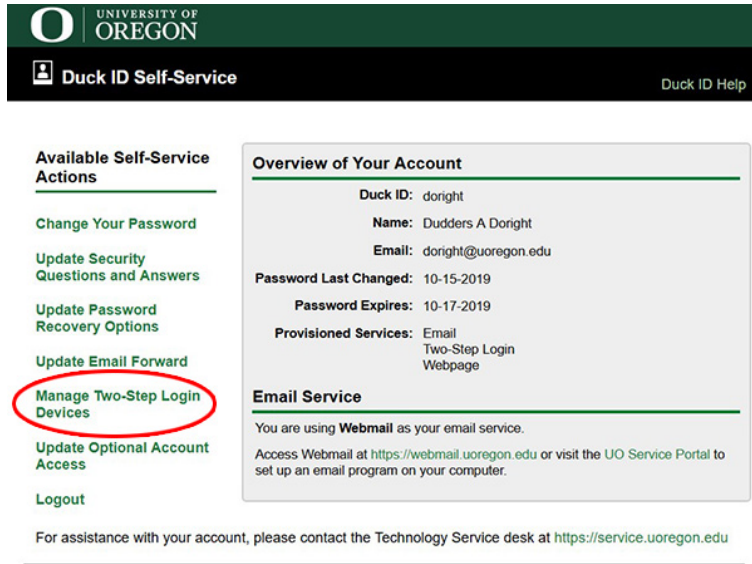


Easy as 1, 2, 3...

1. Normal login
2. Send *push* to your phone
3. Approve request

How do I Register?

<https://duckid.uoregon.edu/duckid-selfservice/>



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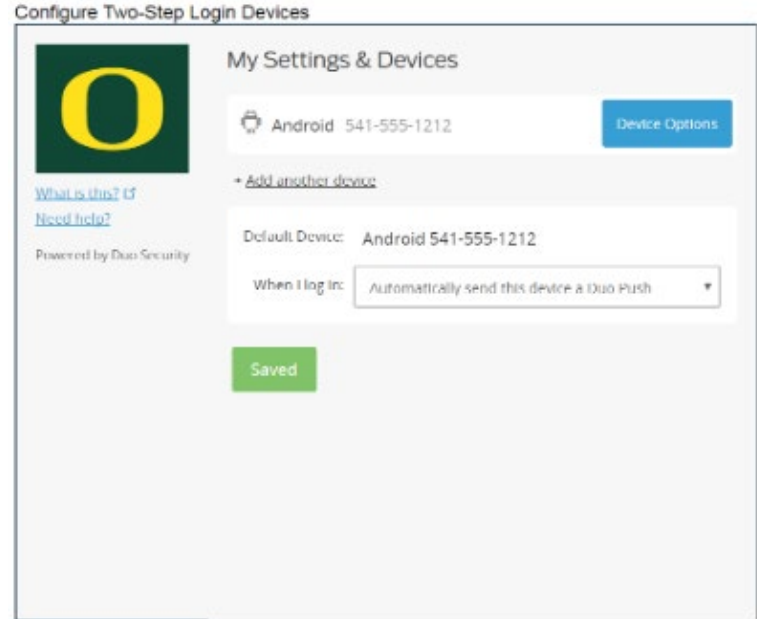
Duck ID Self-Service Duck ID Help

Available Self-Service Actions

- Change Your Password
- Update Security Questions and Answers
- Update Password Recovery Options
- Update Email Forward
- Manage Two-Step Login Devices**
- Update Optional Account Access
- Logout


For assistance with your account, please contact the Technology Service desk at <https://service.uoregon.edu>

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Configure Two-Step Login Devices

My Settings & Devices

 [What is this? If Need help?](#)

Powered by Duo Security

Android 541-555-1212 Device Options

+ Add another device

Default Device: Android 541-555-1212


When I log in:

Saved

Recommended Methods

- At least 2 methods recommended
 - **Duo Push (1st choice): DUO mobile app**
 - **Phone callback (2nd choice)**
- Other options:
 - Print *mobile passcode* from your DUO app
 - Hardware token
 - Receive batch of *SMS passcode* via text

Post-registration Behavior




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Login Required

Please log in with your [Duck ID](#) to access the requested service.
To protect your privacy, always log out and quit your web browser when finished.

Username Password

© University of Oregon | [Privacy Policy](#)



Device:

Choose an authentication method

Duo Push RECOMMENDED

Call Me

Passcode

Remember me for 7 days

Powered by Duo Security

[What is this?](#) [Need help?](#)

Deadlines for Banner users

- Voluntary – October 16th to November 19th
- Mandatory – November 20th

After November 20, Banner users will not be able to login using just DuckID/password.

Questions?

OA Probationary Period and Exit Interview Survey

*Annie Herz, Associate Director,
Employee and Labor Relations*

Fair Labor Standards Act (FLSA)

Stephanie Neuhart, Director
Classification and Compensation

FLSA Salary Threshold Change

FLSA overtime rule determines whether employees are exempt or eligible for overtime pay.

- Effective January 1, 2020 the minimum exempt salary threshold increases
 - From \$23,660 annually to \$35,568 annually
 - From \$455 per week to \$684 per week

Any person not earning this amount is now eligible for overtime and must continue to meet the duties test.

FLSA Change

ACTION STEPS:

HR has list of impacted employees and has engaged with division and unit leadership to discuss options for achieving compliance.

Options include –

1. Possible salary adjustments to meet or exceed threshold
2. Employees in positions that are changed from exempt to non-exempt under the new ruling will be required to report time worked on an hourly basis and receive overtime pay for each hour worked over 40 in a work week.

Following discussion and determination by division and unit leadership employees and supervisors will be notified on how to proceed.

HR Staffing

Kaia Rogers, Senior Director, HR Programs,
Services and Strategic Initiatives

New Roles

New to University HR:

- **Maeve Anderson**, Recruiter
- **Natalie Clark**, Interim Recruitment Specialist

New Role within HR

- **Corrine Cooley**, Recruitment Specialist
- **Brittany Jayne**, Employee and Labor Relations Specialist
- **Lily Banks**, Interim Class & Comp Analyst
- **Anne Willis**, Benefits Coordinator

Current Searches

- **Human Resources Specialist (2 openings)**
- **Learning & Development Manager**
- **Compensation Analyst (2 openings)**

Job Change Reason and PRF Project

Sonia Potter, Director, HR Operations
*Catherine Bonomini-Smith, Associate
Director, HR Operations*

- New Job Change & Separation Reason Codes
- Process Transformation – PRF Project
 - ✓ Where are we now
 - ✓ Need your feedback
 - ✓ Project website

Next HR Partners Meeting
Wednesday, December 4
2:00 PM

Crater Lake Rooms North & South
Erb Memorial Union