

HR 

## HR Partner Meeting

November 6, 2019



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**MyTrack** | Management. Experience. Excellence.

<p><b>Two-Step Login Training and Device Registration</b> 30 minutes session, multiple sessions</p> <p><b>Incident Response Training Workshop</b> Thursday, November 7, 2PM-4PM HR Training Room 478</p> <p><b>Understanding Implicit Bias</b> Friday, November 8, 1PM-3PM Swindells Room 230, EMU</p> <p><b>All About Oregon Public Service Retirement Plan (OPSRP)</b> Tuesday, November 12, 3PM-5PM Erb Memorial Union, Rooms 231 and 232</p> <p><b>IDR Cognos Report User</b> Thursday, Nov. 14, 9AM-10:30AM McKenzie Hall Computer Lab, 101A</p>	<p><b>Interpersonal Effectiveness</b> Friday, November 15, 12PM-1PM Allen Hall, Room 221</p> <p><b>PERS Retirement Readiness</b> Wednesday, November 20, 9AM-12PM Lease Crutcher Lewis, Room 023, EMU</p> <p><b>Onboarding Best Practices</b> Wednesday, November 20, 2PM-3PM Gumwood Room 245, EMU</p> <p><b>Introduction to PERS</b> Thursday, November 21, 8:30AM-10:30AM Lease Crutcher Lewis Room, Erb Memorial Union</p> <p>EAP Webinars: <a href="http://cascadecenters.com/Webinars">cascadecenters.com/Webinars</a> CUPA-HR Webinars: <a href="http://cupahr.org/events/webinars">cupahr.org/events/webinars</a></p>
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## 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*

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## PERS Changes

Cindi Peterson, Associate Director of Benefits  
HR Programs and Services



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### •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



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- 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



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•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

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### Banner Two Step Login Process

Leo Howell, Chief Information Security Officer,  
Information Services

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### 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*)

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## How it works?



- Easy as 1, 2, 3...
1. Normal login
  2. Send *push* to your phone
  3. Approve request




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## How do I Register?

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




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## Recommended Methods

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




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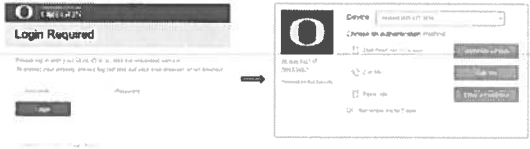
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## Post-registration Behavior



The image shows two screenshots of a web interface. The left screenshot is titled 'Login Required' and contains a message: 'Please log in with your DuckID or a 2FA-enabled device. We advise that you always connect by using a 2FA-enabled device or an extension.' Below this are fields for 'Username' and 'Password' and a 'Login' button. An arrow points from this page to the right screenshot. The right screenshot is titled 'Device' and shows a dropdown menu with 'Banner' selected. Below the dropdown are three radio button options: 'Banner', 'Banner + 2FA', and 'Banner + 2FA + TOTP'. There are also buttons for 'Cancel', 'Continue', and 'End of Session'.

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## Deadlines for Banner users

- Voluntary – October 16<sup>th</sup> to November 19<sup>th</sup>
- Mandatory – November 20<sup>th</sup>

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

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## Questions?

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**OA Probationary Period  
and Exit Interview Survey**

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

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**Fair Labor Standards Act  
(FLSA)**

Stephanie Neuhart, Director  
Classification and Compensation

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**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.

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**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.

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**HR Staffing**

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

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**New Roles**

**New to University HR:**

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

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### 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

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### Current Searches

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

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### Job Change Reason and PRF Project

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

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

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**HR O**

Next HR Partners Meeting  
Wednesday, December 4  
2:00 PM  
Crater Lake Rooms North & South  
Erb Memorial Union

UNIVERSITY OF OREGON

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