

HR Partner Meeting Highlights

September 6, 2017

Meeting Agenda

- New Staff Introductions, Nancy Resnick, CHRO and Associate Vice President
- Salary Increase and Operations Updates – Sonia Potter, Director, HR Operations
- Open Enrollment – Cindi Peterson, Benefits Manager
- MyTrack Professional Development Module, Haley Ruddell, HR System Analyst
- Recruitment, Nancy Nieraeth, Director, Talent Acquisition

Featured Presentation: Purchasing and Contracting Services

Speaker: Craig Ashford, Director, Purchasing and Contracting Svcs.

New Staff Introductions, Nancy Resnick, Chief Human Resources Officer and Associate Vice President

- Chris Meade, ELR Manager
Chris joins central HR from Campus Planning and Facilities Management, in an interim role as ELR Manager to focus primarily on classified staff and SEIU related issues.
- Tracey Tsugawa, Director of AAEO
Tracey accepted the position of Director of AAEO and will join us in October. Tracey's career has been dedicated to cultivating and supporting civil rights and social equity in a broad array of settings including decades of work in higher education, with most recent experience as the Title IX Officer at the University of California Santa Cruz.
- Sam Rutledge, Equal Opportunity Specialist/Title IX
Sam accepted the position as an Equal Opportunity Specialist/Title IX Investigator on September 11th. Sam is an experienced investigator who has handled complicated matters including for vulnerable populations. Sam's previous position was as a Case Manager with Senior and Disabled Services working right here in Eugene.

Salary Increase and Operations Updates– Sonia Potter, Director, HR Operations

- OA performance appraisals due October 31st.
Review the resources on the ELR website under performance management.
Review the updated performance appraisal documents.
Contact Annie Bentz if you have questions.
- OA increase will mirror faculty increase
.75 % across the board.
2.25% merit pool.
Equity issues can also be addressed using the merit pool.
- Eligibility
Term limited appointments (Interim, retirees, etc.) not eligible.
Must be employed as of July 1, 2017
OAs over the max of their salary grade are not eligible
There will be a process to request exceptions during October.

Salary Increase and Operations Updates (continued)

- Communications
Communications about the salary increase will be forthcoming.
- HR Operations Update
PAC delivery in MyTrack will be instituted in early October.
Please check your payroll rosters and confirm all active employees are on the list.
Please ensure that non-renewed employees are not on your list.

Open Enrollment – Cindi Peterson, Benefits Manager

- It is Mandatory! ALL benefit eligible employees must take action.
- UO Benefits Website

<https://hr.uoregon.edu/hr-programs-services/benefits/benefits-annual-open-enrollment>

- Communications
 - ✓ Direct email to UO accounts
 - ✓ AroundtheO articles
 - ✓ Direct mail from PEBB
- Required Steps & Deadlines
 - ✓ Complete Health Assessment
September 1 – October 31 (Employee Only)
 - ✓ Enroll for 2018 coverage & elect HEM participation, even if no changes
October 1 – 31
- Activities
 - Kick-Off, September 28, 11:30am – 1:00pm, EMU Crater Lake North/South
 - Fall Benefits Fair, October 3, 10am – 2pm, EMU Crater Lake North/South
- Plan Changes for 2018
 - ✓ Medical -PEBB Statewide, Prov Choice & Moda:
Increase in out-of-network inpatient hospital coinsurance.
Increase in out-of-network outpatient surgery copayment when performed at a hospital.
 - ✓ Medical Prov Choice:
Full-time in-network office visit copayment going from \$5 to \$10
Part-time in-network office visit copayment going from \$30 to \$40.
 - ✓ Medical Moda:
Full-time in-network office visit copayment going from \$5 to \$10
Part-time in-network office visit copayment going from \$30 to \$40.
Open to Closed RX formulary (in alignment with other plans)

- Plan Changes for 2018 (continued)
 - ✓ Dental -Kaiser is expanding to Eugene.
 - ✓ Delta Dental (Moda) –preventative care costs will no longer accrue to ward the annual benefit maximums – more dollars available for other dental work.
 - ✓ Willamette Dental group –mouth guards are now covered.
Composite fillings for multi-surface posterior teeth are now covered.
 - ✓ Vision and Optional Benefits – No changes.
 - ✓ Healthcare FSA
FSA contributions increasing to \$2,600.

- PEBB Dependent Eligibility Review
 - ✓ Starting in November 2017 PEBB will begin reviewing dependent records to ensure eligibility:
 - Phase 1 – Employees who add dependents during Open Enrollment
 - Phase 2 – Newly hired employees
 - Phase 3 – All other employees not yet reviewed
 - ✓ Employees will be contacted directly by PEBB
 - Documents proving eligibility will be required (i.e. marriage, birth certificates, tax returns, immigration documents, etc.)

- Senate Bill 1067 – Effective 1/1/2020
 - ✓ Eliminates dual coverage for university/state employees
Employees of a state university or state agency and their dependents, will only be able to have one health plan within the PEBB or OEGB system
 - ✓ Eliminates Opt Out for university/state employees
Employee of a state university or state agency will no longer be able to opt out of PEBB medical and receive monthly cashback if they are covered on a health plan within PEBB or OEGB.
 - ✓ Does not affect this year's open enrollment for 2018 coverage

- PERS – Changed in Assumed Rate of Return
 - ✓ Effective 7/1/17.
 - ✓ Lowered from 7.5% to 7.2%
 - ✓ Affects Tier 1 members whose highest retirement calculation method is Money Match or Formula Plus Annuity
 - ✓ To determine highest retirement calculation use the online estimate feature.
 - ✓ Request a written estimate from PERS, if you are within two years of retirement.
 - ✓ Additional information available online at <http://www.oregon.gov/pers/Pages/General-Information/Change-in-Assumed-Earnings-Rate-Effective-January-1,-2018.aspx>

MyTrack Professional Development Module, Haley Ruddell, HR System Analyst

- Learning Module launches before the end of the year - this module replaces Making Tracks.
- Enrollment for future courses and sessions will be available and current registrations will be rolled into the new module.
- Want to know more? Register for the MyTrack Info Session on September 14th!

[Info & Feedback Session 3:30-4:30pm](#)
[Thursday, September 14th](#)

Recruitment, Nancy Nieraeth, Director, Talent Acquisition

- Finalizing hires for fall term?

If you are finalizing hires and you would like individual help, please register and come to our [Friday labs](#).

- [MyTrack Information & Feedback session – September 14th, 3:30 pm– 4:30pm, HR Training Rm](#)
Don't miss, there will be several updates on system and process.
- [Recruitment & Hiring: Recruiting for Success – Friday, September 28th 9am – noon](#)
Learn key steps in running a successful, legally compliant recruitment. At the end of the training attendees should leave with the basic tools needed to run recruitments at the University as well as tips, tricks, and connections with key staff to support your recruiting efforts.
- **Upcoming Recruitment Advertising Focus Group**

Talent Acquisition is currently evaluating recruitment advertising strategies and invites all HR Partners to attend a Recruitment Advertising Focus Group on *Wednesday, September 27th from 2 – 3:30 PM in EMU 231 – Cedar Room*.

This meeting is strongly recommended for all HR Partners or other staff involved in selecting, purchasing, sourcing, or managing recruitment related advertising. We will cover the results of the May 2017 Recruitment Advertising Survey, share utilization statistics and provide an update on our enterprise-wide contract with The Register Guard, and solicit input on a strategic advertising resource guide.

Next HR Partner Meeting:

Wednesday, October 4th, 2:00 PM

Room Change: Redwood Auditorium, Erb Memorial Union