



HR Partners Meeting

September 6, 2017

September Trainings & Events

MyTrack

Friday Labs, 11am-12pm-HR Conf. Rm
HR Conference Room

Part 1 Training 10am-12pm
Thurs, September 7th

Part 2 Training 10am-12pm
Wednesday, September 13th

Info & Feedback Session 3:30-4:30pm
Thursday, September 14th

Recruitment & Hiring: Position Descriptions
Friday, September 15th
9am-noon

Part 3 Training 11am-12pm
Wednesday, September 20th

Recruitment Advertising Open Forum
Wednesday, September 27th -Time TBA

Upcoming Orientations

New Faculty Orientation Monday, Sept. 18th
8:30am – 4:00pm
[Register on the Academic Affairs webpage](#)

New Employee Orientation, Tues, Oct 3rd
8:15 AM – 12:00 pm
[Register in Making Tracks](#)

Register in Making Tracks.

Training card provides registration instructions.

HR Partners Meeting – September 6, 2017

AGENDA

- New Staff Introductions, Nancy Resnick, Chief Human Resources Officer and Associate Vice President
- Salary Increase and Operations – 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.

Staffing Updates

- Staffing Updates for HR and AAEO
 - Chris Meade, ELR Manager
 - Tracey Tsugawa, Director of AAEO
 - Sam Rutledge, Equal Opportunity Specialist/Title IX

Faculty & OA Salary Increase

- OA performance appraisals due October 31
 - Resources on the ELR website under performance management
- OA increase will mirror faculty increase
 - .75 % Across The Board
 - 2.25% Merit Pool
- Communications

HR Operations Updates

- PAC delivery in MyTrack
- Please check rosters
 - Confirm all employees are on the list
 - Confirm that anyone no longer here is not on the list

Open Enrollment

- It's Mandatory! ALL benefit eligible employees must take action by October 1- 31, 2017.
- UO Benefits Open Enrollment 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

Open Enrollment

- 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
- Plan Changes for 2018
 - Medical
 - Dental
 - Healthcare FSA

Open Enrollment

- 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
 - Open Enrollment Informational Meetings - TBA

Other Benefit Updates

- 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.)

Other Benefit Updates

- **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 OEBC 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 OEBC

Does not affect this year's open enrollment for 2018 coverage

Other Benefit Updates

- 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
 - Online estimate
 - Written estimate from PERS, if 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

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

Recruitment

- Finalizing hires for fall term
- MyTrack Information & Feedback session
 - Don't miss, there will be several updates on system and process
- Recruitment & Hiring Training
- Open Forum on Recruitment Advertising

Next HR Partner Meeting



Next HR Partner Meeting:

Wednesday, October 4, 2017, 2:00 PM

Room: Redwood Room, Erb Memorial Union