

# ACADEMIC ADMINISTRATOR'S RETREAT

**Khris Clevenger**, Assistant Vice President for Human Resources

**Al Azinger**, Director-Employment

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# HUMAN RESOURCE SERVICES

- **Labor and Employee Relations**

**Tammy Carlson**, Director-Labor & Employee Relations

- Advise on employee performance issues
- Faculty/Staff Threat Assessment Team
- Bargaining Unit Contract Negotiation/Interpretation
  - NTT



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# HUMAN RESOURCE SERVICES

- **Employment**
  - Recruitment
  - Immigration/Visas
  - Civil Service Audit



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# HUMAN RESOURCE SERVICES

- **HR Systems**
  - iPeople
    - Time Reporting/approval
    - Employee Self-Service
    - Additional Pay workflow



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# HUMAN RESOURCE SERVICES

- **Benefit Services**
  - Benefit Choice elections
  - Answer Benefit questions
  - Oversee Retirement plan options:
    - SURS
    - 403(b)
    - 457
  - Process resignations/retirements
  - Leave Management
    - Family Medical Leave
    - Leave Usage and Accruals
  - Worker's Compensation



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# WHAT'S NEW

- Benefit Year
- Extended Illness Leave vs. non accumulative leave
- Extended Illness Leave usage
- Non-Continuous Employee benefit accrual
  - NTT
  - Non-Continuous Faculty Associate
  - Non-Continuous Admin. Professional



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# WHAT'S ON THE HORIZON

- Roth 403(b)
- Extended On Boarding – branding for the employee “year one experience”
  - Campus Dining
  - Health Promotion and Wellness
  - Environmental Health and Safety
  - University Advancement – *Gladly We Give Campaign*
  - Speech and Hearing Clinic



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## WHAT'S ON THE HORIZON CON'T

- EAP benefits for Managers and employees
- Employee Discount Program



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# UPDATES

- Benefits Choice
- SURS future retirement “Tier 3”
  - SB512 – dead for now
- SURS Members Advisory Committee
  - Academic Representative - Mardell Wilson
  - Civil Service Representative - Jean Ann Dargatz



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# UPDATES CON'T

## SURS Money Purchase Factors (actuary tables/July 2012)

- Approximately 65% of SURS retirement are highest using the Money Purchase calculation – UNIQUE TO EACH INDIVIDUAL
- Lower benefit payment for those retiring after July 2012 –
- 10 to 11 months to recover the 8% downward adjustment
- Does effect Traditional and Portable plans
- Does NOT effect Self-Managed Plan
- General Formula – age, years of service and final rate of earning
- Money Purchase – contributions, interest, and age at retirement
- SURS Focus Group - Identify alternative methods of providing education to employees
- Member Website log-on : Benefits Estimator – “training” video



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