

# Human Resources & Payroll Forum

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SEPTEMBER 9, 2022



# Forum Instructions

- This session is being recorded. The recording and presentation materials will be posted on the HR & Payroll Operations Forum webpage at: <https://hr.oregonstate.edu/hr-and-payroll-operations-forum>. You can also reach it through the quick link provided at the bottom of the HR home page <https://hr.oregonstate.edu/>.
- Chat is disabled. Please submit all questions via the Q & A button located at the bottom of your screen. Questions will be answered at the conclusion of each of our presentations today. Please note that when you submit a question in the Q & A, the question and your name will be visible to all participants unless you select “anonymous” before submitting it.
- After the forum you will receive a link to a survey. Please let us know your thoughts and if you have other topics that you would like to see us address in a future forum.

# Announcements

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- **Hiring Q&A Forum:** You are invited to our inaugural Hiring Q&A Forum September 26, 2022 at 10 a.m. This session is designed for supervisors and department HR liaisons to drop in and ask hiring questions. We will have a panel of experts from different HR Teams that work directly with hiring to assist with your questions. The panel will include representatives from the following teams: Classification and Compensation, HR Strategic Partners, Recruitment, Student Employment, Onboarding, Benefits and HR Support Services. Register [here](#).
- Please send in your fall re-appointments to HR Support Services at [hrrsupportservices@oregonstate.edu](mailto:hrrsupportservices@oregonstate.edu) if you have not done so already
- Please remind your new employees to stop by University Plaza 150 on their first day to complete their I-9 documentation.

Students working during the summer but not enrolled will still be subject to FICA taxes on hourly wages through 9/15/22

Graduate Assistant appointments will be FICA exempt beginning 9/16/22

## Student FICA Status

# Hello Mid-Valley Event

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Please help us get the word out about the first Hello Mid-Valley Event. The goal of the event is to support multicultural networking and relationship-building among professionals new to the area. This event is planned to help create community and connections. All are welcome. Appetizers and drinks will be served.

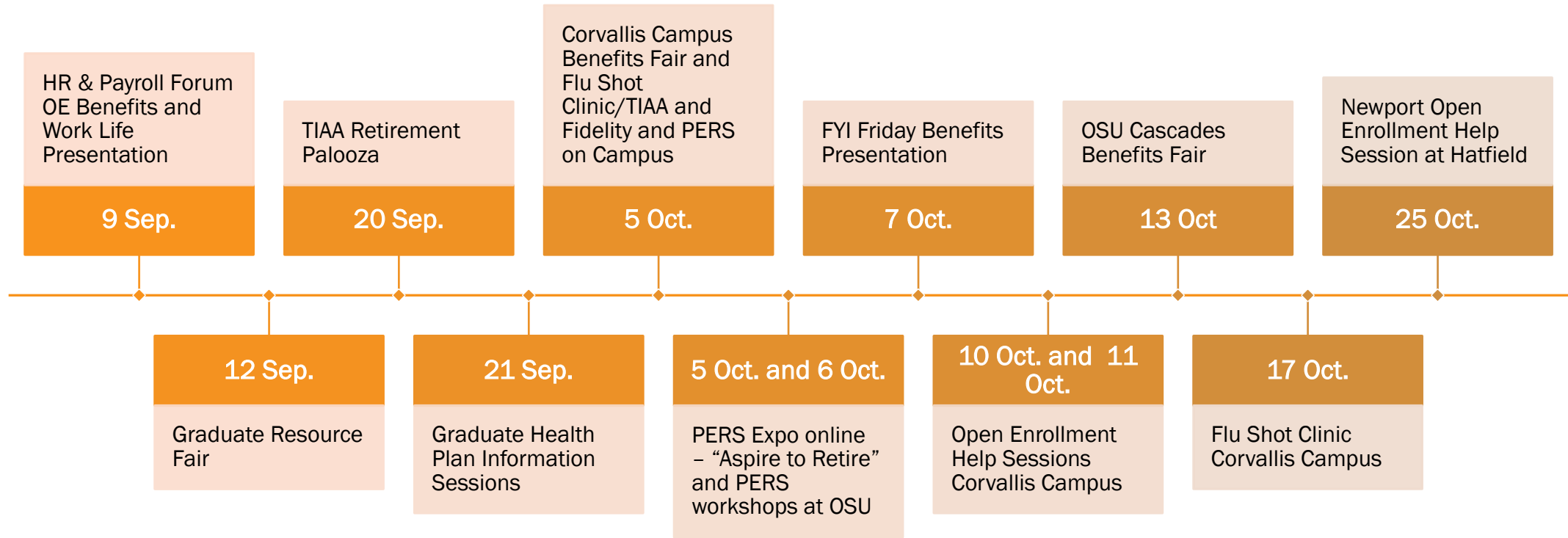
Date: October 5, 2022 from 6-8:30 p.m.

**Location:** OSU LaSells Stewart Center, 875 SW 26th St, Corvallis, OR 97331

To register for this event please go to [hellomidvalley.eventbrite.com](https://hellomidvalley.eventbrite.com). This will help us prepare to welcome you and understand your preferences for introductions.

The Mid-Willamette Valley has historically offered few networking or community-building opportunities for professionals of color, professionals with disabilities, and LGBTQI+ professionals. This event and future events are designed to increase opportunities to develop these connections. Accommodation needs: Please contact Bonny Ray at [bonny.ray@oregonstate.edu](mailto:bonny.ray@oregonstate.edu) or 541-737-2806,





# Benefits Fall Events

# RETIREMENT EVENTS

# Save the Date – Retirement Events

## PERS Expo – Aspire to Retire

- October 5 and 6
- Presented exclusively online and offer interactive and on-demand content, including live educational presentations and question-and-answer sessions. Content will repeat, so there is no need to attend both days.
- Employees will find checklists, videos, and other digital resources to help guide them on their journey toward retirement. Information will be available from [PERS](#), [Oregon Savings Growth Plan](#), and [PERS Health Insurance Program](#).
- [Register for Expo](#) online and watch for Expo updates via the [PERS website](#), emails, and texts.



# Additional Retirement Events

## **PERS Workshops** - located in MU 208

- Oct. 5 9-11 am – PERS Retirement Readiness (for Tier One and Tier Two members that are within three years of retirement)
- Oct. 5 1-3 pm - PERS -All About OPSRP (for all OPSRP members (hired after 8/28/2003) at any stage of their career)
- Oct. 6 8:30-10:30 am - Introduction to PERS (for Tier One and Tier Two members that are more than three years to retirement)
- These same workshops are offered online and across the state in person by PERS. Register at: <https://www.oregon.gov/pers/MEM/Pages/Education-Sessions.aspx>

## **TIAA and Fidelity Presentations and Drop-in Sessions Corvallis Campus: October 5, 2022 in MU Room 206**

### **Tuesday's at Two with TIAA- September 20<sup>th</sup> at 2 pm**

- Open Office Hours/Help Desk – Noon to 1:30 pm
- Snacks– 1:30 pm to 1:55 pm
- Presentation/Panel 2:00 pm to 3:00 pm
- Help Desk/Question and Answer Time – 3:00 pm to 4:00 pm

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# PERS IAP Target Date Fund Change Option in September

## Option to change IAP fund online coming soon

If you wish to change the target-date fund (TDF) in which your Individual Account Program (IAP) account is invested, the option to change it online is coming up next month.

Each September, members can use Online Member Services to make Member Choice elections to change their TDFs.

If you choose to change your TDF, this change will not go into effect until January 2023 and will not be reflected on your member annual statement until spring 2024 because of the timing of the cut-off date for member information that goes into the statements.

Find full information about Member Choice on the [IAP Target-Date Funds](#) webpage.



$$\begin{array}{ccc} \mathbf{B} & = & \mathbf{C} & + & \mathbf{E} \\ \mathbf{BENEFITS} & & \mathbf{CONTRIBUTIONS} & & \mathbf{EARNINGS} \\ \textit{Present value} & & \textit{Employer and member funds} & & \textit{Future returns on invested funds} \\ \textit{of earned benefits} & & \textit{to pay pension benefits} & & \textit{(managed by Oregon Investment} \\ \textit{(set by Oregon Legislature)} & & \textit{(set by PERS Board)} & & \textit{Council and Oregon State Treasury)} \end{array}$$

*This funding equation helps the PERS Board and the Oregon Investment Council monitor and manage the pension system's financial health.*

# Open Enrollment Health Benefits

Employees must login to their PEBB portal and confirm their plans. PEBB Portal: [www.Pebbenroll.com](http://www.Pebbenroll.com)

This is the time to:

- Change plans
- Add eligible dependents/remove dependents
- Enroll, or re-enroll in a flexible spending account (FSA)
- Participate in the HEM
- Update personal information and beneficiaries

The changes made during Open Enrollment will be effective in the new plan year beginning January 1, 2023.

*(Failure to complete open enrollment could result in higher out of pocket costs or the loss of benefits).*

# HELP SESSIONS

October 10, 2022 at the Corvallis Campus  
University Plaza Room 170 from 2:00pm-6:00pm

October 11, 2022 at the Corvallis Campus  
University Plaza Room 170 from 7:00am-1:00pm

October 13, 2022 at the Cascades Campus at 9  
am and 1 pm

October 25, 2022 at the Hatfield/Newport  
location from 9 am to 3 pm

Request personal assistance:  
[Employee.pebbbenefits@oregonstate.edu](mailto:Employee.pebbbenefits@oregonstate.edu)



# HEM and Wellness Programs

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HEM Health Engagement Model (HEM) – Sign up during Open Enrollment:  
October 1, 2022 - October 31, 2022

If you wish to change your HEM Status this year:

- Complete a health assessment between 9/1/22 and 10/31/22
- Enroll in 2023 HEM
- Set two Healthy Action Goals
- Receive \$17.50 in your paycheck and keep your deductible low

**Other optional wellness programs include:**

WW (Weight Watchers), Healthy Team, Healthy You, Quit For Life, Beyond Benefit EAP, OMADA and Life Care (Diabetes Support)



# 2023 Benefit Plan Changes

**NEW! Effective 1/1/2023:** Continuous Glucose Monitors (CGM) and diabetic testing supplies will only be covered under the pharmacy benefit. They will no longer be covered under the DME benefit.

- You can obtain these supplies through a retail pharmacy or mail-order pharmacy, Postal Prescription Services and Costco for more savings
- You will be notified 60 days in advance if you are impacted by this change
- If you currently have a prior authorization approved under the medical benefit, you do not need to seek an additional prior authorization. It will be loaded under the pharmacy benefit to ensure there is no disruption in coverage.
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**NEW! Effective 1/1/2023:** PEBB members will have access to Livongo's Diabetes Prevention Program (DPP). The program will identify members who are at risk for developing Type 2 diabetes. Members who sign up will receive:

- An advanced smart scale and app
- Unlimited one-on-one expert coaching
- Guidance on creating healthy habits that last
- All-in-one weight, activity and food tracking

**NEW! Effective 1/1/2023:** Medically necessary breast reduction will be covered. A prior authorization must be submitted for review.

**NEW! Effective 1/1/2023:** PEBB increased the orthodontic lifetime maximum from \$1,500 to \$1,750.

# What Else Should I Know About PEBB Coverage?

## OEGB or PEBB Double Coverage Surcharge

- Active, full-time employees who enroll dependents who are also covered by another OEGB or PEBB plan will have a \$5 surcharge applied.

## Tobacco Use Surcharge

- If you or your spouse/domestic partner use tobacco, the surcharge is \$25 per month.
- If both use tobacco, the surcharge is \$50 per month.

## Spouse/Domestic Partner Other Non-PEBB Employer Coverage Surcharge

- If your enrolled spouse/domestic partner has other employer group coverage available and does **NOT** enroll in that coverage, you will be assessed \$50 per month.





# Flu Shot Clinics

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## **Corvallis Campus Flu Shot Clinic - 8 am to 4:30 pm**

- October 5<sup>th</sup> in MU Ballroom
- October 17<sup>th</sup> in MU 49 & MU 13

Employees will complete information online in the Kroger portal and schedule their flu shot time. Registration link pending.

## **OSU Cascades Campus ONE vax clinic - Flu shots, Covid vax, and the Bivalent booster**

- October 14<sup>th</sup> in Ray Hall - Atrium 011 and 013 from 1pm to 5 pm

OSU Insurance Plans cover flu shot clinics at many pharmacies or at medical appointments. Go to this website to learn more:

<https://www.oregon.gov/oha/PEBB/Pages/flushots.aspx>

# COVID Vaccine Clinics

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- September 12-16
- October 10-14
- November 14-18

Noon - 4 p.m.

Memorial Union 62 ([2501 SW Jefferson Way, Corvallis, OR 97331](https://www.corvallisoregon.gov/2501-SW-Jefferson-Way))

Free reoccurring COVID-19 vaccination and booster clinic open to the public. No appointment needed.

Most COVID-19 vaccines are available, including boosters and doses for children. No insurance required. Bring your COVID-19 CDC Card if possible (not required). Masks are required inside this space.



# OPEN ENROLLMENT LINKS

## Medical Carriers:

Kaiser: <https://mybenefits.kaiserpermanente.org/pebb/enrollment>

Providence: <https://www.providencehealthplan.com/public-employees-benefit-board-pebb>

Moda: <https://www.modahealth.com/pebb/planmaterials/handbooks.shtml>

## OSU and PEBB:

OSU's website regarding Open Enrollment: <https://beav.es/openenrollment>

PEBB's Virtual Benefits Fair: <https://pebb.6connex.com/event/BenefitsFair2023/login>

# What About Graduate Health Plans?

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Open Enrollment for the Graduate Health plan is October 1, 2022, to October 31, 2022.

Questions? Contact  
[Gradhealth@oregonstate.edu](mailto:Gradhealth@oregonstate.edu)



A close-up photograph of wooden blocks on a wooden surface. Four blocks in the foreground are arranged to spell the word 'HELP'. The 'H' block has a subscript '4', the 'E' has a subscript '1', the 'L' has a subscript '1', and the 'P' has a subscript '3'. Other blocks with letters like 'W', 'F', 'J', 'E', 'X', and 'K' are scattered around.

# Graduate Employee Resources

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Graduate Resource Fair September 12<sup>th</sup> at LaSells Stewart Center

11:30 am - 1:30 pm

Graduate Health Plan information session in MU 13:

- September 21<sup>st</sup> - 9 am to 12:00 pm
- Graduate Assistants, Graduate Fellows, Clinical Fellows and Postdoctoral Scholars: Join your HR Benefits Specialists to prepare for your open enrollment, get assistance with enrollment forms, waiver applications, learn about your plan coverage, and enjoy some light refreshments!

Pending for November - Workshops in person and online on these topics:

- How to use the PacificSource App
- Getting to Know Your Health Plan
- Wellness Programs

# Work Life Benefits

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# Protected Leave Webinars

Protected Leave for Child Bonding

October 19, 2022 @ 11am

Register [here](#)

Protected Leave for Employees (general leave  
needs, not child bonding specific)

November 1, 2022 @ 11am

Register [here](#)

Protected Leave for Supervisors

November 3, 2022 @ 11am

Register [here](#)

# Office of Work-Life Resources

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Flexible Work Arrangements

Faculty Candidate Interviews

Work-Life Consultations and  
Presentations

Dual Career Partner Assistance







# Family Resource Center: Services and Supports

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International Mom's Group

Workshops: Baby At OSU, Eldercare Connections, Beaver Family Connections

Child Care Centers

Kids Gift Closet

Other Events: Bring your kids to campus day, summer camp fair, etc.

# Family Resource Center: Lactation Support

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Lactation Rooms

Milk Stork

Lactation Parking Permit



# Home Ownership Savings

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## Advantage Home Plus:

Home ownership benefit that can provide you with financial education, access to significant savings when buying, selling or refinancing a home and access to non-commissioned advisors who can guide you every step of your journey.

## Landed:

Helps employees in higher education reach a 20% down payment on a home through a shared appreciation program. Landed also provides employees with wraparound homebuying resources.



<https://hr.oregonstate.edu/benefits/current-employees/health-wellness-work-life/home-ownership>

# Tuition Reduction (Staff Fee Privilege)

The Oregon Public Universities (Eastern Oregon University, Oregon Institute of Technology, Oregon State University, Portland State University, Southern Oregon University, University of Oregon, and Western Oregon University) offer an employee benefit to eligible employees appointed to at least .50 FTE, **on the first day of the term**, (not including graduate appointments, temporary or student employees) to register for courses and receive reduced tuition rates for a maximum of 12 credit hours. Eligible employees may choose to transfer this benefit to a qualified family member each term.

<https://hr.oregonstate.edu/benefits/current-employees/tuition-reduction-staff-fee-privileges>

# Employee Assistance Program (EAP)

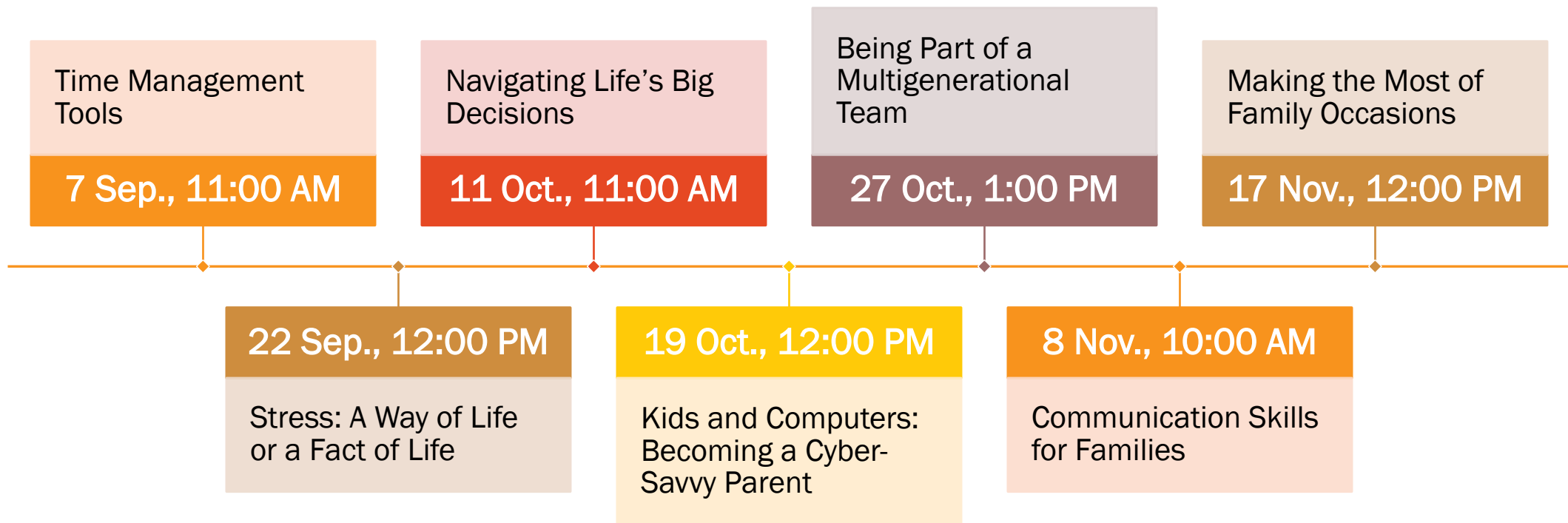
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- Beyond Benefits EAP provides resources across life events and seeks to provide impactful, holistic solutions at times they are most needed.
- Areas of focus include family needs, financial needs, mental/emotional support needs and legal needs.
- Three counseling sessions per an issue, per a year for all your household members.
- Discount Program (Working Advantage)
- HR Website: <https://beav.es/beyond-benefits>



# Upcoming EAP Workshop Dates

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# Employee Resources for Caregiving Needs

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Go to: [www.care.com/osu](http://www.care.com/osu)

Find caregivers for children and elderly loved ones as well as tutors, pet sitters, housekeepers, errand runners and more

Convenient digital platform, accessible anytime, anywhere with a large network of caregivers

LifeMart Discount Program

<https://hr.oregonstate.edu/sites/hr.oregonstate.edu/files/2021-09/lifemart.pdf>

**Next Webinar:**

**Gender Equality in Caregiving: Making It the Norm**

**Date: Tuesday, September 13th**

**Time: 12:00 – 1:00 pm EST; 9:00-10:00 am PST**

[Register Today](#)



# Public Service Loan Forgiveness

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Oregon State University is a qualifying employer for the Public Service Loan Forgiveness (PSLF) program. PSLF is designed to provide student debt forgiveness to public service employees in certain situations.

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On Wednesday September 28, 2022 at 12 noon, OSU will be hosting a webinar regarding Public Service Loan Forgiveness and the temporary waiver to this program that is active through October 31, 2022. A representative from the Department of Education will be speaking. [Resister for this webinar](#)

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The webinar will be recorded and posted on the University Human Resources website. For more information about the Public Service Loan Forgiveness Program please visit the University Human Resources website [here](#). For employment verification on PSLF forms please reach out to [employment.verification@oregonstate.edu](mailto:employment.verification@oregonstate.edu).



A hand is holding a large, 3D cardboard '@' symbol on a wooden desk. The symbol is made of brown cardboard and has a white interior. The background is a blurred office setting with a desk and a chair.

# QUESTIONS?

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Call: 541-737-2805

PEBB Health Benefits -

[Employee.pebbbenefits@oregonstate.edu](mailto:Employee.pebbbenefits@oregonstate.edu)

Grad Health Benefits - [gradhealth@oregonstate.edu](mailto:gradhealth@oregonstate.edu)

Retirement - [retirement@oregonstate.edu](mailto:retirement@oregonstate.edu)

Work life – [worklife@oregonstate.edu](mailto:worklife@oregonstate.edu)