



YOUNGSTOWN STATE UNIVERSITY



Office of
*Human
Resources*



Human Resources Quarterly Newsletter *Summer 2017 Edition*

Benefits Information:

• **Health/Rx Insurance:**

- Due to appropriate utilization, diligent claims management and consistent benefit administrative review processes, the University has received a minimal rate increase of 2.63% to the overall cost of the Health/Rx plan. In a time that double digit rate increase are very common, this is extremely good news.

Premium sharing percentages will remain the same, however, the adjusted floor and ceiling may impact payroll deductions for some employees. These payroll deduction changes will be reflected on Bi-weekly 14 (7/7/17) and Semi-monthly 13 (7/14/17) paychecks.

• **Dental and Vision Insurance:**

- We are currently under the final year of a multi-year contract with Delta Dental and National Vision Administrators. Therefore, there will be no increase in the cost to Dental and Vision premiums at this time.

• **Alternative Retirement Plan:**

- Alternative Retirement Plan participants – The mitigating rate is a portion of the employer contributions paid by university employers on behalf of their employees who choose not to join either OPERS or STRS. It is intended to offset the financial impact of the loss of their contributions.

The current OPERS mitigating rate of 0.77% has remained unchanged since 2009, a period of more than nine years. Recently passed into law, House Bill 520 impacts employer contributions for both STRS and OPERS eligible employees. It includes a new method for calculating the mitigating rate, places a 4.5% maximum on the rate and requires that the rate be reviewed every five years.

Effective July 1, 2017, the current OPERS mitigating rate will be changing from 0.77% to 2.44%; and the current STRS mitigating rate will change from 4.5% to 4.47%. This change will be reflected on the July 15 pay for STRS eligible participants and on July 21 for OPERS eligible participants.

Contact Marcie Patton, Manager, Compensation and Benefits at 330-941-1322 if you have questions.

• **Living Well – YSU Employee Wellness Program: Summer Yoga Basics (July 11 – August 17)**

- **IMPACT Solutions EAP & Work Life Program** is a confidential resource available to employees and their families. Check out IMPACT at a Glance or IMPACT's website to learn more about the wide variety of services available to you as of your benefit. To add, IMPACT is currently offering free Financial Coaching for a limited time.



Employment Information:

- **Reminder to all Full time Faculty:** The notice of Faculty Appointment Renewal letters will be mailed out July 15, 2017. Under Article 29.1 Salary Checks: Faculty members must identify their pay plan option by placing a checkmark beside the desired pay plan on their employment renewal letter. Please make your selection for pay plan option and return your appointment form to the Office of Human Resources by July 30, 2017. Faculty members that fail to return the signed Appointment Renewal Letter with the pay option selected on or before the start of the academic term, shall receive their pay in eighteen (18) semi-monthly installments. The selected pay plan option will remain in effect for the duration of the appointment year. Changes in pay plan option may not be made during the appointment year.
- **Re-Employed Retirees:** There are very specific requirements for OPERS public employers when engaging the services of an OPERS or other Ohio retirement system benefit recipient as an employee or as an independent contractor. Other retirement systems include STRS, SERS, OP&F, HPRS, and CRS. In order to minimize any potential impact to the benefit recipient and Youngstown State University, we must ensure the proper notice is made to the retirement system as early as possible by completing an [SR-6 form](#).

Any re-employed retiree or independent contractor currently working for Youngstown State University and all future hires must fill out the [SR-6 form](#) and return to the Office of Human Resources, Tod Hall Room 359. If you have any questions, contact Marcie Patton at 330-941-1322.

Training and Development Information:

- **New Training and Development Coordinator:** The Office of Human Resources welcomed Dr. Suhanya Aravamudhan to our staff as Training and Development Coordinator in April. Suhanya joins Rosalyn Donaldson in providing workshops and training material for the campus community. Her most recent projects have Ellucian Recruit for the College of Graduate Studies and workflow summaries of HR hiring procedures. Suhanya will be involved in the upcoming UAchieve upgrade and additional workshops under development. We are excited to double our efforts in Training and Development.

Dr. Suhanya Aravamudhan is recognized as an outstanding researcher in the field of Human Resources Management by the United States Citizenship and

Immigration Services. She holds a Ph.D. in Human Resources Management from the Indian Institute of Technology and an M.B.A. in Human Resources Management and Marketing from the University of Madras.



- **Human Resources Staff Contact Information:** If you should need to contact one of our Human Resource professionals, please reference the [HR Staff Directory](#).
- **YSU Anonymous Reporting Hotline:** The Anonymous Hotline provides a formal communication mechanism for employees to anonymously report concerns of fraud, fiscal abuse, or pervasive noncompliance with University policies when they do not feel comfortable discussing them with their supervisors or appropriate university officials. Once the university is aware of an issue, actions can be taken to correct the situation and prevent it from recurring.

The hotline is operated by an independent company, EthicsPoint, to ensure confidentiality and anonymity and administered by the Office of Internal Audit. Reports may be made 24/7 via the website, www.yсу.ethicspoint.com, or the toll-free number, 844-208-1697. Reporters may also follow-up on their reports while remaining anonymous. For additional information, including what to report, when to report it, and how to make a report visit the website at www.yсу.ethicspoint.com.

Please share the hotline information with your student workers and graduate assistants.

