Quarterly Human Resources Communication Forum

July 22, 2015
# Agenda

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Long-Term Disability Centralization

• Consistency
• Efficient application of the process
• Contact: Amy Hoy, amy.hoy@okstate.edu, (405) 744-5449
Compensation Adjustment Request Form Modifications

- Today’s Date / Original Date of Hire
- Department Current Position and Proposed Position
- 90-Day Demonstrated Proficiency Increase Inclusion
- Hiring Range
Proposed DOL Exemption Guidelines

- Change in Minimum Salary
- Change Minimum Salary of Highly Compensated Employees
- Proposed Indexing
- Request for Information on Staff
- Minimum Wage Duties Test
Separation EAs

• Timely
• All classifications
• Impact:
  – COBRA
  – ACA
  – Employment Verifications
FMLA Centralization

• Flowing smoothly!
• New employee
• Centralize all by end of 2015
Announcements

• Name Change: Employee Services to OSU Benefits
• 2016 Annual Benefits Enrollment
  October 1 – October 16, 2015
• Equifax and ACA, Sept. 1
• Human Resources Communications
  Forum Meeting Schedule
THANK YOU!