Fall 2022
Department Representative Meeting

November 3, 2022
Welcome!

Shelley Lopez,
Program Director, HR Communications/Special Projects
Renisha Gibbs

Associate Vice President for Human Resources/F&A
Chief of Staff
Foreign Influence Update: Fall 2022

Robyn Blank

*Chief Compliance and Ethics Officer*
FLORIDA STATE UNIVERSITY
The Office of Human Resources

Agenda

• Old Stuff
  – Review of procedures from July 1, 2021, implementation
  – March 2022 guidance

• Newer Stuff
  – Updates to document requests

• Really New Stuff
  – Tenure-track faculty hires
• July 1, 2021, Implementation
  – Use of RAMP Export Control Module for processing
  – Job Code List (research and research-supporting positions)
    ▪ Postdocs
    ▪ Visiting Scholars
    ▪ Graduate Research Assistants
    ▪ Research Faculty
  – Document List (statutory)
Old Stuff

- March 2022 Guidance
  - Existing employees with hire dates prior to July 1, 2021, moving into new positions
  - Conditional offer language
  - Exemptions (for those in job codes listed but not doing or supporting research)
  - Fulbrights
  - Professors Emeritus/Emerita
Newer Stuff

• Updates to Document Request Lists (August 2022)
  – Based on Due Diligence for J-1 hires
    ▪ Declaration of military or law enforcement service in a foreign country
    ▪ Inclusion of request for funding information that includes funding that makes it possible for the candidate to participate in a visa program
    ▪ List of any paid or unpaid affiliations, such as board membership
  – Clarifications
    ▪ DS-160
    ▪ FGRTP Form
New Stuff

• Tenure-track faculty hires will require screening
  – Job Code List updates to include these positions
  – Applies to new hires with start dates on or after January 1, 2023
• Exemptions may apply—use same form
• Use RAMP Export Control to track screenings and progress
Questions?

Robyn.blank@fsu.edu
Compliance@fsu.edu
850-644-5238
www.compliance.fsu.edu
Employment-Based Immigration

Leslie Crosdale

Associate General Counsel, Office of General Counsel
Employment-Based Visa sponsorship: H-1B, TN, E-3, or O-1

- Visa Processing Times
  - H-1B/E-3 visa process: 2-3 months (using Premium Processing)
  - TN visa process: 1 month
  - O-1 visa process: 2-3 months (using Premium Processing)
Employment-Based Visa sponsorship: H-1B, TN, E-3, or O-1

- Visa Processing Costs
  - H-1B/E-3: ~$3,500 (with Premium Processing)
  - TN visa process: $0
  - O-1 visa process: ~$3,500 (with Premium Processing)
Employment-Based Green Card Process

• Faculty members (tenure track) traditionally begin the green card process with entry into the position.
• Green card process timeline: 1.5-8 years depending on the home country of the employee.
• Non-faculty green card cases are processed on a case-by-case basis depending on the bandwidth of the OGC and the specific facts of the employee’s case.
• Green card costs (estimate): $700 - $2,000 depending on the category.
Initiating a Case (visa or green card)

• H-1B forms: https://cge.fsu.edu/departments/h-1b

• PR forms: https://cge.fsu.edu/scholars-employees/permanent-residence

• Questions and forms go to: Leslie Crosdale, OGC Office, 424 Westcott, MC 1400

   Leslie Crosdale
   Associate General Counsel
   Email: Lcrosdale@fsu.edu
   Phone: 850-644-8728
Exchange Visitor Program – J-1 Visas

Beth Roach, J.D.

J-1 Program Manager, Center for Global Engagement
Key J-1 Visa Resources

• General Information
  – https://cge.fsu.edu/scholars-employees/j-1-exchange-visitor-program

• Visiting Scholars
  – https://global.fsu.edu/visiting-scholars

• Temporary Scholar Employee (Postdocs)
  – https://cge.fsu.edu/scholars-employees/j-1-exchange-visitor-program/temp-scholar-employees

• NoleStart
  – https://istart.fsu.edu/

• RAMP Export Control
  – https://ramp.research.fsu.edu/modules/export-control
J-1 Visa Categories at FSU

• Professors or Research Scholars
  – Visiting Scholar/Researcher (1-2 years)
    ▪ Very important to review Visiting Scholar Policy and FSU’s requirements and limitations.
  – Temporary Scholar Employee/Postdoc (+6 months – 5 years)
    ▪ Paid as a postdoc.
    ▪ Receives benefits such as state health insurance

• Short-Term Scholars (6 months or less)

• Specialists

*All Scholars are required to show funding, insurance, and English proficiency.*
60 days?! How does this work and why does it take so long?
Contact Information

Beth Roach
eroach@fsu.edu
850-645-3179
jscholar@fsu.edu
403(b) Savings Plans Project

Joel Huffman

Assistant Director, Benefits
403(b) Project Objectives

- FSU has *fiduciary responsibility* to act in the best interest of our employees.
- The 403(b) vendors or pricing had not been reviewed in recent years.
- We evaluated current products and vendors through a competitive Request for Proposal (RFP) process. Key goals included:
  - Provider *consolidation*
  - *Reduction* in costs and administrative fees
  - *Fiduciary risk reduction*
  - Responsive and accurate *customer service*
  - Advanced *technology* and high-level data *security*
403(b) RFP

• The Request for Proposal (RFP) requested costing for two types of 403(b) services.
  – Lead Recordkeeper (LR)
  – Single Recordkeeper (SRK)
• The primary services of a **Lead Recordkeeper (LR)** are to develop and maintain the vendor agnostic voluntary 403b microsite, act as the default vendor for participants who do not make an active choice of provider, accept a single feed of all plan contributions, and disseminate the contributions downstream to the other vendors, provide and maintain the plan document, monitor loan and hardship limits, and provide plan level participant data.

• **Single Recordkeeper (SRK) services** include all these services except the dissemination of contributions downstream.
403(b) RFP

- RFP Committee Discussion
  - The Committee decided to utilize a **LR service**. TIAA will be the LR. Corebridge Financial (AIG) and Voya will continue as active vendors with a target effective date of January 2023.
  - TIAA, Corebridge Financial (AIG) and Voya will be the only active 403(b) vendors for Florida State University.
## 403(b) Timeline

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 12, 2022</td>
<td>403(b) Fund lineup changes effective October 12.</td>
</tr>
<tr>
<td>End of October</td>
<td>An official transition guide will be distributed to all affected participants and available to all employees.</td>
</tr>
<tr>
<td>October 24 – October 26</td>
<td>Town hall meetings held the week of October 24.</td>
</tr>
<tr>
<td>November 2 – November 4</td>
<td>Town hall meetings held the week of November 2.</td>
</tr>
<tr>
<td>December 3, 2022</td>
<td>Quiet period begins for account &amp; vendor changes. No further changes can be made after this time.</td>
</tr>
<tr>
<td>December 19, 2022</td>
<td>Transfer of data from FSU to TIAA (LR).</td>
</tr>
<tr>
<td>After final 2022 payroll is</td>
<td>Benefits will update SRAs for leave payout purposes and post to the HR website (Benefits, A&amp;L, and Forms page).</td>
</tr>
<tr>
<td>confirmed</td>
<td></td>
</tr>
<tr>
<td>January 11, 2023</td>
<td>“Retirement@Work” &amp; plan go live. Applicable HR websites will have “Retirement@Work” pages and links available.</td>
</tr>
<tr>
<td>Mid-January</td>
<td>General FSU communication mid-January, including new process for enrollments/tracking</td>
</tr>
</tbody>
</table>
403(b) Information and Communication

• Additional information regarding the 403(b) project can be found at:
  – General project information - https://hr.fsu.edu/403b-savings-plans-project
  – Forms and resources - https://hr.fsu.edu/home/403b-savings-plans-project/resources-and-forms
  – 403(b) savings plan information - https://hr.fsu.edu/403b-savings-plans
Employee 403(b) Next Steps

• For employees enrolled with a continuing provider, TIAA, Corebridge Financial (AIG), or Voya, no immediate action is needed.

• Employees can continue to evaluate their contributions and fund line-ups as needed.

• Changes to contributions after implementation will be made through the Retirement@Work portal.
Employee 403(b) Next Steps

- If you are currently with Equitable, Jefferson National, Lincoln Investments, Lincoln National, Brighthouse/Metlife, Symetra, or ReliaStar, you will need to enroll with a continuing provider for ongoing Voluntary 403(b) Plan contributions.
  - If you choose **TIAA** or take no action for your future contributions by December 2, 2022, you will be enrolled in a new TIAA account effective with the January 13, 2023, paycheck, and sent an enrollment confirmation. Your beneficiary designation will be set to “Estate.”
  - If you choose **Corebridge Financial (AIG)** by December 2, 2022, you will be enrolled in a new Corebridge Financial (AIG) account effective with the January 13, 2023, paycheck. Your beneficiary designation will be set according to the rules of the plan.
  - If you choose **Voya** by December 2, 2022, you will be enrolled in a new Voya account effective with the January 13, 2023, paycheck.

- Once you receive your enrollment confirmation, you should log in to your account to review your investment options and designate a beneficiary for your account.
403(b) Retirement Committee

• The University also formed an FSU Retirement Committee to help oversee our Voluntary 403(b) Plan.

• The Committee has general responsibility and oversight for the administration and compliance of the Plan, to include supervising the selection of investment options for the assets of the plan in accordance with ERISA.

• The Committee will meet quarterly.
Committee Members

- Renisha Gibbs | Associate Vice President and CHRO
- Michael Williams | Associate Vice President
- Judd Enfinger | Controller
- Phaedra Harris | Senior Director, HRIS
- Dr. Dalisha D. Herring, CFP | Assistant Lecturer, Finance Department
- Dr. Patty Born | Payne H. & Charlotte Hodges Midyette Eminent Scholar in Risk Management & Insurance
Open Enrollment
2023 Changes/Deduction Reminders

Joel Huffman

Assistant Director, Benefits
2023 Premium Decreases

• The following plans will have premium decreases for the 2023 plan year:
  – Humana Vision
  – Metlife Dental PPO
  – Ameritas Dental PPO
Deduction Reminder

• Enrollments and changes are effective January 1, 2023.
  – Deductions for the January premiums will begin with the December 2 paycheck.
  – FSA/HSA deductions begin on January 13 paycheck.
changes to health savings accounts

- the healthcare & limited purpose flexible spending account annual carry over from 2022 to 2023 has increased to $570.
- hsa annual maximum contribution amounts for 2023
  - individual: $3,850 (increase of $200)
  - family: $7,750 (increase of $450)
  - catch up (age 55+): $1,000 (no change)
HSA Contribution and Coverage Limits

• Effective January 1, 2023, once an employee turns 65, they may no longer make payroll contributions or receive employer contributions into their HSA.

• There are NO exceptions allowed as of January 1, 2023.
  – The HSA will end on the last day of the month, prior to their 65th birthday. For example, if the employee is turning 65 in February 2023, their contributions will end on January 30, 2023.
HSA Coverage Limits

- ALL HSA Spouse Program exceptions will also end on December 31, 2022.
  - Each spouse is only able to receive the single ER Contributions (up to $500 per year).
  - Each spouse is allowed to make payroll contributions up to half the annual HSA maximum.
  - If either spouse is 55+, they can contribute up to the full $1,000 catch up.
  - There will be no exceptions allowed as of January 1, 2023.
Additional Programs for the 2023 Plan Year

• The Diabetes Management Pilot Program and Weight Management Pilot Program will be offered again. Please refer to the myHealth page for more information.

• Participation in the Shared Savings Program may reduce healthcare costs through the use of Healthcare Bluebook, SurgeryPlus, and Chard Snyder. For more information, please refer to the myBenefits page.
Employee Eligibility

- If you or an employee have questions regarding eligibility or Qualifying Status Changes (QSC), please refer them to the Benefits team.
  - Phone: (850) 644-4015
  - Insurance: insurance@fsu.edu
  - Retirement: retirement@fsu.edu
Calendar Year-End Schedules/Reminders

Christine Conley

*Director, Benefits & Leave*
## Fall/Winter Holidays

<table>
<thead>
<tr>
<th>Holiday Schedule</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friday, November 11, 2022</td>
</tr>
<tr>
<td>Veteran’s Day Holiday</td>
</tr>
<tr>
<td>Wednesday, November 23, 2022</td>
</tr>
<tr>
<td>Fall Break Holiday</td>
</tr>
<tr>
<td>Thursday, November 24, 2022</td>
</tr>
<tr>
<td>Thanksgiving Holiday</td>
</tr>
<tr>
<td>Friday, November 25, 2022</td>
</tr>
<tr>
<td>Day after Thanksgiving Holiday</td>
</tr>
<tr>
<td>Friday, December 23, 2022</td>
</tr>
<tr>
<td>Winter Break Holiday</td>
</tr>
<tr>
<td>Monday, December 26, 2022</td>
</tr>
<tr>
<td>Christmas Day Observed Holiday</td>
</tr>
<tr>
<td>Tuesday, December 27 – Friday, December 30</td>
</tr>
<tr>
<td>Winter Break Holiday</td>
</tr>
<tr>
<td>Monday, January 2, 2023</td>
</tr>
<tr>
<td>New Year’s Day Observed Holiday</td>
</tr>
</tbody>
</table>
Payroll Schedules

• Pay Period J (10/28/22 – 11/10/22)
  – Time Entry: Wednesday, 11/9/22
  – Approvals & Cost Center 1: Thursday, 11/10/22
  – Cost Center 2 & Final Confirmation: Monday, 11/14/22
  – Off-cycle closes Thursday, 11/17/22 at 12:00 pm

• Pay Period K (11/11/22 – 11/24/22)
  – Time Entry: Monday, 11/21/22
  – Approvals & Cost Center 1: Tuesday, 11/22/22
  – Cost Center 2 & Final Confirmation: Monday, 11/28/22
Payroll Schedules

• Pay Period L (11/25/22 – 12/8/22)
  – Off-cycle closes Thursday, 12/15/22 at 12:00 pm

• Pay Period M (12/9/22 – 12/22/22)
  – Time Entry: Friday, 12/16/22
  – Approvals & Cost Center 1: Monday, 12/19/22
  – Cost Center 2 & Final Confirmation: Tuesday, 12/20/22
  – Off-cycle closes Tuesday, 1/3/22 at 12:00 pm
Calendar Year-End Processes

• Compensatory Leave Payouts will be processed in Pay Period L (12/8/22). Payout amounts will display on the department’s Cost Center #2.

• Annual leave balances as of 12/22/22, greater than the 2022 maximums, will be rolled into an employee’s sick balance.

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>Maximum Year-End Annual Leave Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>USPS</td>
<td>320</td>
</tr>
<tr>
<td>A&amp;P</td>
<td>432</td>
</tr>
<tr>
<td>Faculty (12-month)</td>
<td>432</td>
</tr>
<tr>
<td>Executive Service</td>
<td>560</td>
</tr>
</tbody>
</table>
Staffing Updates

Christine Conley

Director, Benefits & Leave
Staffing Updates

• Lonyell Butler
  – Senior HR Specialist, Workers’ Compensation
  – llbutler@fsu.edu / 645-2731

• Christie Riley
  – Senior HR Specialist, FMLA
  – cnriley@fsu.edu / 644-5051

• Joel Huffman
  – Assistant Director, Benefits
  – jrhuffman@fsu.edu / 644-7932
Courtesy Onboarding Update

Amelia Colorado

HR Specialist, EDM Special Projects
HR Updates

• **Coming Soon! Updates to the Courtesy Onboarding Process**
  – Adding candidate information to ensure measures are taken to validate the identity of our courtesy candidates who are requesting access to FSU resources.
  – Please email Amelia Colorado at [acolorado@fsu.edu](mailto:acolorado@fsu.edu) with any questions.
Essential Piece Award

Renisha Gibbs
Associate Vice President of Human Resources/
Finance & Administration Chief of Staff
Essential Piece Award

• “He is a great partner to central HR and strives to understand and follow our policies, procedures, and guidelines.”

• “He is always a pleasure to work with and is always very responsive and helpful.”

• “He performs his departmental HR responsibilities seamlessly, and he frequently goes above and beyond to help others outside of his department.”
John Klapchuk

Fall 2022 Outstanding Department Representative
and
Essential Piece Award Winner
2022 Annual USPS Evaluation Reminders

Tracey Pearson
Deputy Chief Human Resources Officer/
Director, Employee & Labor Relations
Important Dates

• Evaluations will be available in OMNI on Tuesday, January 3, 2023. **They are due no later than Wednesday, March 1, 2023.** Communication will be sent out on January 3, 2022, as a reminder.

• The evaluation rating period measures performance from January 1, 2022 - December 31, 2022.

• Performance evaluations are **not** required for USPS employees who were hired or transferred to a new USPS position on or after May 1, 2022, and are in probationary status; these employees will not have evaluations available in OMNI HR.
Lower than Satisfactory Performance?

• An overall rating of *Below Satisfactory* requires a Performance Improvement Plan (PIP), and will only cover the last 60 days, not the entire rating period. Supervisors must contact Employee & Labor Relations (ELR) before initiating a *Below Satisfactory* performance evaluation.

• Performance Expectations Plans (PEP) are recommended with a *Marginal Satisfactory* overall rating. Please contact your department’s assigned ELR representative for guidance.

• In order to receive guidance, managers should reach out to ELR now if they anticipate an employee will receive either of the above ratings.
What is the HR Compliance Report?

• A tool that provides departments with a measure of their area’s compliance with key HR appointment processes.

• Launching in Spring 2023
What metrics are included?

• Late ePAFs
• ePAFs Missing Supporting Documentation
• Total ePAFs
• Late Job Offers
• Total Job Offers
• Late Smart Onboarding Invitations
• Smart Onboarding Invitations Missing Supporting Documentation
• Time Approved Late
Running the Report

• Access myFSU BI

• From the Dashboards menu, click on HR Reports, then HR Compliance Report
Running the Report

- Use the report filters to select the appropriate Academic Term. The remaining filters: pay period end date, division, college, and department are optional.
What do the colors mean?

**Personnel Action Metric Key**
- Critical
- Needs Improvement
- Satisfactory
- Not Applicable

>50%  20-49%  <20%  No Actions

Used for ePAF and Job Offer Actions

**Smart Onboarding and Time Approvals Metrics**
- Missed Deadline
- Not Applicable

Number of Actions that Missed Deadline
- No Actions or All Actions Met Deadline

Compliance is measured based on meeting [established deadlines](#) for payroll and personnel actions.
Next Steps

• Coming soon: Spring 2023
  – Will provide a snapshot of compliance data by semester and update after every pay period.

• Be on the lookout for additional information including helpful resources and job aids.
Criminal History Background Checks

Andrew Kapec
University Background Check & HR Records Manager
Employment and Recruitment Services
How to Handle Disclosed Criminal History

• Review of Criminal History handled solely by HR Background Check Team
  – Details are confidential
  – Department given “approval” or “not eligible”

• Considerations of Criminal History Review include:
  – Severity, Time Passed, Relation to Job Sought, and Appropriate Disclosure

• Existence of Criminal History not an automatic disqualification

• “Not Eligible” determinations apply only to one specific position/Job ID
How to Handle Disclosed Criminal History

• Considerations for selecting Top Candidates should include:
  – Qualifications, Education, and Experience
• Criminal History conversations and questions with candidates should be deferred to the BGC Team in HR.
• Candidate selection process is sacred and must not be tainted.
How Background Checks Are Ordered

• Smart Onboarding
  – All hires made via OMNI-HR Job Offers route through HR BGC Team in SMO - except FWS.

• Request Form via Forms Portal (Found at hr.fsu.edu/bgc)
  – All FWS Hires
  – Volunteers
  – Appointments/Changes made without OMNI-HR Job Offer
    ▪ Internal Movement, Reassignments, Change of Duties, Compliance
  – Request Form Roster can be used for large groups – ask BGC Team
All new appointment hire dates are contingent and may move.

Approval from HR must be received **before work begins**.
- “Work” includes trainings or orientation.

To ensure timely pay and policy compliance, Job Offers should be submitted **2-3 weeks** before anticipated start dates.

Review the Background Check Website ([hr.fsu.edu/bgc](http://hr.fsu.edu/bgc)) for policy explanations and details on process and procedures.

Public Service Loan Forgiveness (PSLF) Forms can be Nifty’d to [HR-Records@fsu.edu](mailto:HR-Records@fsu.edu) for completion.

Verifications, Name Changes, Public Records Requests -> [HR-Records@fsu.edu](mailto:HR-Records@fsu.edu)
Human Resources Background Check Team

Andrew Kapec, University Background Check & HR Records Manager
akapec@fsu.edu | 850-644-7938

Jarixsa Cadena, BGC Coordinator
jyc22@fsu.edu | 850-645-1746

Tiffany Ospina-Suarez, Express Appointment Associate
tospinasuarez@fsu.edu | 850-644-7702
Staff Compensation Study

Shelley McLaughlin

Director,

Compensation and Employment & Recruitment Services
Staff Compensation Study

• In partnership with Segal consulting, HR launched a project to update our staff compensation and classification system.

• The major objectives of this study were to create or update:
  – Total Rewards/Compensation Philosophy
  – Pay Administration Guidelines
  – Defined career paths
  – Defined classification levels
  – Competitive market assessment
  – Contemporary, competitive, and equitable salary structure
Project Overview

**Project Kick-off & Data Request**
- Met with approximately ten stakeholder groups on-site
- Summarized key discussion themes to guide remaining work

**Compensation Philosophy & Pay Admin. Guidelines**
- Drafted compensation philosophy
- Validated peer groups and comparison markets
- Drafted pay administration guidelines

**Job Architecture & Job Evaluation Process**
- Refined job families
- Developed consistent titling guidelines and leveling criteria
- Segal reviewed approx. 2,200 positions within 101 classifications. HR mapped remaining 3,200 positions
- Identified approx. 40 new classifications
- Identified approx. 650 positions for reclassification

**Staff Market Assessment**
- Matched 186 out of 257 existing job classifications to market surveys
- Finalized market assessment results and variance analysis

**Salary Program Development**
- Built dynamic salary structure aligned with market
- Finalized structure design and Pay Administration Guidelines

**Communications & Implementation**
- Developed communication for multi-phased implementation plan

**Fall 2022**
- Implement new Staff Compensation Structure
- Bring individuals to minimum of new pay band

**Spring 2023**
- Continue working with departments on individual compression and equity concerns
## Classification Structure

### Sample Titles

<table>
<thead>
<tr>
<th>Level</th>
<th>Support 3</th>
<th>Support 2</th>
<th>Support 1</th>
<th>Professional 5</th>
<th>Professional 4</th>
<th>Professional 3</th>
<th>Professional 2</th>
<th>Professional 1</th>
<th>Management 3</th>
<th>Management 2</th>
<th>Management 1</th>
<th>VP and Above</th>
<th>Management 5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Executive Assistant</td>
<td>Campus Services Technician</td>
<td>Clerical Assistant</td>
<td>(Requires specialized education/experience)</td>
<td>(Typically Administrator)</td>
<td>(Typically Analyst or Manager)</td>
<td>(Typically Specialist)</td>
<td>(Typically Coordinator)</td>
<td>(Typically Director)</td>
<td>(Typically Assoc. Director or Program Director)</td>
<td>(Typically Asst. Director)</td>
<td>Vice President</td>
<td>Associate Vice President</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Associate General Counsel</td>
<td>Audit Administrator</td>
<td>Business Manager</td>
<td>Accounting Specialist</td>
<td>Event Coordinator</td>
<td>Directors, Cultural Arts</td>
<td>Assistant Director, Cultural Arts</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Pay Band Structure

<table>
<thead>
<tr>
<th>Pay Band</th>
<th>Rate</th>
<th>Minimum</th>
<th>First Quartile</th>
<th>Median</th>
<th>Third Quartile</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>001</td>
<td>Annual</td>
<td>$31,320</td>
<td>$39,933</td>
<td>$48,546</td>
<td>$57,159</td>
<td>$65,772</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$15.00</td>
<td>$22.25</td>
<td></td>
<td></td>
<td>$31.50</td>
</tr>
<tr>
<td>002</td>
<td>Annual</td>
<td>$32,920</td>
<td>$42,385</td>
<td>$51,849</td>
<td>$61,314</td>
<td>$70,778</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$15.77</td>
<td>$24.83</td>
<td></td>
<td></td>
<td>$33.90</td>
</tr>
<tr>
<td>003</td>
<td>Annual</td>
<td>$34,520</td>
<td>$44,876</td>
<td>$55,232</td>
<td>$65,588</td>
<td>$75,944</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$16.53</td>
<td>$26.45</td>
<td></td>
<td></td>
<td>$36.37</td>
</tr>
<tr>
<td>004</td>
<td>Annual</td>
<td>$36,250</td>
<td>$47,578</td>
<td>$58,906</td>
<td>$70,234</td>
<td>$81,563</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$17.36</td>
<td>$28.71</td>
<td></td>
<td></td>
<td>$39.06</td>
</tr>
<tr>
<td>005</td>
<td>Annual</td>
<td>$38,060</td>
<td>$50,430</td>
<td>$62,799</td>
<td>$75,169</td>
<td>$87,538</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$18.23</td>
<td>$30.08</td>
<td></td>
<td></td>
<td>$41.92</td>
</tr>
<tr>
<td>006</td>
<td>Annual</td>
<td>$40,910</td>
<td>$54,717</td>
<td>$68,524</td>
<td>$82,331</td>
<td>$96,139</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$19.59</td>
<td>$32.82</td>
<td></td>
<td></td>
<td>$46.04</td>
</tr>
<tr>
<td>007</td>
<td>Annual</td>
<td>$47,660</td>
<td>$64,341</td>
<td>$81,022</td>
<td>$97,703</td>
<td>$114,384</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$22.83</td>
<td>$36.80</td>
<td></td>
<td></td>
<td>$54.78</td>
</tr>
<tr>
<td>008</td>
<td>Annual</td>
<td>$55,290</td>
<td>$75,333</td>
<td>$95,375</td>
<td>$115,418</td>
<td>$135,461</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$26.48</td>
<td>$45.08</td>
<td></td>
<td></td>
<td>$64.88</td>
</tr>
<tr>
<td>009</td>
<td>Annual</td>
<td>$64,130</td>
<td>$88,179</td>
<td>$112,228</td>
<td>$136,276</td>
<td>$160,325</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$30.71</td>
<td>$52.75</td>
<td></td>
<td></td>
<td>$76.78</td>
</tr>
<tr>
<td>010</td>
<td>Annual</td>
<td>$74,390</td>
<td>$103,216</td>
<td>$132,042</td>
<td>$160,868</td>
<td>$189,695</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$35.63</td>
<td>$68.34</td>
<td></td>
<td></td>
<td>$99.83</td>
</tr>
<tr>
<td>011</td>
<td>Annual</td>
<td>$86,290</td>
<td>$120,806</td>
<td>$155,322</td>
<td>$189,838</td>
<td>$224,354</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$41.38</td>
<td>$74.89</td>
<td></td>
<td></td>
<td>$107.40</td>
</tr>
<tr>
<td>012</td>
<td>Annual</td>
<td>$103,550</td>
<td>$146,264</td>
<td>$188,979</td>
<td>$231,693</td>
<td>$274,408</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$49.59</td>
<td>$90.31</td>
<td></td>
<td></td>
<td>$131.42</td>
</tr>
<tr>
<td>013</td>
<td>Annual</td>
<td>$124,260</td>
<td>$177,071</td>
<td>$229,881</td>
<td>$282,692</td>
<td>$335,502</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$59.51</td>
<td>$110.10</td>
<td></td>
<td></td>
<td>$160.68</td>
</tr>
<tr>
<td>014</td>
<td>Annual</td>
<td>$150,000</td>
<td>Market</td>
<td>Market</td>
<td>Market</td>
<td>Market</td>
</tr>
<tr>
<td></td>
<td>Hourly</td>
<td>$71.84</td>
<td>Market</td>
<td>Market</td>
<td>Market</td>
<td>Market</td>
</tr>
</tbody>
</table>
Implementation

• Effective September 16, 2022, we increased the University’s minimum wage for staff to $15/hr ($31,320 annually).

• Effective November 25, 2022, we will move all staff positions into the new market-competitive structure. Employee impact may be one of the following:
  – Pay Band Adjustment Only – Employee’s pay band will adjust to the new structure. No job code change or salary adjustment.
  – Reclassification – Based on a thorough review of PD, employee will reclassify into a new job classification – may or may not include Market Adjustment.
  – Market Adjustment – A salary adjustment is needed to bring the employee up to the minimum of their assigned pay band in the new structure.

• Beginning Spring 2023, Human Resources will focus on assessing individual placement in the new structure to further address compression and pay equity.
Closing Remarks

Shelley Lopez
Program Director, HR Communications/Special Projects
Thank You!