STAFF SALARY STUDY

Human Resources and the consulting team are focused on hitting project milestones. The peer group for market comparisons have been finalized and can be viewed on the HR website. We had some delays in extracting position description details from Workday. Human Resources was finally able to get a report with the position description information to the consulting team on May 2. This has impacted the project timeline and the completion has been moved from August to September. All the hard work to update position descriptions will have a positive impact on the success of the study. The Sibson team is currently reviewing position descriptions to review classification. In addition, they are matching our jobs to the market survey data.

In June and July, Sibson will be providing market matches to the HR team for review and feedback. The Steering Committee met on June 5th. We still anticipate implementation in Fall of 2019. If you missed the Compensation 101 workshop at Development Day, click here to view the slide deck. For Staff Salary Study updates please visit the Salary Study website.

New SEBAC Representative

Carmen Osier, Assistant Director for the Harte Research Institute for Gulf of Mexico Studies, has been elected our System Employee Benefits Advisory Committee (SEBAC) representative effective September 1, 2019. Carmen will serve a two-year term where she will make recommendations to System Benefits Administration on various issues relating to employee and retiree benefits. Thank you to Dr. Eugene Bland, Professor for the College of Business, who has served as the SEBAC representative for the last four years. For more information, on SEBAC click here. Please contact benefits@tamucc.edu or ext. 2625 for additional information.
Working With Workday

New Checklists for Hiring Employees
Prior to Workday, employees completed a new hire packet before starting to work. Obtaining this information remains a requirement; however, the new hire packet is electronic and within Workday as inbox tasks. Please follow the steps outlined on the Checklist for Hiring Employees. Step 3 requires that the hiring unit complete the Employment Authorization Checklist and the criminal background authorization form and send both to hrhirepack@tamucc.edu. Using these checklists will decrease processing time and ensure onboarding tasks in Workday are completed before an employee begins work.

Supervisory Organizations
We need your help! HR would like to inactivate supervisory organizations that do not have any active positions. Please submit requests to eliminate and/or modify supervisory organizations to human.resources@tamucc.edu.

FINANCIAL NEWS

Estate Planning: Five Essential Documents
The seminar will guide you through the basics of estate planning. You will understand the difference between wills, guardianships, and trusts. The seminar will also provide tips for identifying the best financial advisor so that you can reach your personal and financial goals while minimizing taxes. On June 21 in O’Connor Room 135 from 12:00 p.m. – 1:00 p.m. or Join through Webex here, Meeting number: 286 160 887 Password: AZnmmaG5 (29666245 from phones) Join by phone 1-877-668-4493 Call-in toll free Phone Access code: 286 160 887

RECRUITMENT CORNER

It’s not them, it’s you…
“The biggest concern for any organization should be when their most passionate people become quiet” Read more HERE.

MYEVIVE

BIG NEWS!!!!
Participate in MyEvive Benefits Treasure Hunt! Help A&M-Corpus Christi win 1st Place and $2,000 for a charity of choice. First game goes live on Friday, June 7 and continues for the next four-weeks, every Friday! You must be registered for MyEvive to play! If you don’t play by the end of the day, we miss our chance! Check out the full treasure map at MyEvive Treasure Hunt, then Login to MyEvive Account where you can also view rankings updated weekly on Mondays. Get ready to set sail!!!

Staying Hydrated - Staying Healthy
When the temperatures rise, getting enough to drink is important whether you’re playing sports, traveling or just sitting in the sun. Read more here.

CODE BLUE
Hurricane Season began June 1. Texas A&M University-Corpus Christi uses the Code Blue Emergency Notification System, a comprehensive alert system which can connect with students, faculty and staff during emergency situations. The notifications include emails, text and pre-recorded messages, as appropriate.
Emergencies can include severe weather warnings, threats, school closures, delays, evacuations and other incidents which disrupt regular campus activities. It’s important to keep emergency contact information up to date. To update your Code Blue information Faculty/Staff – Update here. Updating Code Blue does not update Workday, faculty and staff should also update their contact information in Workday.
**IMMIGRATION MATTERS**

What is causing the USCIS’ delays in processing in Employment-based Petitions?

Delays in adjudications of employment visas has increased by 19%, in the last four fiscal years, while the number of applications received by the USCIS has dropped by 13%, (Source [https://www.aila.org](https://www.aila.org)).

What is causing the delays? A few causes include:

- H1B Petitions are being kicked back for more information without cause.
- The USCIS began treating H1B extensions as first-time filings even when the job duties, requirements and terms of employment remain unchanged.
- Since the 90-day adjudication was removed from the regulations, the processing time for Employment Authorization Documents (EAD) has increased from 2.4 months (FY2015) to 4.6 months (FY2019).

Read more [here](https://www.aila.org) on the HR Immigration Matters web page.

**EMPLOYEE BENEFIT NEWS**

**Wellness Exams: Did you know?**

A&M System employees are not limited on the amount of times they can receive a wellness exam in a given fiscal year. View [Wellness Exam Tips](#).

**Airrosti**

During the Open Enrollment Fair on July 23, Airrosti will be providing Complimentary Pain & Injury Assessments. Click [here](#) to schedule an appointment. For more information call Ithza Ojeda at 825-2625 or email benefits@tamucc.edu.

**Newsletters**

Several benefit related newsletters and other important information can be found on the HR website: the Employee Assistance Program provides health and wellness tips, and the monthly newsletter for employees and supervisors, the Well onTarget Health Kit provides beneficial health information on a monthly basis, the Texas A&M University System Benefits Administration provides a quarterly Benefit Briefs newsletter and the TicketsatWork newsletter gives you information on employee discounts.

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**Contact Us**

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