STAFF SALARY STUDY

The consultants completed the market analysis and information was presented to President’s Cabinet and the Steering Committee on October 14th. We were able to gather market data on 313 of 387 (81%) unique job titles. Salary survey sources were CUPA HR, CompAnalys and Willis Tower Watson. TAMUCC salaries were compared to the average market to determine competitiveness. Overall, the majority of salaries are +/- 15% of the market median (50th percentile). University wide, staff pay is at 90% of the market median (50th percentile). The study did reveal that approximately 31% of staff earn less than 85% of market median. While, it is not feasible to increase salaries for this group to 85% of market, improving competitiveness for that group will be the top priority in the first phase of the project.

Leadership is committed and we are proceeding to prepare for implementation. A 3-year salary increase model will be adopted. Approaches/models are under review and not yet finalized. Increases will be based on distance to market median and time in job. HR will meet with VPs, AVPs and Directors in November to review and finalize recommendations. We remain committed to implementing first year increases before the end of the year.

For Staff Salary Study updates please visit the Salary Study website.
ASSIGN COSTING ALLOCATION (Course 2113992): This webinar presented by Workday Services will provide a comprehensive overview of the business process. The primary focus of this session will be Assign Costing Allocation as a sub process of Hire, Change Job and other business processes. Impacts to other systems when the incorrect action occurs will also be discussed. **Two sessions are available on November 13, 2019.**

**Registration Information:**
Session #1 10:30 a.m. – 12:00 p.m.  
**Registration Link** (Audio by Phone – 500 Max)  
**Registration Link** (Audio by Computer – 500 Max)

Session #2 1:30 p.m. – 3:00 p.m.  
**Registration Link** (Audio by Phone – 500 Max)  
**Registration Link** (Audio by Computer – 500 Max)

**TIME TRACKING (Course 2113993):** The Workday Services Webinar will discuss common questions and how to troubleshoot them. We will also review the reports and tools available to assist you. New features will also be highlighted! **Two sessions are available on November 20, 2019.**

**Registration Information:**
Session #1 10:30 a.m. - 11:30 a.m.  
**Registration Link** (Audio by Phone – 500 Max)  
**Registration Link** (Audio by Computer – 500 Max)

Session #2 1:30 p.m. - 2:30 p.m.  
**Registration Link** (Audio by Phone – 500 Max)  
**Registration Link** (Audio by Computer – 500 Max)

**IMPORTANT:** Due to anticipated size of audience, registration is required, and webinar link and password will only be provided through confirmation of registration. Be sure and save webinar information from the TrainTraq confirmation provided after registration. This information will not be publicly available. Calendar invite is still available via the Workday Services website.

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**IMMIGRATION MATTERS**

**Diversity Visa Lottery (DV-2021 Program)**

Every year, the State Department makes a total of 50,000 immigrant visas available to foreign nationals who come from countries with low rates of immigration to the United States. This program is known as the Diversity Visa Lottery. The winners are selected from a random drawing and have an opportunity to apply for permanent residence either through consular processing or adjustment of status. **The registration period for FY 2021 ends on November 5, 2019 at 12:00 noon Eastern Standard Time.** For program guidelines and instructions and to submit an entry, please visit [https://dvlottery.state.gov/](https://dvlottery.state.gov/).

**USCIS Hikes the Premium Processing Fee**

At the end of October, the US Citizenship & Immigration Services (USCIS) announced that beginning December 2, 2019, it will increase its Premium Processing Fee. Premium Processing guarantees a decision on a filing within 15 days from the receipt date. The current Premium Processing fee of $1410 will increase to $1,440 for employment-based forms Form I-129, Petition for a Nonimmigrant Worker (H1B, TN and O1), and Form I-140, Immigrant Petition for Alien Worker (EB1 Petitions). FMI call Ext 2198.

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**Tax-Deferred Account (TDA) Changes for New Calendar Year 2020**

For new elections to take effect with your January 2nd paycheck, you will need to submit changes by November 20, 2019. Please notify the Benefits Office at benefits@tamucc.edu, and a member of our team will kick off a TDA Benefit Event that will appear in your Workday task inbox. Once the task is in your Workday inbox, you will select the TDA carrier and the amount you want to withdraw from your paycheck. **FMI please email benefits@tamucc.edu or call (361) 825-2425.**
Good to Know....

Understanding what your health plan requires before you get certain services can help you avoid unexpected costs. Preauthorization (or prior authorization) means approval is needed from your health plan before certain health tests or services may be covered. To make sure your care is appropriate and avoid unexpected costs, it’s important that approval is received before you get these services. You can also check whether your preauthorization has been submitted or approved online by logging in to Blue Access for MembersSM (BAMSM). Go to My Coverage, then Referral and Prior Authorization Information.

Additional Benefits......

- Diabetes Care Value Program:
  http://assets.system.tamus.edu/files/benefits/pdf/ae/FY17/DiabetesCareFAQ_Ian2017.pdf
- Inside RX Pets:
  https://www.insiderx.com/pets
- Express Scripts Extended Payment Program:
  https://www.express-scripts.com/
- Livongo StepIn Program:
  https://welcome.livongo.com/STEPIN?ccid=STEPIN#

Click on each link for more information.

Recruitment Corner

Job Candidates’ social media may trigger red flags. Hiring managers should know that evaluating applicants should be focused on job-related skills and qualifications. Click HERE for more!

EMPLOYEE BENEFIT NEWS

WELLNESS UPCOMING EVENT

- Guided Walk – November 7, 7:15 a.m.– 7:45 a.m.
  meet at the Hike and Bike Trail, 1 point
- Managing Holiday Stress – November 8, 12:00 p.m. – 1:00 p.m., O’Connor 135, 1 point
- Naturally Slim – November 12, 2:30 p.m.
  To participate: facebook.com/gonaturallyslim
- Lincoln Financial: Holiday Budgeting - November 14, 12:00 p.m. – 1:00 p.m., O’Connor 135, 1 point
- HEB: Holiday Swaps – November 20, 12:00 p.m. – 1:00 p.m., O’Connor 135, 1 point
  To register: https://heb.secure.force.com/RxScreenings/SSMAppointment?client_id=CorpusChr

RSVP required to: wellness@tamucc.edu

MEDISAFE

Free: Enhanced Version of a Medication Management App for IPhone and Android Phones.

Some Medisafe Features:

- Medi and refill reminders
- Drug-to-drug interaction checker
- Caregiver support
- Apple Watch and Android Wear compatible

Newsletters, Perks and Discounts

Several benefit related newsletters and other important information can be found on the HR website: 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, the Employee Wellbeing Calendar provides wellness tips, and the TicketsatWork newsletter gives you information on employee discounts.

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