



Welcome!

HR FORUM

July 9, 2019



Parking Enhancements in FY20

Steven Herrera

Director

Transportation Services



License Plate Recognition

License Plate Recognition (LPR) is a part of a parking management system that uses cameras and optical character recognition (OCR) to identify license plate numbers.

- Virtual Permits
- Online Transactions
- Multiple Vehicles
- Gate Card Access



Virtual Permits

Virtual Permits use your license plate information and a connected database to identify your vehicle with License Plate Recognition rather than a traditional affixed decal or hang tag permit.





Online Transactions

All annual Parking Permits must be purchased online. Annual permits are not available for sale in person at the Parking Services office.

Office Services:

- Replacements
- Exchanges
- One-day or Weekly Temporary
- Per-Course Faculty
- Non Student, Non Regular
- Disabled Veteran Registration





Multiple Vehicles

- Faculty and staff can register up to 3 vehicles on the same permit. However, only one vehicle is allowed on campus at a time per permit.
- The LPR technology will recognize the first vehicle as valid, but any additional vehicles under the same permit will be subject to citation.
- Temporary Permits will also be available.



Gate Card Access

Since officers working the booths will no longer have the ability to see a physical permit and open the gates manually for those persons who have purchased a restricted permit, Parking Services will be offering one new gate access card at no cost as a replacement for any currently issued card that is lost or damaged. Please look for this information in mid-July.

Permit Effective Dates

- FY20 Permits will become active on August 12
- FY19 Permits will remain active until August 25
- This change removes the time permits overlap





Additional Red Zone Parking

- Convert 34 Green spaces to Red in Wood Street garage.
 - Elliot Hall is no longer residence hall and will be under renovations. The Green section of Wood Garage was historically underutilized.
- Convert 32 Paid spaces to Green in Edward Gary St garage.
 - There are 196 Green spaces in Ed Gary Garage. There were 321 Ed Gary Green permits sold. Much of the overflow went to Wood Street. With the conversion of Green to Red in Wood, this will address the overflow. This area is almost never used by pay-to-park customers.
- Convert 42 Green spaces in Matthews to Red (ramp two).
 - With the closing of Russell Street /Circle 89 spaces were lost. They are designated as Green but typically half are utilized by Red permit parking. The Matthews Street Garage Green area is underutilized, perhaps as many as 150 empty Green spaces.



Contact

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Performance Plan Time again!

Tammy Coyle

Employee Relations Manager



Plan Due Date

July 31, 2019



Performance Plan Frequently Asked Question

How can I copy the plan over from last year
to this year?

(demo)





Contact

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Salary Review Process

Michelle Moritz

Associate Director, Human Resources



What is Salary Review?

- Process to award merit pay increases to regular faculty and staff from funding allocated specifically for this purpose.
- Submitted as a batch process to avoid individual PCRs.



Who is Eligible?

- Regular faculty employed on or before September 1, 2018.
- Regular staff employed on or before September 4, 2018 and received a rating of 'merit eligible' on their performance review for the period June 2018 – May 2019.



- As exception to normal policy, staff may be awarded a merit increase even though their pay rate is above the Pay Plan maximum for their job title.
- Grant and other externally-funded budgets are expected to match institutional pay raises and do their own salary review (via PCR). Exceptions must be approved by their VP.



How is the allocation calculated?

- The Budget Office calculated an equivalent of 3% of eligible salaries as of June 3, 2019. Any pay changes or actions after that date do not change the allocation.
- Funding is provided for Method of Finance accounts. Non-Method funds must finance their own raises as in the past.
- The amount is a pool of funds to be awarded by the department head based on merit. It is not intended to be an across the board and there is no guarantee of an increase.



How and when is the entry done?

- Staff - entry is done through a transaction in SAP. As the department head enters an amount for each person, the allocation is reduced. (Navigation instructions are on the HR website under Compensation.)
 - Department Heads July 8 – July 21
 - Deans/AVPs July 22 – July 28
 - VPs July 29 – August 5
- Faculty – instructions and timetable will be provided by the Provost.



Final results

- Increases are mass loaded as a Change in Pay action effective September 1, 2019 (reflected on October 1, 2019 paychecks).
- Department heads are expected to notify employees of the increase. A sample notification letter is provided on the HR website.



Contact

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What's New?

Organizational Development & Communications

Vanessa Salazar

Manager, Organizational Development & Communications

Laura Gonzalez

Organizational Development & Communications Specialist

- New direction
- What we've been up to
- Where we're headed

Objectives



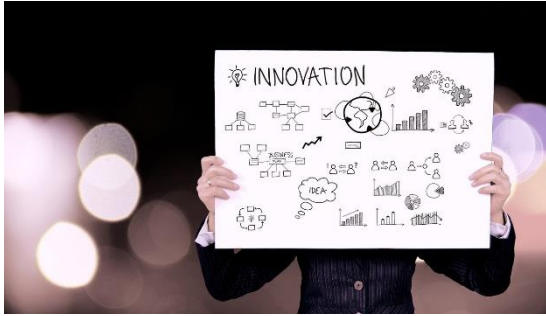
New direction



Shift to a new vision and focus:

To enhance performance, foster engagement, strengthen leadership, and nurture growth at Texas State University.





Organizational Development

A practice dedicated to expanding knowledge and effectiveness of people to accomplish successful organizational change and performance.

Glanz, K, Rimer, B., & Viswanath, K. (2002). *Health Behavior and Health Education, Theory, Research, and Practice*. Michigan,: Jossey-Bass

A collection of school supplies including pencils, a camera, and a stack of books. The pencils are black with silver erasers and are arranged in a fan shape. The camera is a vintage-style camera with a lens and a flash. The stack of books is thick and has many pages. The background is a blurred desk with a spiral notebook and other items.

What we've been up to



Accomplishments

- Visited Round Rock
- Revamped NEW II
- Mental Health First Aid Training
- New technology for JCK 460
- New method to communicate | hr_odc@txstate.edu
- Implemented online evaluation forms
- Blue prints for certificate programs
- Linked courses to Texas State competencies
- New training specialist
- Researching tools for more web training
- Revamping learning categories
- New course proposal form
- New “What Do You Want to Learn” form
- [New website](#)
- [Promote our other educational support programs](#)



Where we're headed



#goals

Short-term:

- New name for team ✓
- Rebranding / marketing of new team ✓
- Ease into our new roles ✓
- Continue with learning/training opportunities ✓
- Revamp:
 - current learning categories
 - “workshop” categorization ✓
 - course proposal form ✓
 - evaluation form ✓
 - NEW II ✓



#goals

Mid-term:

- Implement certification programs
- Implement revamped Managing@TxState
- Identify new training needs
- Research and recommend online training opportunities
- Improve streaming to Round Rock



#goals

Long-term

- Coaching opportunities
- Mentoring program
- Consulting
- Design *future* certification programs
- Organizational analysis
- Training and succession plans







Thank you

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Updates

LynnAnn Brewer

Manager, Employment



What is new?

- I-9 Training available in SAP LMS
- New recruiter: **Deana Townsend**
- New position: Talent Acquisition Partner



Contact

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TRS updates | Summer Enrollment

Heather Houston

Manager, Benefits



Summer Insurance Enrollment!

- Happening NOW until **July 26**
- Make changes through www.ers.Texas.gov, stop by JCK 360, or call ERS directly at 877.275.4377
- Medical insurance rates same (or lower for certain HMOs)
- Dental rates decreased slightly
- TexFlex health care account increases to \$2,700



What's changing: Dental

- State of Texas Dental Discount Plan is going away as of 8/31/2019
 - Will be a discount option through Beneplace; employee must enroll through Beneplace if they want that option
- Delta Dental replaces Humana for State of Texas Dental Choice and DHMO
 - www.ersdentalplans.com for provider search
 - Automatically switch to new plan; must take action if you want to drop or switch plans



TRS Changes: SB12

- Increases employee (FY22) and employer (FY20) contributions incrementally
- Added a one time “13th check” for those retired on or before 12/31/18 (up to \$2,000)

TRS Changes: SB12

| | Employee | Employer |
|----------|----------|----------|
| Current | 7.7% | 6.8% |
| 9/1/2019 | 7.7% | 7.5% |
| 9/1/2020 | 7.7% | 7.5% |
| 9/1/2021 | 8.0% | 7.75% |
| 9/1/2022 | 8.0% | 8.0% |
| 9/1/2023 | 8.25% | 8.25% |



New “Retirees & Pre-Retirees” Page

- Designed to help those looking to retire find information easier
- Tools to request Rule of 80 calculations or retirement meetings

***Feedback?** Email me and let me know if something doesn't make sense or if something is missing!*



Contact

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Announcements | Open Floor Discussions



Save the Dates

October 8, 2019



Contact Us

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Thank you!
HR FORUM

