



## HR NEWSLETTER

September 2011

Athens State University Human Resources  
300 North Beaty Street, Founders Hall  
Athens, AL 35611  
256-216-3314



- [DIVERSITY CONFERENCE](#)
- [RETIREMENT CHANGES](#)
- [FLU SHOTS](#)
- [BIRTHDAYS](#)
- [ALLKids](#)
- [FLEXIBLE SPENDING](#)
- [STATE BOARD POLICY](#)
- [STAFF SENATE](#)
- [OPEN ENROLLMENT](#)
- [NEW EMPLOYEES](#)
- [FLASHBACK](#)
- [BABIES](#)
- [ABOUT THE NEWSLETTER](#)



## HRMA DIVERSITY CONFERENCE

### **Join us for our Annual Diversity Conference Thursday, October 20, 2011**

Jefferson State Community College – Shelby Campus, Birmingham, AL  
Nationally Syndicated Columnist, Television Commentator, and President of the Center for  
Equal Opportunity



**Linda Chavez  
Keynote Speaker**

*Alabama Community College System Human Resource Management Association*

*Registration forms are available in the ASU Office of Human Resources*

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## RETIREMENT SYSTEM OF ALABAMA CHANGES - 2011

- **Employee Contribution Changes to Teachers' Retirement System**

Effective October 1, 2011, the required employee contributions to the Teachers' Retirement System (TRS) will increase from 5% to 7.25%. In addition, this required contribution will be increased to 7.50% effective October 1, 2012. Please feel free to refer to the [chart](#) that can be found on the [RSA website](#).

- **PEEHIP Premium Increase Legislation**

New state legislation enacted recently will significantly increase the premiums for PEEHIP **retiree** health insurance for those who retire on or after January 1, 2012. The [update](#) summary on the RSA website provides the complete details regarding this change. These premium increases will be based upon the retiree's age and years of service at the time of retirement. **It is imperative that any employee who is currently eligible to retire or who will reach retirement eligibility by December 31, 2011 thoroughly read this update as it could significantly affect his/her decision as to when to retire.**

It is expected that those eligible to retire will have questions regarding these changes. Although the Office of Human Resources is aware of the changes to the PEEHIP premiums and is available to assist employees throughout the retirement process, only representatives at the TRS are "experts" on the PEEHIP retiree health insurance premium calculations. Therefore it is in your best interest to direct inquiries regarding this matter to these experts. To reach a TRS representative, call 1-877-517-0020 and ask to speak with a TRS counselor. The RSA website also provides [links and calculators](#) that employees may find helpful in future planning.



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## FLU SHOTS

Save-the-Date:

Flu Shots have been scheduled for Monday, November 7<sup>th</sup> from 8:00 a.m. – 2:00 p.m. in the Waters Hall Conference Room. Wellness check-ups will be on a later date.



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## SEPTEMBER BIRTHDAYS

Carla Breeding	2	Paula Bullington	14	Jerry Crabtree	23
Trevor Harris	4	Teresa Wanbaugh	15	Sean Busick	24
Stacie Hughes	5	Tim Williams	15	Jennifer Wolfe	24
Helen Marks	6	Laura Allen	17	Carrie Lin	25
Patty Maze	6	Guy McClure	18	Shaun Lockett	25
Nancy Morris	7	Renee Stanford	18	Rick Mould	26
Barry Moley	8	Tina Sloan	21	Jana Byrd	29
Kim Troupe	12	Yvette Bolen	22		



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## ALLKids



**The Rules Have Changed for  
STATE and EDUCATION  
employees!**

**Your children may now be  
eligible for ALL Kids.**

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Before now, federal rules excluded dependents of public employees from participating in a Child Health Insurance Program (CHIP). In 2010, Congress changed that rule to allow states to request that public employee dependents be allowed to enroll in a CHIP program. Alabama made that request and has now received approval to begin enrollment of dependents of state and public education employees in ALL Kids, Alabama's CHIP program.

**If you want to apply for ALL Kids for your child, submit your application now!** For children of State and Public Education employees, the three month waiting period for voluntarily dropping coverage will be waived for applications received prior to September 30, 2011. For more information call the ALL Kids Customer Service line at 1-888-373-KIDS (5437) or to apply online go to [ADPH.org](http://ADPH.org). This email approved by the Alabama Department of Public Health/Bureau of Children's Health Insurance

Thank you.

PEEHIP and ALL Kids

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## FLEXIBLE SPENDING ACCOUNTS

This is an opportunity to reduce the amount of income tax you pay during the plan year by having a designated amount deducted from your gross pay each month before it has been taxed. These funds are set aside to be used specifically for out of pocket expenses for health care and/or daycare.

PEEHIP offers two Flexible Spending Accounts to all active employees – The Health Care and the Dependant Care (daycare) Accounts.

For more Frequently Asked Questions concerning the Flexible Spending Plans, visit their website at [Flexible Spending Plans](#). The deadline to enroll and re-enroll is **September 30, 2011**.



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## STATE BOARD POLICY FEATURE NUMBER 612.01

<b>POLICY NAME:</b>	612.01: Professional Development Opportunities
<b>EFFECTIVE:</b>	3-24-05
<b>SUPERSEDES:</b>	612.01 issued 12-08-94
<b>SOURCE:</b>	
<b>CROSS REFERENCE:</b>	

Full-time personnel employed by System institutions shall be granted professional and/or vocational leave with pay for up to ten (10) days per year upon approval by the President of the respective institution. Professional and/or vocational leave with pay for more than ten (10) days per year shall be granted upon written request of the President and approval of the Chancellor.



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## STAFF SENATE 2011 - 2013

Staff Senate members for 2011 – 2013 were elected August 17th. Their term begins September 1. Members of the 2011 - 2013 Staff Senate are pictured below.



Sharon Carter, Suzanne Sims, Bud Gifford, Renee Stanford, Steve Clark, Lynn Frank (Presiding Officer), Dana Waldrop, Trish Di Lullo, Chad Adams, Nikki Johns. Not pictured: Penny Roberts

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## PEEHIP OPEN ENROLLMENT

- **The deadline for submitting online Open Enrollment changes is midnight on Saturday, September 10, 2011.** Members can make their insurance changes through the online system at [www.rsa-al.gov](http://www.rsa-al.gov). After midnight on Saturday, September 10, 2011, online Open Enrollment changes will not be accepted and the Open Enrollment link will be closed.
- The deadline for enrollment or re-enrolling in a Flexible Spending Account online or on paper is September 30, 2011.
- To continue current insurance coverage, you do not need to complete new forms. You will automatically remain enrolled in your present insurance coverage. Exception: Eligible members must re-enroll each year to renew the Flexible Spending accounts, and the Federal Poverty Level premium (FPL) discount program as these programs do not automatically renew each year without a new application.

Public Education Employees' Health Insurance Plan



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**WELCOME NEW EMPLOYEES**



**Tony Ricks**  
**Writing Center Director**  
**August 8, 2011**



**Christopher Inman**  
**College of Education**  
**August 17, 2011**



**Johnnie Lundin**  
**College of Education**  
**August 17, 2011**



**Jackie Russell**  
**College of Business**  
**August 17, 2011**



**Quanda Stevenson**  
**College of Arts & Sciences**  
**August 17, 2011**



**Augustus Tucker**  
**College of Business**  
**August 17, 2011**



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## FLASHBACK

Who is this flashback? ☺ The answer will be in the next newsletter.



Answer to last month's Flashback: Tim Jones and Jerry Armor



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## BABIES! BABIES!



### Lisa Hyde's Son

Kian Jagger Hyde  
July 12, 8:32 am  
8 lbs 11 oz, 20 in. long



### Kim Braden's Daughter

Ava Mae Braden  
August 16<sup>th</sup>, 2:26 pm  
6 lbs 9 oz, 17 in. long



### Alecia White's Daughter

Emmy Ruth White  
August 17th, 11:41am  
7lbs 4oz, 21 in. long



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## THE NEWSLETTER

Your ideas and suggestions are welcome! Contact Suzanne at [suzanne.sims@athens.edu](mailto:suzanne.sims@athens.edu) or at ext. 314 for your suggestions and your ideas. The newsletter can be found at [ASU Newsletters](#) and you will be sent an email when a new edition is put on the web.

**The Office of Human Resources is open Monday through Friday, 8:00 a.m. – 4:30 p.m. Central Time (except holidays)**

Human Resources | 300 North Beaty Street | Athens, AL 35611 | 256-216-3314

[www.athens.edu](http://www.athens.edu)

