

HRFE ISSUES ADDRESSED IN THE 12.2 RELEASE

1464 - Change the way Benefits FYIs are generated for SEPs

Today, HRFE is coded to send an FYI to Benefits on a Separation (SEP) from the College:Default:Review stop. There are a number of employees in various units that follow an established route path that does not include a College Review stop for a SEP transaction. Thus Benefits is not receiving FYIs on these SEPs. FYIs to Benefits will now be triggered at Apply route stops.

1465 – Eliminate automatic e-mail notifications to UPB for Closed transactions

1467 - SURS changes require modification to New Hire and Add Job wizards

SURS eligibility will change for new employees effective 01/01/2023. Prior to 1/1/23, all employees >0% employed were SURS-eligible. After 1/1/23, only employees >= 10% employed will be SURS-eligible. These rules apply to new employees and current employees whose jobs change during the course of their employment. The New Hire and Add a Job wizards have been modified to accommodate this new regulation.

Another new SURS eligibility rule has been created for faculty members hired to teach an “accelerated course”, which spans less than 4 months, but is considered equivalent to a full 4-month term. Included in both New Hire and Add a Job wizards is a new question that will appear to users, when appropriate, when a short-term faculty job is proposed. The response will determine whether or not it meets the standards for an “accelerated” job.

Add a Job transactions will also have an automatic EMP component and MEMO generated when an accelerated class is proposed, and also if an employee could be moving from non-SURS-eligible to SURS-eligible with the addition of the proposed Job.

Display of new “accelerated question” in the New Hire wizard (*EXAMPLE ONLY*):

New Hire Transaction (ID: 2397427): Banner, Bruce *233665558 1-U-241000 (241000)

Search>> Demographics>> **E-Class>>**

Employee Class and Benefit Category Determination

Select the appropriate Employee Group from the list below.

EMPLOYEE GROUP
A - Faculty and Other Academics

Based on the Employee Group you selected, additional information is needed to determine the Employee's Benefit Category and SURS Eligibility.

Please answer the questions below.

Does the Employee hold a J1, J2, F1, or F2 Visa?
 Yes
 No

If the appointment is not benefits eligible, **ANNUAL SALARY** **TOTAL % EMPLOYED**
enter a zero in the Annual Salary field. 55000.00 100

What is the length of the academic contract?
Less than 9

Please enter the Service Begin and End Dates.

Service Begin Date	Service End Date
01/01/2023	3/30/2023

Is this an accelerated course that is equivalent to 4 months of service?
 Yes
 No

Continue Save Close Delete Transaction

Display of new "accelerated question" in the Add a Job wizard:

E-Class >> **Job Dates**

You have chosen to Add a New Job. Please complete the information below.

JOB EMPLOYEE CLASS:*	JOB BEGIN DATE:*	JOB END DATE:†
AF - Acad <9mth NonBen Elig	01/16/2023	03/30/2023

Is this an accelerated course that is equivalent to 4 months of service?

- Yes**
 No

Click **Continue** to select position information.

* Required field.

† Required for certain employee classes.

Continue

Save **Close** **Delete Transaction**