



[APSAC Home Page](#) - [Purdue Home Page](#)
[Sign up to receive the full APSAC minutes by e-mail](#)

March 2007

APSAC Committee Meeting Discussion Topics and Announcements

View the 2007 Hadley Lecture on Identity Theft Awareness and Prevention Online

This year's Hadley lecture was very successful. Thank you to our speaker Scott Ksander and to all those who attended. You can download the slides and watch a recording of the presentation online via the APSAC web page (<http://www.purdue.edu/hr/apsac/>).

It's Membership Time

Do you have an interest in serving on APSAC? If you do, we are still looking for APSAC Representative candidates from Physical Facilities and from the School of Veterinary Medicine. Membership in APSAC is a great way to interact with University administrators and other A/P staff from across all of Purdue's campuses. For these two areas, the application deadline has been extended until April 1, 2007. If you are an A/P staff member in the areas below, we encourage you to apply.

- * Vice President for Physical Facilities (1)
- * School of Veterinary Medicine (1)

For further information, contact Maureen Huffer—Chair/APSAC Membership/Staff Relations at (765) 494-7445 or mhuffer@purdue.edu. You can download the application from the APSAC web page (<http://www.purdue.edu/hr/apsac/>).

APSAC Individual Professional Development Grants

This semester we received 46 applications for the APSAC Individual Professional Development Grants. The IPDG subcommittee is working hard to review the applications and plans to announce the recipients by the end of April.

Financial Learning Initiative

If you are interested in learning more about planning for a secure retirement, visit Purdue Extension's [Planning for a Secure Retirement](http://www.ces.purdue.edu/retirement/) (<http://www.ces.purdue.edu/retirement/>). On-line modules and calculators are available to help you plan for your future. This link is also available through the APSAC website under Financial Learning Initiative.

Healthy Purdue

Participation in a Financial Learning Initiative (FLI) workshop can be used for Healthy Purdue's wellness criteria. Those participating in the Financial Learning Institute in 2007 can earn the "Health Awareness" criteria, or the "red" apple. Participants who complete five of the 8 apples are eligible for the \$250 (before taxes) incentive to be paid in 2008. See www.purdue.edu/healthypurdue for more information on the Healthy Purdue program or see www.purdue.edu/hr/WorkLife/wellnessCriteria.htm for more information on the wellness criteria.

APSAC can help departments work with HR to host small group (5 - 40 individuals) FLI presentations on retirement planning. These sessions are intended to help employees develop a full understanding of their Purdue funded retirement plan, and learn about financial needs for retirement and additional options for saving and investing. They are open to all employees. If your department or unit is interested in hosting a FLI session, please contact Susan Ince in Staff Benefits at 4-1964.

Health Insurance Premiums

APSAC's Compensation and Benefits subcommittee is currently working with HRS has to review the tier structure for Health Insurance Premiums. Currently the plan has different medical premiums based on salary with \$38,000 separating the lower and higher premiums. As an example, someone earning \$39,000 pays the same premiums of someone that earns \$390,000. APSAC feels that there should be more tiers based on income. Some of our constituents have received just enough raise to bump them over the \$38,000 limit and in actuality received less take home pay after their raise because of increased health insurance premiums. The review of premium tiers will be considered for the 2009 plan year. You can view our letter to HRS recommending changes to the tier structure on the APSAC web page (<http://www.purdue.edu/hr/apsac/>).

3-Year Waiting Period for TIAA/CREF Contributions

APSAC's Compensation and Benefits subcommittee has sent a letter to HRS requesting an investigation into possible changes to the 3-year waiting period before Purdue begins making TIAA/CREF contributions. Employees may make voluntary contributions to either a 403(b) or a 457(b) retirement savings plan at any time. The 3-year waiting period is for Purdue contributions only. APSAC feels that this change would help Purdue in hiring and retaining "preeminent staff". You can read APSAC's letter to HR on the APSAC web page (<http://www.purdue.edu/hr/apsac/>). To learn more about 403(b) and 457(b) plans, please visit <http://www.purdue.edu/hr/Benefits/457b.htm>. To learn more about TIAA/CREF and PERF, please visit <http://www.purdue.edu/hr/Benefits/retirementPlans.htm>.

Senate Joint Resolution No. 7 and Purdue SSDP Benefits

There has been some concern among A/P staff that the Indiana Legislature's [Senate Joint Resolution Number 7](#) may negatively impact Purdue's policy that provides benefits to same sex domestic partners. APSAC passed a resolution in support of Purdue's diversity initiatives and the existing policy on benefits for same sex domestic partners. APSAC is drafting a letter to the university administration urging the continued support of the existing policy.

OnePurdue

Work continues on the OnePurdue HR Payroll module. The OnePurdue team is currently running the 3rd cycle of parallel testing of the payroll system. The implementation date is really May 25, 2007 although the new system will not be used to issue pay until July 2007. The legacy system and the new system will be run in parallel for about 5 weeks before switching to the new payroll system.

Traditionally, employees have had to fill out the entire Benefits Enrollment form each year because the current system requires that each employee's enrollment be entered each year. Benefits enrollment in the OnePurdue system will allow employees to specify that they don't want to make changes, making renewals easier. By law employees cannot be automatically enrolled in flexible spending accounts, so that is the one area where employees will have to go through the full registration process each year.

For Race Fans Only

The Indianapolis Motor Speedway is offering group sales rates for the Indy 500, the US Grand Prix, and the All State 400 to Purdue Employees. For group sales tickets, you can pick as many

grandstand locations you would like as long as it adds up to 20 or more tickets. The group sales brochure and a sample signup form are available on the APSAC web page. Group benefits include special group seating, a free cap, and 10% savings at the Hall of Fame gift shop.

Question of the Month

I would like to see an increase in the amount of term life insurance that can be purchased, including child riders.

Our existing systems do not allow us to offer this. With the new OnePurdue system we plan to start to offer more life insurance options.

If you have any questions, comments or concerns please do not hesitate to contact your [APSAC representatives](#).