

2013 Fiscal Management Conference

Human Resources Update

Safe and Sacred Child Protection Program

- Applies to all new clergy, employees and volunteers who work with children as of August 1, 2013. Current staff will take an online re-certification class in early 2014.
- Replaces the Virtus program; provides important information on physical abuse, emotional abuse, and neglect in addition to child sexual abuse
- Online access to training in English and Spanish 24 hours per day, 7 days per week
- Completion of training required **before** first day of work, ministry, or volunteering
- Local coordinators will have access to a database that includes completion of child protection training, Code of Conduct acknowledgements, and background checks

Health Care Reform

- Effective September 1, 2013, employees who work at least 30 hours per week during the **school year** become eligible for health insurance as required by federal law
- Patient-Centered Outcomes Research Fees will be paid by the health plan and not charged back to parishes, schools, and agencies
- Health exchanges open in January 2014, providing new options for coverage

Faith@Work

- Provides full-time employee with up to \$100 in funding in 2013 for approved programs
- Celebrates the Year of Faith and promotes spiritual wellness and growth

Financial Wellness

- “Pete the Planner” will continue to offer on-site workshops and online financial planning resources; the special focus in the next 12 months will be on retirement planning

Benefits Administration

- No health plan deductible or premium changes in 2014 for 5th consecutive year
- New fillable PDF form for Anthem enrollment
- Online enrollment for health savings accounts through Eli Lilly Federal Credit Union
- Automatic 403(b) deferral increases in July 15th paycheck
- Improved checklists to use for both newly-hired and departing employees