



## Welcome to Fridays with the Flock!

Join us for Human Resources information and insights to help you thrive at work and beyond. If you would like to print our newsletter, you can access it [here](#). Happy Friday!



## Join us for the 2024 Wills Week Virtual Conference: October 21-25

Join us for five free, expert-led webinars sponsored by the USM Foundation during **National Estate Planning Awareness Week**. Are you one of the millions of Americans who have put off estate planning? If so, you're in good company. An estimated 67% don't have plans in place. Don't let procrastination, misconceptions, and lack of knowledge cost you and your loved ones peace of mind (or more). You'll discover the importance of:

- Ensuring your wishes are carried out: Clearly outline how your assets will be distributed and who will care for your loved ones if you're unable to.
- Avoiding family disputes: Minimize the potential for conflicts by communicating openly and clearly.
- Providing for your loved ones: Ensure your family's financial security and peace of mind by planning for their future.
- Appointing a financial and healthcare proxy: Put measures in place to allow someone to make financial and medical decisions for you if you're unable to do so.
- Addressing special situations: Plan for unique circumstances, such as minor children, beneficiaries with special needs, LGBTQ couples, or blended families.

**Register here** today! Sessions will be recorded and made available to everyone who registers. Please request supervisor approval prior to attending a webinar during scheduled work hours.

## How to Stop Resentment from Building on Your Team

"Is resentment simmering on your team? Sometimes resentment looks like lashing out; other times it manifests as silence or withdrawal." In [this article](#) from *Harvard Business Review*, the author shares expert advice and best practices to counteract resentment from growing on your team.

## HR News & Notes

- **Staff Retirement Announcement:** On behalf of Student Affairs, we'd like to announce that **Charlie Endicott**, a 27-year employee of Career Services, officially retired on September 20. The Office of Student Affairs will be celebrating Charlie on **Friday, October 11 from 2-4pm** in the Nanticoke Room in GSU. We would like to invite the campus community to stop by and wish Charlie well! Light refreshments will be served. *Please reach out to HR with any retirement celebrations that you would like to announce to campus, and we will include them in future newsletter editions.*

- **Maryland State Retirement Agency (MRSA) Account Self-Service:**

The Maryland State Retirement Agency (MSRA) has published the Summer 2024 edition of [The Mentor](#). In this edition, MSRA has announced that the annual Personal Statement of Benefits has been replaced with instant account access via the online portal, **mySRPS**.

Instead of waiting for an annual statement, members now can review their months and years of service, estimated benefits, designated beneficiaries and salary information any time, day or night, using **mySRPS**.

Signing up for **mySRPS** is easy. Visit [www.sra.maryland.gov](http://www.sra.maryland.gov) and on the top right of the homepage, click on **mySRPS Login**. Click **Register** and follow the instructions to receive your registration code and packet by mail. Once registered, you'll be able to obtain benefit estimates based on different retirement dates, beneficiary choices and salaries.

What's more, with **mySRPS** you can also:

- Find out when you can retire
- Project your future pension with added credit for military service, unused sick leave and future pay raises
- View and update your beneficiaries (Do you remember who you selected when you enrolled?)
- View account information, such as your years and months of service credit and accumulated contributions
- Print an asset verification letter for a landlord or lender
- Check your home address in Retirement Agency files

Curious to see when you can retire and how much your benefit will be? Sign up for **mySRPS** today! Previous editions of *The Mentor* can be found at <https://sra.maryland.gov/member-newsletter>.

- **Teacher's Pension System and Optional Retirement Program Update:**

Contributions have started up again for members of the Teachers' Pension System and Optional Retirement Program. These two plans coincide with the Academic Year. **Contributions** are made over **20 pays** and stop for the summer months.

The contributions can be noted on your official pay stub by signing into Payroll Online Service Center (**POSC**).

- Teachers' Pension System: The employee deduction can be seen on the right-side of the pay stub and the employer contribution is listed on the left-side of the pay stub.
- Optional Retirement Program: Employer contributions can be noted on the left side of the pay stub because this is an employer-only contribution account, which will not impact your take-home pay amount.
- Members of the Employees' Pension System and Law Enforcement Officers' Pension System have contributions throughout the year with no break.

If you are not certain which plan you selected, you can review this information in MD Connect Workday under your Profile > Benefits. The pension and ORP plans are available to regular-status (PIN) employees only.

- **Prescription Drug Plan Change for Retirees:** The State of Maryland's prescription drug plan coverage for **Medicare-eligible retirees** is changing on **January 1, 2025**. The current State-provided prescription drug plan for Medicare-eligible retirees **will end on December 31, 2024**. The State has partnered with **Via Benefits** to offer expert guidance and to help impacted retirees find and enroll in the Medicare Part D plan that's the right fit for their needs. Via Benefits operates one of the country's largest private Medicare marketplaces and has helped more than two million retirees plan, shop for, enroll in, and maintain individual coverage that fits their needs. For more information about this resource and FAQs, please visit <https://dbm.maryland.gov/benefits/Pages/Retirees.aspx>. **This change impacts retirees only**. This change does not impact Medicare eligible active employees enrolled in the employer prescription plan.

## Current Job Postings

Human Resources is committed to assisting and promoting recruitment efforts for campus vacancies. We recognize that our faculty and staff are valuable recruitment tools and encourage you to forward and share these job postings with potential applicants.

### Recent Postings:

[Housekeeping Supervisor I](#)

[Housekeeper](#)

[Grants Specialist - Post Award](#)

[Associate Director Food Services](#)

[Catering Cook \(Part-time\)](#)

[Academic Program Specialist - Accounting & Legal Studies](#)

[Accounting Clerk II](#)

[Assistant Manager of Dining Hall](#)

[Plumber Specialist](#)

[Class & Compensation Specialist](#)

Applications will be accepted via Salisbury University's Online Employment Application System. Please visit our [website](#) to view position details and apply online.

## LinkedIn Learning This Week

Human Resources suggests the following free LinkedIn Learning courses that you can view at your own pace. Take advantage of these timely and informative webinars for professional and personal growth:

[How to Collaborate with Your Colleagues](#)

[Creating a Positive and Healthy Work Environment](#)

Access your free SU [LinkedIn Learning account](#) to browse additional courses.