

Subject: Instant HR/Payroll: Faculty-Staff Enrichment Day, WeightWatchers at Work, Mason Bonus FAQ, 2016 DMV2Go Schedule Available, and IRS Limits for 2016

Date: Friday, November 6, 2015 at 11:58:17 AM Eastern Standard Time

From: Janet P Walker (sent by HR/Payroll Department Contacts <DEPARTMENT-CONTACTS-L@listserv.gmu.edu>)

To: DEPARTMENT-CONTACTS-L@listserv.gmu.edu

Faculty-Staff Enrichment Day Next Week

We hope to see you at Faculty-Staff Enrichment Day next week! As HR liaisons, there are two sessions we wanted to share with you that you might find very helpful in your role.

Employee and Manager Strengths as they relate to Flexible Work Arrangements: Preliminary Results from the “Managers’ Opinions on Teleworking” Survey

Presenter: Seth Kaplan and Lia Engelsted

Time: Choose 10:30 – 11:45 am OR 2:00 – 3:15 pm

Do you supervise faculty or staff at Mason who telework? Do you telework? This session will present findings from the telework survey conducted this summer by the Mason I/O Psychology Department in collaboration with HR and Payroll. The presentation will act as a catalyst for discussing strengths as they relate to work flexibility at George Mason University.

Leveraging Your Strengths in an Emergency

Presenter: Julie Zobel and Dave Farris

Time: Choose 10:30 – 11:45 am OR 2:00 – 3:15 pm

Preparing for regional, weather, and other types of emergencies is important at home, work, school and elsewhere. Each person holds different strengths that can be useful when preparing for or responding to an emergency. In this interactive session we will discuss attributes and strengths that prove to be assets when faced with a serious, unexpected, or dangerous situation. Disclaimer: This session will be addressing many types of emergency situations such as active shooter. This content may be considered graphic or unpleasant for some.

To see a complete agenda for Faculty-Staff Enrichment Day and to register, please visit <http://hr.gmu.edu/learning/fsed>.

WeightWatchers at Work Open House

WeightWatchers will be hosting an open house on Friday, November 13 from 11:30 – 12:15 in Merten Hall, 2500. WeightWatchers at Work meetings are held every Friday at 11:30 in Merten Hall. Commonwealth of Virginia and WeightWatchers bring eligible faculty and staff special pricing and a 50% reimbursement opportunity on valuable and convenient weight-loss solutions. For more information, contact Ana Stoehr at astoehr@gmu.edu.

To join the WW/GMU group, or for more information, visit <https://wellness.weightwatchers.com>. Use Company ID 63569 and Passcode: WW63569 to purchase a monthly pass online at \$17.17 per month (\$35.34 before discount).

Mason Bonus, Parental Leave, and Parking FAQ

We were delighted to see Dr. Cabrera’s wonderful message about the upcoming bonus for salaried faculty and staff, the information on parental leave, and the discount being offered by Parking and Transportation for adjunct faculty. Included in the message was a link to an FAQ about the process. Judging from our

phone call volume, faculty and staff may not have seen it. We wanted to share links to the FAQ and the Parental Leave Policy so you have them handy.

Bonus, Parental Leave, and Parking FAQ:

http://hr.gmu.edu/workforceplanning/docs/Bonus_ParentalLeave_ParkingDiscountFAQ.pdf

Parental Leave for 9-Month Instructional Faculty: <http://universitypolicy.gmu.edu/policies/parental-leave-for-instructional-9-month-faculty/>

If you have any questions, please contact:

Bonus: workplan@gmu.edu

Parental Leave: benefits@gmu.edu

Parking Discount: parking@gmu.edu or call 3.2710

The 2016 DMV2Go Schedule is Posted

DMV2Go will continue to visit Mason at the Arlington, Fairfax, and Science & Technology campuses. The [2015](#) and [2016](#) schedules are posted. If a scheduled Mason date isn't convenient for you, DMV2Go also visits other area companies and organizations. To see where they will be, please visit [their schedule](#). A [list of DMV2Go services](#) is also available.

IRS Limits for 2016

The IRS announced cost-of-living adjustments (COLAs) affecting the dollar limits for pension plans and other retirement-related items for the 2016 tax year. There is no change from 2015. Participants under age 50 can contribute up to \$18,000 in the [Supplemental Retirement Plan \(403\(b\)\) program](#) and the [Virginia Deferred Compensation Plan \(DCP\) \(457\)](#). Participants age 50 and over can contribute \$24,000 in each plan. If you wish to change your 403(b) contribution, please complete a [403\(b\) salary reduction agreement](#) and return to Benefits at MS 3C3. If you wish to change your 457 contribution, please call ICMA-RC at 1-VRS-DC-PLAN1 (1-877-327-5261), or log into your account at <http://www.varetirement.org/dcp.html>.