

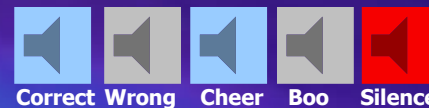
JEOPARODY JEOPARODY JEOPARODY JEOPARODY JEOPARODY

JEOPARODY

JEOPARODY JEOPARODY JEOPARODY JEOPARODY JEOPARODY

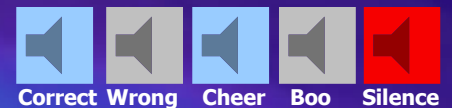
HERE ARE TODAY'S CATEGORIES

JEOPARDY!



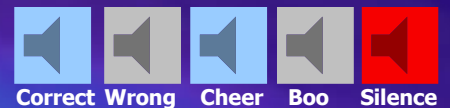
PERSONNEL POWER

JEDPARODY



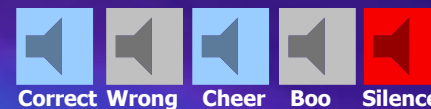
BEING RESOURCE- FULL

JEDPARODY



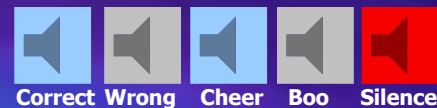
UU RETIREMENT PLAN

JEDPARODY



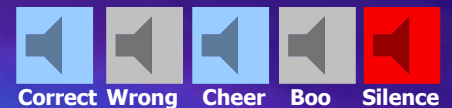
LEGAL BEAGLES

JEOPARDY



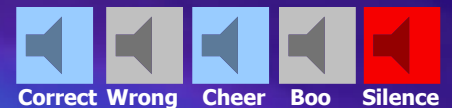
LIFE AND DEATH

JEDPARODY



TRUE KNOWLEDGE

JEDPARODY



**PERSONNEL
POWER**

**BEING
RESOURCE
-FULL**

**UU
RETIREMENT
PLAN**

**LEGAL
BEAGLES**

**True
Knowledge**

**Life and
Death**

\$100

\$100

\$100

\$100

\$100

\$100

\$200

\$200

\$200

\$200

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\$300

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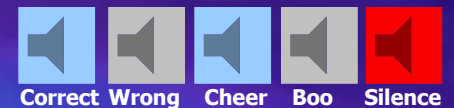
\$500

\$500

\$500

FINAL JEOPARDY

JEOPARDY

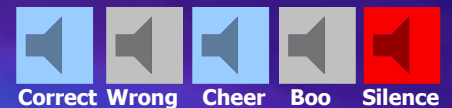


**This person
helps staff set
goals, priorities
and provides
feedback**

Start Timer

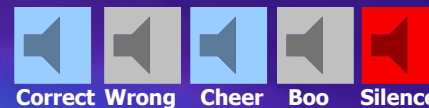
GO TO
RESPONSE

JEDPARODY



What is a Supervisor?

JEDPARODY

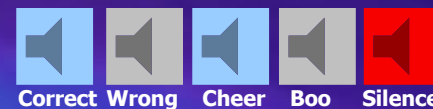


**Although they should
be employees,
congregations often
illegally classify
some workers as this.**

Start Timer

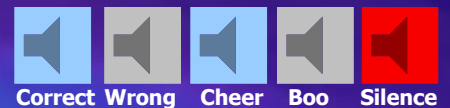
GO TO
RESPONSE

JEDPARODY



What is an Independent Contractor?

JEDPARODY

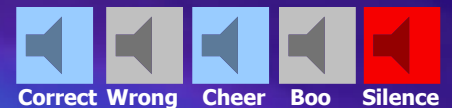


**Most federal
employment laws
apply to
congregations, but
sometimes there are
special exceptions
because of this.**

Start Timer

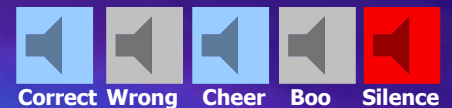
GO TO
RESPONSE

JEDPARODY



What is the First Amendment?

JEDPARODY

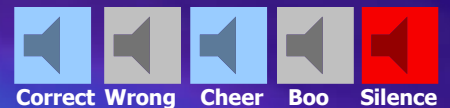


**Because wages vary
across the country,
UUA Salary
Recommendations
assign each
community with this.**



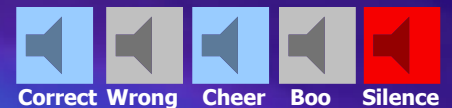
**GO TO
RESPONSE**

JEDPARODY



What is a Geographical (GEO) Index?

JEDPARODY

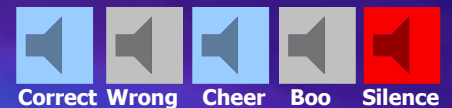


This form needs to be completed for every new hire to verify eligibility to work in the United States.

Start Timer

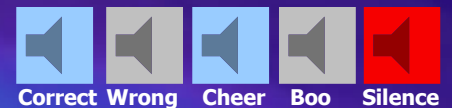
GO TO
RESPONSE

JEDPARODY



What is the I-9?

JEPARODY

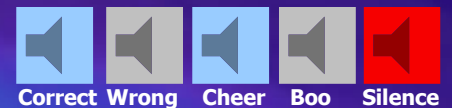


**This person is
the Director of
the UUA Office of
Church Staff
Finances.**

Start Timer

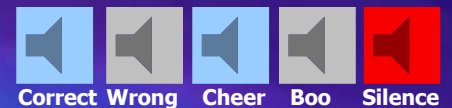
GO TO
RESPONSE

JEDPARODY



**Who is the
Reverend Richard
Nugent?**

JEPARODY

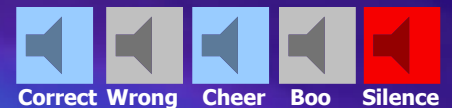


**This monthly
publication from the
UUA OCSF provides
tips and resources on
personnel matters.**



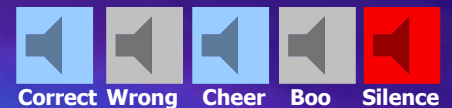
**GO TO
RESPONSE**

JEDPARODY



What is Compensation and Staffing News?

JEDPARODY

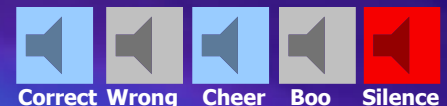


**These regional
volunteers, trained by
the OCSF, help
congregations (free
of charge) with
salary and benefit
questions.**

Start Timer

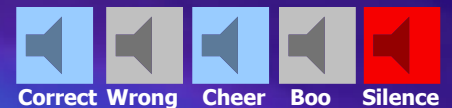
GO TO
RESPONSE

JEDPARODY



What are Compensation Consultants?

JEDPARODY

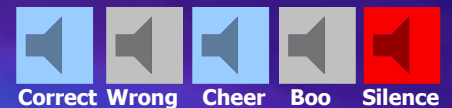


**This document guides
you through the
basics of
administering UUA
benefit plans.**



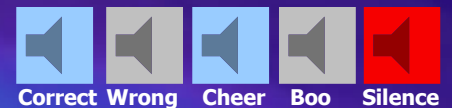
**GO TO
RESPONSE**

JEDPARODY



What is the Benefits Tune-up Workbook?

JEPARODY

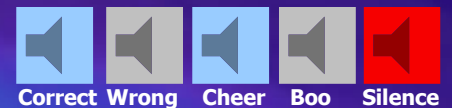


**This OCSF
resource reminds
you of key steps
needed for
getting a new
hire started.**

Start Timer

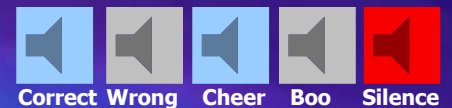
GO TO
RESPONSE

JEDPARODY



What is the Welcoming and Onboarding Checklist?

JEDPARODY

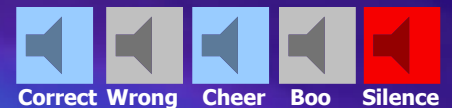


**It is an IRS qualified
401(a)/401(k) defined
contribution, multiple
employer, church
plan.**

Start Timer

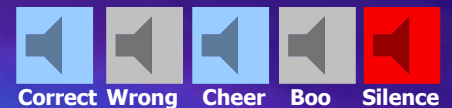
GO TO
RESPONSE

JEDPARODY



What is the UU Organizations Retirement Plan?

JEDPARODY

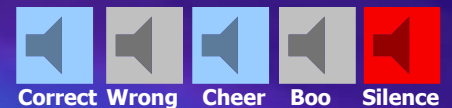


**This document, adopted
by each congregational
board, outlines their
obligations and
commitments in
implementing the UUA
retirement plan.**

Start Timer

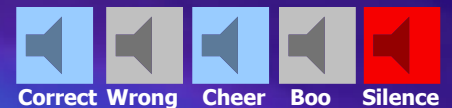
GO TO
RESPONSE

JEDPARODY



What is the Employer Participation Agreement?

JEDPARODY

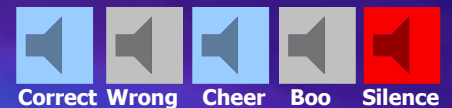


**This is the organization
responsible for the
proper administration
of the UUA Retirement
Plan for your
employees.**

Start Timer

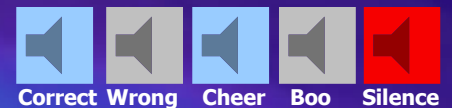
GO TO
RESPONSE

JEDPARODY



**What is the UUA
Congregation or
UUA-related
employer**

JEDPARODY

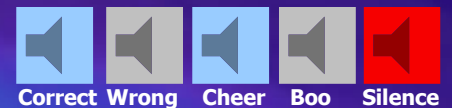


This type of retirement plan contribution is authorized by the employee.

Start Timer

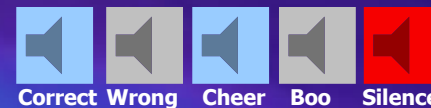
GO TO
RESPONSE

JEDPARODY



What is an Elective or Voluntary Contribution?

JEOPARDY!

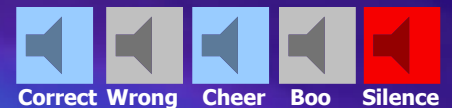


**This is when any
employee, including
part-timers, can enroll
in the UU Retirement
Plan for purposes of
Elective Contributions.**

Start Timer

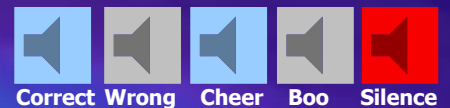
GO TO
RESPONSE

JEDPARODY



**What is on the
date of hire?**

JEPARODY

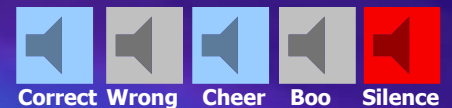


**These agencies
write the rules for
multiple employer
health plans like
the UUA's.**

Start Timer

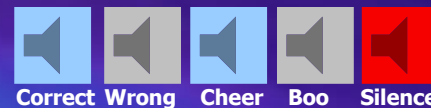
GO TO
RESPONSE

JEDPARODY



**Who are the IRS
and the US
Department of
Labor?**

JEDPARODY

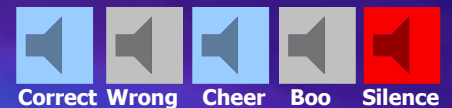


**The number of hours
each year an
employee is expected
to work to qualify for
the UUA Health Plan.**

Start Timer

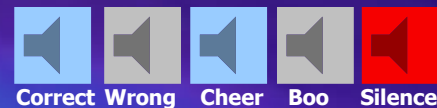
GO TO
RESPONSE

JEDPARODY



**What is 750
hours?**

JEDPARODY

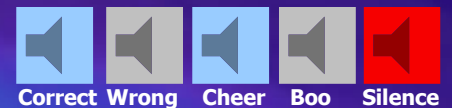


The group of staff members who have to be offered participation in the UUA Health Plan if they are scheduled to work 750 hours annually.



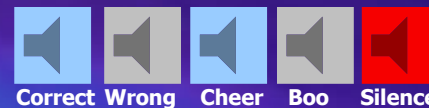
**GO TO
RESPONSE**

JEDPARODY



**Who are all
employees
working 750
hours or more?**

JEDPARODY

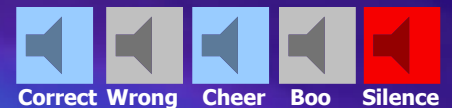


**The UUA Board-
appointed group that
makes decisions about
the UUA Health Plan
including benefits and
pricing.**

Start Timer

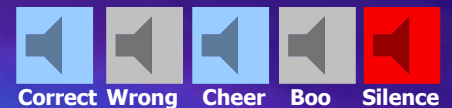
GO TO
RESPONSE

JEDPARODY



What is the UUA Employee Benefits Trust?

JEDPARODY

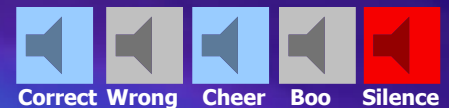


The potential monetary penalty if your congregation violates the Affordable Care Act by inappropriately reimbursing employees for health insurance.



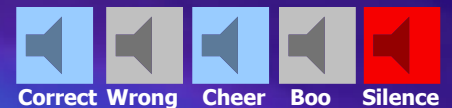
GO TO RESPONSE

JEDPARODY



**What is \$100 per
employee per
day?**

JEDPARODY

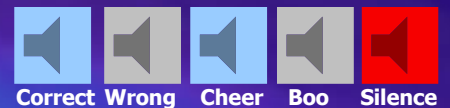


**The usual open
enrollment period
for the UUA
Health and
Dental plans.**

Start Timer

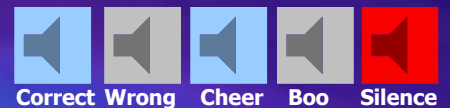
GO TO
RESPONSE

JEDPARODY



**What is
November?**

JEPARODY

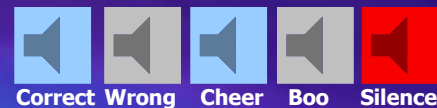


**These services
are covered at
100% in all of our
health plans.**



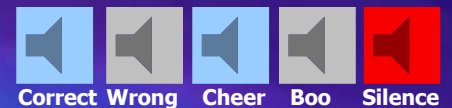
**GO TO
RESPONSE**

JEOPARDOY



**What are
preventive
services?**

JEPARODY

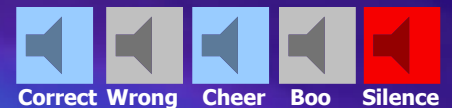


**The year in which
coverage for same-
sex spouses was
added to the UUA
Health Plan.**



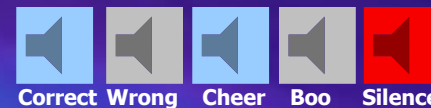
**GO TO
RESPONSE**

JEDPARODY



What is 2007?

JEDPARODY

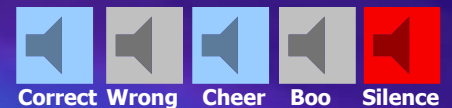


**Affordable Care Act-
speak for most robust
coverage, moderate
coverage, and least
robust coverage.**

Start Timer

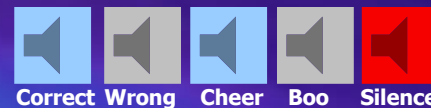
GO TO
RESPONSE

JEOPARDY!



What are Gold, Silver, and Bronze Health Plans?

JEOPARDY

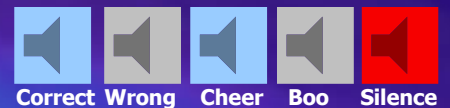


**Where do you to
find out
everything about
the UUA Health
Plan.**



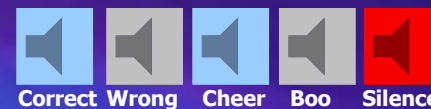
**GO TO
RESPONSE**

JEDPARODY



What is
[www.uua.org/](http://www.uua.org/healthplan)
healthplan?

JEDPARODY

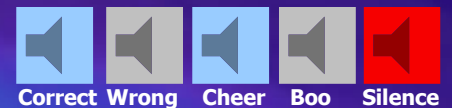


**What most
people are when
they collect on
their life
insurance.**

Start Timer

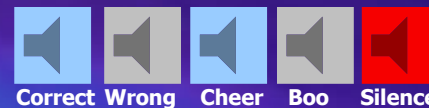
GO TO
RESPONSE

JEDPARODY



What is dead?

JEDPARODY

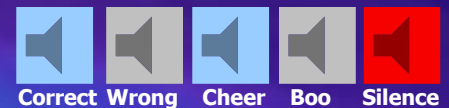


**The minimum waiting
period before long-
term disability
benefits start to pay
out.**



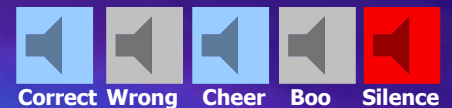
**GO TO
RESPONSE**

JEDPARODY



What is 90 days?

JEOPARDY

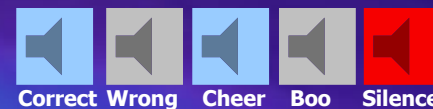


**You can do this if
you have 6
months or less to
live.**



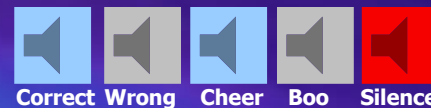
**GO TO
RESPONSE**

JEDPARODY



**What is access
to half of your
life-insurance
benefit?**

JEDPARODY

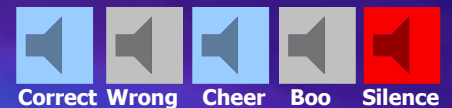


**What the UUA
Health Plan is
and the Group
Insurance Plans
are not.**

Start Timer

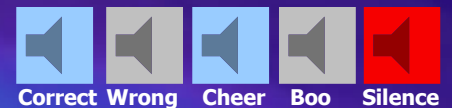
GO TO
RESPONSE

JEDPARODY



What is self-insured?

JEOPARDY!

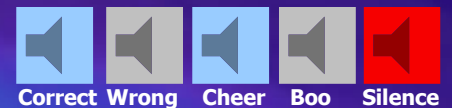


**The percent of
income, tax-free, that
your covered staff
can have replaced if
enrolled in our long
term disability plan.**

Start Timer

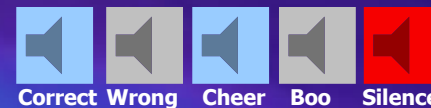
GO TO
RESPONSE

JEDPARODY



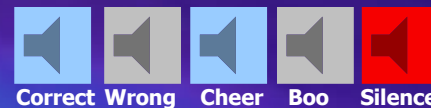
**What is $66\frac{2}{3}$
percent?**

JEDPARODY



FINAL JEOPARDOY

JEOPARDOY

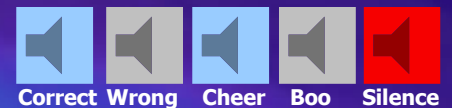


**What compels UUA
congregations and
UUA-related employers
to be responsible
employers.**



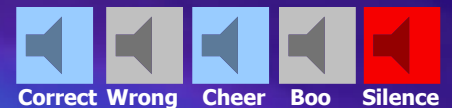
**GO TO
PROMPT
(RESPONS
E)**

JEDPARODY



What is the belief that living our UU values, including a commitment to Economic Justice, requires us to treat our staff fairly?

JEDPARODY





Office of Church Staff Finances

Reminders from Linda (Retirement Plan)

- Multiple Employer Plan
- Employer Participation Agreement
- Onboard Everyone!





Office of Church Staff Finances

Reminders from Jim (Insurance Plans)

- Plan Rules supersede congregational policies!
- Know who is eligible.
- Pay attention to enrollment windows.





Office of Church Staff Finances

In the Works

- **New model Ministerial Agreement (contract)**
 - *Available online – comment by September*
- **Personnel Policies**
 - *Updated sample policies coming this fall*
- **Compensation Program Review**
 - *Seeking input this fall. Stay tuned!*
- **Congregations as Employers of Choice**
 - *It's about more than compensation!*





OCSF Publications

- ***Health Care Reform Alerts***
- ***Compensation and Staffing News***
- ***Retirement Plan Updates***

OCSF Publications page

- Back issues
- Sign up

<https://www.uua.org/offices/staff/mfd/ocsf/publications>



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Questions?





BREAK



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