

ARE YOU
Ready?

IT'S TIME FOR
OPEN ENROLLMENT



Getting it from The Source



Greetings from Pat Hall Jaynes, SPHR, SHRM-SCP, CEO, The HR Source

As an HR professional, I know that changing seasons signal a shift in weather as well as the approach of Open Enrollment season. This critical period is your opportunity to showcase the value HR brings to your organization.

It's time to put on your strategic planning and communication hats to curate competitive benefit packages that address the diverse needs of your employees while balancing organizational objectives. Your job is to ensure that everyone understands their options and make informed decisions that will impact their health, wellness, and financial security in the coming year. As you prepare to launch your Open Enrollment campaigns, focus on clear communication, leveraging technology, and providing personalized support to make this process as smooth and effective as possible.

HELPING GREAT COMPANIES FIND GREAT PEOPLE

AUGUST / SEPTEMBER 2024

FROM THE SOURCE

HR Events

Public Sector HR Association Annual Conference
Sept 4-6, 2024 Washington, DC



PSHRA24 is your opportunity to connect with HR professionals from across the public sector to share insights, learn about emerging trends and gain new perspectives on how to meet the challenges facing public sector HR today. Register [HERE](#). Registration ends Aug. 16, 2024



Northeast HR Association Annual Conference
Oct 15-17, 2024 Newport, RI

Join a community of peers dedicated to elevating the HR profession through connection and learning. You'll find your place at #NEHRA2024 - the most inclusive and insightful HR Conference in the Northeast! Register [HERE](#)

People 2030: Our Talent, Our Future October 29-30
New York Marriott at the Brooklyn Bridge, Brooklyn



With a focus on creating purpose for the workforce, developing potential, efficiency, innovation, and engagement, this HR conference will benefit HR professionals at any level.

Employer OT Pay Changes



The Department of Labor has issued a final rule that increases the minimum salary threshold that determines an employee's status as exempt or non-exempt.

Effective Dates

Jul 1, 2025 Salary threshold was increased from \$35,568 to \$43,888
Jan 1, 2025 Salary threshold will increase from \$43,888 to \$58,656

According to Allen Smith from SHRM, as employers work to implement these changes, they will be impacted by budget increases related to salaries and overtime pay. For employees whose status changes, training will be needed regarding timekeeping procedures. Employers should also be mindful of state and local laws wage laws.

Click [HERE](#) to read the full article.

Additional information can be found [HERE](#) at the US Department of Labor website.



Elevate Your HR Department with On-Demand HR Expertise

Engage a team of HR experts to provide professional, flexible, and cost-effective HR solutions without the overhead of a full-time department. Imagine having a certified, on-demand HR professional available to assist with strategic HR planning, performance management systems, talent acquisition, training and so much more!

- **Unparalleled Flexibility:** Plans starting at 5 hours/month. Scale up or down as needed – no long-term commitments required!
- **Expert Guidance on Demand:** Certified HR professionals with years of diverse industry experience.
- **Cost-Effective Excellence:** Access top-tier HR expertise at a fraction of the cost of a full-time HR staff.
- **Lightning-Fast Responses:** Time is money. That's why we commit to responding to your inquiries within hours, not days.

Your Next Step to HR Excellence is Just a Phone Call Away

📞 Call 301-459-3133 for more information

Birthdays

- 8/14 Richard Bensimon
- 9/3 Armena Molla;
- 9/19 Reginald Page;
- 9/20 Alonzo DeMarco;
- 9/22 Alexander Starovoitov;
- 9/30 Fadia Mosri-Ayub

Cultural / Awareness Days

August

- Black Business Month
- Summer Sun Safety Month

September

- 9/2 Labor Day;
- Global Company Culture Month,
- Prostate Cancer Awareness Month

HELPING GREAT COMPANIES FIND GREAT PEOPLE

AUGUST / SEPTEMBER 2024

NEWS YOU CAN USE

Open Enrollment

Open enrollment is a time for HR to devise and execute an effective and efficient process.

Tips for preparing for Open Enrollment Season

- Start planning early
- Analyze current benefits
- Research market trends
- Be flexible/creative with benefit offerings
- Train HR staff and managers

Communicate Effectively

It is important to make sure that employees know and understand their benefits package.

- Develop a clear communication strategy
- Prepare impactful educational materials
- Host informational sessions

Execute and Monitor Throughout the duration of Open Enrollment, HR should track enrollment rates and send reminders to employees as the deadline approaches.



Properly trained HR staff should be well-versed in all benefit options and prepared to answer employee questions accurately.

Close-out and Measure

Following open enrollment, the following actions are recommended

- Gather feedback via employee surveys
- Measure the effectiveness of the benefits package

The HR Source can assist you with your Open Enrollment process. Contact us for FREE consultation.