

Samantha Fulford

From: WilcoHR <Wilcohr@wildapricot.org>
Sent: Wednesday, November 9, 2022 10:37 AM
To: WilcoHR President
Subject: WilcoHR Newsletter



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December 2022
Member Meeting!**

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Greetings,

WilcoHR has had a phenomenal 2022! We returned to quarterly in-person meetings at our new location, the Williamson County Conference Center, and have continued our virtual offerings on the months that we do not meet in-person. I hope you were able to attend at least one of these great events! In August, Heather Frank offered employer's guidance regarding talent management, employee engagement, workplace flexibility and business needs in her presentation, *The Future of Work Requires the Deconstruction of Jobs and the Reconstruction of Work*. In September, at our in-person meeting, Scholley Bubenik discussed the role that training and development initiatives play in attracting and retaining employees and helped attendees identify key internal and external training and development activities for our organization to include in their programs. Finally, in October, Carla Dykstra helped attendees with data and tips on how to stay competitive with compensation in today's labor market.

When we started the year, one of our goals was to redesign our website. We have combined this effort with a redesign of the WilcoHR logo and the incorporation of our new slogan--***People Focused, Purpose Driven***. Please check out our updated site and keep a lookout for new

changes as this will be an on-going process. Thank you to our Platinum Sponsors, Evins Personnel and Benefits 360. Also, thank you to our Gold Sponsors Primerica, Premier HR Solutions, and Jennipher Judge with Coldwell Banker.

As we move towards the end of the year, we are looking forward to a stellar lineup that you should not miss. This Friday, Nicole Greer will be presenting, via Zoom, on Creating VIBRANT VIBES! Emotional Intelligence Tips, Techniques, and To Do's for Your Teams. This is an exciting, don't miss presentation! If you have not registered, please use the link below to do so today! In December, we will meet in-person at the Williamson County Conference Center for an educational luncheon and year-end celebration! Vidya Moorthy will present on the Lesser-Known Lessons in Leadership. We will also have fun and games and will announce the winners of our 2022 SHRM Foundation Raffle. Have you bought your tickets yet?

The 2023 board still has a few openings. Let us know if you are interested in volunteering with this awesome board. 2023 is going to be a great year. I am excited to see the direction that our President-Elect, Carla Dykstra, takes our chapter!

Samantha Fulford, President 2022



I am both excited and humbled to be part of WilcoHR. It's been a wonderful year of learning and preparing to step into the role of President in 2023. I've had the opportunity to learn from our current President Samantha Fulford this past year by meeting with her and attending Texas SHRM Leadership Meetings. It's been a

blast. Along the way, I've also met some wonderful people who I will be able to serve with in the next couple of years.

For 2023, WilcoHR will have some amazing events you will want to be part of. My desire is that WilcoHR will grow and serve as a valuable partner in our Williamson County community and be a leading resource for HR professionals. I am excited for the changes we are making. We recently created a vibrant new logo and are in the process of revamping our website. Soon, you will see a new web and social media presence that will be more informative. We have an outstanding board of directors for this upcoming year. We have some vacant board positions so if you are interested, please reach out to president@wilcohr.org.

In the meantime, if you want to learn more about me, please check out this link for my editorial c Austin complements of Austin Business Woman. <https://www.austinbusinesswoman.com/digest/carla-dykstra-on-human-resources-and-equality>

Carla Sykstra, SHRM-SCP

2022 President Elect



Hello WilcoHR!

Thanks for taking a few minutes to read! I'm not much of a writer; however, I can share experiences which often are more interesting than fiction.

My firm works exclusively in the Employee Benefits world. For those of you who work in this area, I think you'll agree Employee Benefits are more complicated now than ever. Here's a recent opportunity we came across.

Case Study

Issue: Small employer filed as a C-Corp, less than 20 employees. The President (over age 65) opted out of their group benefits (to help the overall rating of the plan) and enrolled in Medicare. As an employee of the C-Corp, her individual Medicare premiums cannot be paid by the company, nor are the premiums deductible to her as an expense.

Solution: In recent years there have been a couple of new HRAs (HealthCare Reimbursement Accounts) introduced via IRS Code Section 105. We'll focus on the ICHRA (Individual Coverage HRA) for this example. The ICHRA ("ik-ra") allows a small

group (less than 20 employees) to contribute a preset dollar amount to the ICHRA account. The employee files a "claim" for reimbursement of their premiums paid for Medicare Part A & B, Supplement, and Part D. Amounts contributed to the HRA are a business deduction for the employer, and the amounts coming out of the HRA to your employees is not a taxable event.

Here's why this works: Medicare A & B, Supplement, and Part D often are a better option from a cost and benefit standpoint for your aged workers.

In larger businesses, Medicare premiums cannot be paid or deducted by the employer because Medicare is considered the secondary payer of healthcare claims. However, if your company has fewer than 20 employees, the group health plan becomes the secondary payer when an employee is eligible for Medicare, making Medicare the primary payer. A properly structured ICHRA can allow the employer to both indirectly pay and deduct the Medicare premiums.

HRAs have been around since 2002, but they continue to evolve as the IRS code changes. Not surprisingly, CPAs have been using them way before anyone else!

For additional details please reach out to our office or click here: <https://www.cms.gov/files/document/individual-coverage-hras-policy-hcgov-application-overviewfinal-8282020.pdf>

In summary, HRAs can be a very cool tool to use to improve your overall Employee Benefits package. An ICHRA can help you craft a solution for older employees enrolled in Medicare that benefits both the employee and employer.

Thank you! If we can help, please let me know.

Debra Spellings

Principal Owner

Benefit360, LLC

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Thank you to all our members who have participated in and supported us during our transition back to in-person meetings! We hope to be 100% in-person by the end of next year. We appreciate all of our members and sponsors, you make WilcoHR possible. We could not do this without your participation and support!

Please help us welcome the following new and returning professional, associate, and affiliate members to WilcoHR for the second half of 2022—Jennifer Wissmann, Barrett Whittington, Franchesca Bush, Christine Valentine, Michelle Golloher, Jennifer Brooks, Sonja Bergmann, Danette Tidwell, Heather Moreau, Diana Byers-Ladwig, Shawna Chandler, Maggie Cunningham, Amanda Siek, and Vicky Motiu.

If you have let your WilcoHR membership lapse or would like to join, take advantage of this amazing offer. Sign up today and receive the rest of 2022 free!

[Click Here to Join WilcoHR Now!](#)

Don't forget to register for our upcoming webinar on November 11th. All online programming will continue to be complimentary to WilcoHR members for the remainder of 2022. Also, our year-end meeting and celebration will be held on December 9th at the Williamson County Conference Center. We will announce year-end raffle winners

and induct our 2023 board at this great event! Both events have been approved for SHRM and HRCI credits—sign up today!



Programs

By Carla Dykstra, SHRM-SCP and Chelsea Schwierking, SHRM-CP

2022 has been an amazing year for Programs. Together, we were able to bring to you different speakers and topics that were current with the employment trends. We have brought to our members topics such as Leadership Coaching, Employee Engagement and Retention, Microaggressions, and Compensation strategies. WilcoHR has conducted 3 in-person meetings and held 7 virtual meetings to date. All programs were approved for 1 – 1.5 recertification credit for both HRCI and SHRM.

Don't miss our final two events for 2022!

November 11th (Virtual) Creating VIBRANT VIBES! Emotional Intelligence Tips, Techniques, and To Do's for your Teams Presented by Nicole Greer, CEO and Principal Coach at Vibrant Coaching

December 9th (In-Person) Lesser-Known Lessons in Leadership by Vidya Moorthy, Founder of Clural, LLC

December is our year end celebration. Join us! You will not want to miss the amazing speaker, networking games, our year end raffle (raffle tickets still available) and lots of holiday joy and cheer!

If there is any topic you would like Programs to cover in 2023 or know of an awesome speaker who would love to volunteer their time to share their knowledge, please email Chelseaschwierking@campgladiator.com.



Join WilcoHR's November Virtual Meeting!

Networking 11:30 am-12:00 pm

Presentation 12:00 - 1:00 pm

Complimentary event for WilcoHR members.

[Click Here To Join WilcoHR Today!](#)

Non-member fee \$10.00.

November 11, 2022

Creating VIBRANT VIBES! Emotional Intelligence Tips, Techniques, and To Do's for Your Teams

[Register for November's Meeting Here](#)



Join WilcoHR's December In-Person Celebration!

Networking 11:30 am-12:00 pm

Presentation 12:00 - 1:00 pm

Complimentary event for WilcoHR members.

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Non-member fee \$10.00.

December 9, 2022

Lesser-Known Lessons in Leadership

Register for December's Meeting Here



WilcoHR will be collecting toys, games, books, and gift cards for families in need this holiday season. Please bring unwrapped toys, gift cards, board game to our December 9th Year End Celebration.

For each item donated, you will receive a ticket to win a \$50 Visa Gift Card and other door prizes to be announced.

Bring some holiday joy to those in need this year!

Need an idea of what to donate? Check out the Brown Santa Wish List below. Items from birth to high school aged children will be accepted. <http://Amazon.com>

About Brown Santa

The Williamson County Brown Santa program aids approximately 600-800 families annually who live outside the geographical limits of any town or city within the county which does not provide a similar service.

The goal of the board is to fulfill 100% of any request made during the holiday season for toys, clothes, and books suitable for children from birth to high school age.

Typically, gifts recommended are toys, books, and stuffed animals. Additional items that can be provide are gift cards to the parents for food or clothing in addition to the children's gifts.

The Williamson County Brown Santa Program strives to help all in need, while also working together with the community of Williamson County and its residents to bring Holiday Cheer to all!

<http://wcbrownsanta.com>



By Sue Reichert, Co-VP Workforce Readiness

EEOC Releases Updated “Know Your Rights” Poster – The EEOC released a new version of the required workplace poster on October 20, 2022. The new poster looks quite different with a question-and-answer format and easier to read bullet points. The poster is available on the EEOC website www.eeoc.gov. Be sure to display the poster as soon as possible.

Local Area Unemployment Statistics – The Austin-Round Rock area is at 2.8%, keeping our area as one of the lowest unemployment rates in the state. The national average is 3.5%.

Other Changes Coming in 2023:

Social Security tax wage base is increasing from \$147,000 to \$160,000.

The Health FSA is increasing from \$2,080 to \$3,050 and the carry forward to the next plan year is increasing from \$570 to \$610

The IRS has increased the 401(k) contribution amount for employees from \$20,500 to \$22,500

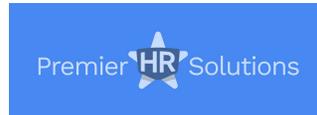
DHS has extended the Form I-9 Physical Presence flexibility until July 31, 2023. Employers should continue to use the current I-9 Form until the new version is available.

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