



# NHRS Employer Reporting Enhancements

# Improvements Are Coming!

## Why we are making these improvements

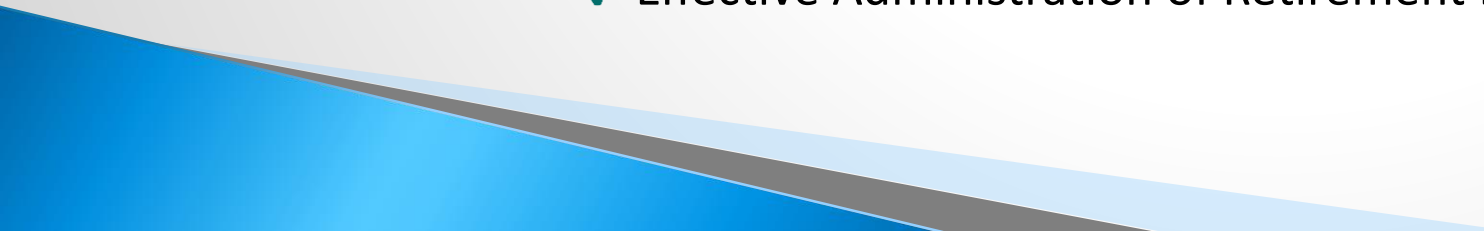
### **You Told Us:**

Some processes are confusing, time-consuming, or don't reflect how you operate today.

### **We Listened:**

Updates are underway where possible, based on your feedback.

### **Our Goals:**

- ✓ Reduce reporting errors
  - ✓ Simplify processing
  - ✓ Streamline wage and contract reporting in one pass
  - ✓ Effective Administration of Retirement Benefits
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# New Member Enrollment Made Easier

## What Happens Today

Right now, you cannot enroll a new member(new to NHRS) until first wages are reported, even if the hire date is known and documentation is ready.

## What's Improving

You'll be able to add new hires before their first day and upload documents earlier.



### Why This Helps:

Reduces delays and extra back-and-forth; gets new members set up faster.



### Let's Talk:

Would this help your team when onboarding new employees?

# Simplifying Enrollment in DRS

## What Happens Today

You must jump around fields or skip steps to complete enrollment without errors.

## What's Improving

The enrollment process will follow a clean, step-by-step flow.



### Why This Helps:

Streamlines the enrollment process.



### Let's Talk:

Would this improve the way you enroll members?

## Pay Period Details

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Pay Period Number:


Pay Period Begin Date:  

Pay Period End Date:  

Plan Sub Group:  

Plan:

Pay Date:  

Record Type:  


Final Reporting Pay Period: ☐

Annual Base Salary:

Salary Variance Reason:  

## Employment Information

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Employment Type:  

Insert

Cancel

# Expanded Salary Variance Options

## What Happens Today

Salary variance options are limited. You often need to follow up with NHRS to clarify pay changes.

## What's Improving

More variance reasons are being added (overtime, leave, annual salary increases, payouts, holiday pay, etc.) *\*Next slide contains a full list*



### Why This Helps:

You can select salary variances up front and avoid having to contact NHRS.



### Let's Talk:

Are there any other leave or exception times you recommend we include?



# Expanded Salary Variance Options

- ❖ Annual Salary Increase
- ❖ COLA Increase
- ❖ Remaining Contract Payout
- ❖ Disability Supplemental Wages
- ❖ Extra-Curricular/Additional Duties
- ❖ Final Wages
  - Replaces Term Pay
- ❖ Holiday Pay
  - Leave of Absence End
  - Leave of Absence Start
  - Longevity Pay
- ❖ Military Differential Wages
- Other-Contact NHRS
- ❖ Overtime
- ❖ Retirement Incentive
  - Retro Adjustment
  - Salary Continuance
  - Settlement
- ❖ Shift Differential
  - Stipend
- ❖ Teacher Development pay
- ❖ Unpaid Leave Time / Reduced Hours
- ❖ Unused Sick/Unused Vacation Pay
  - Replaces non and termed leave payout
- Workers Comp

# Allowing Overlapping Employment

## What Happens Today

When members move between employers, the system blocks the move due to limitations for overlapping employment dates.

## What's Improving

An overlap in employment dates will be allowed, reducing rejections when reporting.



### Why This Helps:

You can continue reporting without delay or needing manual correction.



### Let's Talk:

Would this reduce reporting frustrations for your team?



# Preventing Errors in Teacher Contracts

What Happens Today	What's Improving
Final or first contract salary (like balloon payments) often drive exceptions on the last reported salary and then the first contract salary, even when they are valid.	Logic will be updated to support school year contracts (21+5, 22+4) and reduce salary variance exceptions.



## Why This Helps:

Avoids unnecessary exceptions and the need to call NHRS.



## Let's Talk:

Would this reduce reporting frustrations for your team?

# Ability to Manage Summer Wages

## What Happens Today

There is no easy way to report non-working employees during the summer. You may have to delete members just to keep them from being flagged as a non-reporter.

## What's Improving

Providing the ability to flag employees that may or may not receive summer wages.



### Why This Helps:

Cleaner files, fewer exceptions, and no need to delete active members.



### Let's Talk:

Would this address the issues you have experienced with summer wage reporting?

# Improving Prior Contract Pay Reporting

## What Happens Today

There are issues with linking wages to a prior contract period, so NHRS must fix it manually.

## What's Improving

You will be able to associate wages to the last contract period with a dropdown option if applicable. The default will be the current contract period.



### Why This Helps:

Keeps things accurate and reduces back-end cleanup.



### Let's Talk:

Would this update simplify prior contract reporting for your team?

# Reintroducing Position Title in Employer Reporting

## What Happens Today

NHRS stopped accepting paper enrollment forms, and in turn the position/title field is no longer collected.

## What's Improving

The unused "Employee ID" field will be replaced with an optional "Position Title" field.



### Why This Helps:

Helps us classify roles more clearly for retirement processing.



### Let's Talk:

Would you be open to using this field when possible?

# Launching Employer Reporting User Guide

## What Happens Today

Training is spread out across DRS, the website, or passed along internally.

## What's Improving

We're building a centralized Employer Reporting User Guide with instructions, exception help, and tips.



### Why This Helps:

You will have a go-to resource that is continuously updated.



### Let's Talk:

What would be helpful in the user guide?

# Centralizing Notifications for System Upgrades

What Happens Today	What's Improving
Change notifications are shared with Employers through both DRS alerts and press releases. The information then resides in different areas of the NHRS website.	A new Release Notes section will be added to the NHRS website, providing a centralized location enabling Employers to efficiently view a listing of all release information in chronological order.



**Why This Helps:**

You can check for updates anytime and share them with your team easily



**Let's Talk:**

Would this help inform you when system changes are implemented?



# Implementing NHRS Communication Standards

## What Happens Today

Communication is sometimes inconsistent, and messages can feel unclear or technical — which may leave you or members confused.

## What's Improving

We are reviewing and aligning all employer and member communications to be clear, supportive, and consistent — across all teams and channels within NHRS.



### Why This Helps:

Everyone gets one clear message and understands what is happening.



### Let's Talk:

What's the most efficient way for us to deliver communications?



Thank you!