

Human Resources Advisory Committee (HRAC)

We met on May 7, 2018 at 2:00.

Todd Kneale, Director Total Rewards, went over several items:

Comp 101 – training on staff compensation and classifications. The schedule is not set, but hope to have it before the next meeting. This will be for LFOs, UBMs, Deans and Directors.

The new JDF changed from 12 pages to two pages. The review process has also changed to move it through more quickly. This is not yet implemented, but should be in use soon.

An RFP is out for Benefits Consulting. Aon has been our consultant for 15 years. They have done a good job, but it is time to do a search.

An RFP for a Total Rewards Study – UofL's compensation and benefits package compared to what other Universities and local businesses offer their employees. There was discussion that we have qualified faculty and students who need research projects that could do this internally at a much lower cost. This will be brought to the new President.

The FLSA review has not started. The company is waiting for their deposit. The process will take about 30 days.

Jesse Morgan, Director Pharmacy Utilization, gave us an update on Pharmacy Initiatives. The initiatives are going well. We saved \$121,367 in April based on March's numbers.

Hepatitis A vaccine is free for employees on UofL's insurance.

John Elliott, Interim VP-HR, said we had 54 RIFs this calendar year and six of those were grant funded. There have not been any RIFs in April.

HR is looking to have a GED program for employees.

Submitted by,
Patti Williams