

The Human Resources Advisory Committee Meeting - September 8, 2016

**FLSA Executive Order:** HR is progressing with the federal change to ensure that, with certain exceptions such as professional duties, employees earning less than \$47,476 are non-exempt from overtime. No faculty positions are affected because of either their higher salary or because they meet the exceptions. Consequently, by Sep 28, all exempt employees will receive letters advising them whether or not they are converting to tracking their hours, being paid time-and-a-half for hours per week above 40, and being paid bi-weekly.

Each unit's lead fiscal officer will be notified of which jobs and people will be thus converted and will meet with each supervisor individually. For the 700-800 employees being converted to non-exempt status, their last monthly check will be Oct 28 and their first bi-weekly check will be Nov 18. Some employees will get a salary increase to \$47,476 to keep them exempt.

**Insurance Dependent Verification:** The dependent verification deadline was extended to Sep 12. At this point, 80% of employees have been verified, with more who have submitted documentation awaiting review. There will be an appeals process by a representative committee for those unable to provide proof. But care must be taken to ensure that those approved will also be approved by Aon's stop-loss insurance, which covers benefits above the \$350K per person that we self-insure. Otherwise, either the University or the employee could be liable for millions.

**Health Insurance Premium Holiday:** Finally, there is excellent surprise news: Our health insurance plan was over-funded (or under-claimed) this year, yielding a surplus. This surplus will be returned to us in the form of a one-month holiday from paying the premium, which should occur before 2017.

**Open Enrollment:** October 17-28, 2016. There will be new vendors for Dental, Vision and Life insurance