

The **Human Resources Advisory Committee** met Oct 13 to consider issues surrounding compliance with the new FSLA provisions on exempt-nonexempt employees, and issues of open enrollment.

HR is moving on the change for some employees earning less than \$47,476 from exempt to nonexempt. But the ambitious effective date has been postponed from Nov 1 to Dec 1, which is the federal regulation's required date. Vigorous discussion ensued within the meeting about the sufficiency of HR's communication to affected employees, their supervisors, and business managers, despite the explanations on HR's Website.

Personal financial problems can arise from staff moving from monthly to biweekly checks, since nonexempt employees are paid in arrears. This could result in employees getting their first biweekly check, for only 8 days of pay, but with double deductions. Since December, like June, is a month with 3 biweekly checks, this could lessen the blow.

In an attempt to be helpful, HR is offering affected employees, through its Website, a \$1,000 interest-free loan to help in the transition. But this gesture is diminished by processing the loan through the payroll system, and thus deducting taxes from the \$1,000.

In what might be bad timing, HR did an audit of jobs based on duties, independently and simultaneously with the FSLA rule, which produced reclassifications as well.

Meanwhile, open enrollment is proceeding apace, Oct 17-28, as you know from UofL Today and postcards sent to your homes. Your current plan choices will roll over to 2017 unless you make changes. Of course, as usual, you must re-enroll in your FSA and in Get Healthy Now, with its health risk assessment, every year. You must also enroll annually if you waive health insurance and want to apply those dollars to a dependent care FSA. (A change in the waiver amount may be required to comply with the Affordable Care Act.)

We have new vendors for our dental and vision plans. The new dental provider, MetLife, offers a basic (similar to last year's) plus a new enhanced plan. If you take no action, your previous dental plan will roll over into the new basic plan. The enhanced plan increases the annual max from \$1,000 (as in the basic and as in last year's) to \$3,000, for a premium increase of \$79 per year. Other than that change in the max, it appears the same items are covered under both. Still, both plans are cheaper than last year's basic.

Notes from Alan Levitan, FS Planning & Budget Committee