

June 3, 2019

HRAC Meeting Highlights

Jessie Morgan gave an update on Get Healthy Now and the wellness vision. The GHN Wellness will continue, and coaching is still available. Our contract with Health Fitness runs through mid-September. He is looking to get the biometric screenings done this summer before the contract is up, but he encourages people to go to their doctor for an annual wellness check-up. It is free with insurance. Jessie is working to keep the disease management classes and other classes such as yoga and Tai Chi. He is looking for space in the SAC and on HSC. All of this depends on how much budget is available.

There is no current transgender bathroom policy, and it is a building-by-building decision if signs are put up. JB Speed School has put up signs, and Diversity in Strickler has ordered signs.

As of May 31 18 people have been RIFed this year which is significantly less than the previous two years – see attached report.

The Lactation policy has been approved and will be on the website soon.

ULARP, our retirement organization, used to receive funding from the University, but that stopped a couple of years ago. Their funds are dwindling, so they are alienating with the Alumni Association. They used the funds mostly for their newsletter. They are now sending it electronically through emails.

Posting salaries has still not been approved. Todd has recommended posting full earnings that will include XPays and other compensation. This will be updated quarterly.

The Compensation Work Group consolidated five policies into one. Funds have been requested to hire a consultant to look at job titles, job descriptions and grade ranges. The comp team will get current job documentation to get job values whether funds come through or not. Titles are likely to change because the Work Group agreed that titles have become meaningless over time at UofL. As part of a new structure implementation, individual compensation will be reviewed and could change based upon market. Implementation of a new structure will likely take two to three years.

Performance appraisals begin July 1 and are due to HR by October 31.

The Benefits Work Group had its first meeting. They are working with our new consultant, Willis Towers Watson on 2020 changes and a three-year benefits strategy. They are expecting an increase in insurance, so the group is looking at options on how to cover this. The actual numbers are not available yet. As decisions are made for the 2020 plan year (effective January 1, 2020) it will be communicated to HRAC, Staff/Faculty Senate and employees.