

Aug 6, 2020

### HRAC Meeting Highlights

Cost Saving Initiative Update – There are 79 staff still on furlough of which 8 were new in July. There are currently no pay reductions.

Telecommuting Policy – A decision tree has been developed to help determine if you want to Telecommute or if you need the Emergency Temp Leave due to COVID. Legal has reviewed and softened the language regarding dependents in the Telecommuting policy. They agreed that the policy is not unreasonable. We hope to have Telework Eligible added to job advertisements. This does not mean the person hired is guaranteed to be able to telecommute. There was discussion on why this policy is not grievable, and most felt it should be. PED tried to add it, but were told no. Todd will look into the reasons.

Compensation and Total Rewards Studies – This is part of the Strategic Plan. Staff and Supervisors will have to update all job descriptions, and these will have to be kept current. This is a big undertaking. The benefits study is a separate study. It was asked if there can be training for the supervisors on the job duties, and Todd said yes.

2021 Benefit Update – There will be minimal changes in 2021. Even though the cost of health insurance is increasing, the University will cover that cost. Copays will increase \$5. Generic mail-in maintenance medicines will have a \$0 copay. Specialty medicines will only be covered for 30 days. Dental will have more distinct differences between the two plans. Vision insurance will have a slight increase.

HRAC Webpage Update – Todd has asked for bios and pictures for the HRAC Committee, so these can be put on the website. He wants people to be able to get in touch with the HRAC Committee if they have questions or concerns.

It was asked if there have been any changes in retirement numbers since COVID. Todd didn't have an answer, but he will look into it.

Update from Todd Aug 10:

In last week's HRAC, I mentioned that, beginning 1/1/2021 generic maintenance medications would be \$0 copay through mail order. The question was then asked about \$0 copay for generic maintenance medications at retail as well as through mail order. The \$0 copay through mail order is possible because the cost of filling through mail order is lower than the cost of filling at retail. Thus, that lower cost allows us to offer the \$0 copay through mail order.