

## HRAC Highlights

May 3, 2021

Faculty and Staff Compensation & Total Rewards RFP – The RFP has been signed by Segal. They will reach out to supervisors for additional information as needed. The compensation study will be completed before the total rewards study begins.

ERP – All of the LFOs are involved in the process. July 2022 is the anticipated start date. The committee is narrowing down which modules we need to meet the needs of the employees. Melissa Long Shuter gave us a look at some of the options that will be available.

Unemployment – There has been a decrease in the number of fraudulent claims due to Homeland Security's work on this.

Norton Transition – We still do not have a signed contract.

Health Advocate Launch – Health Advocate is our new vendor. We need to take care of ourselves and build a culture to that end. A new point system will roll out in June for next year. It is easily obtainable, but it will require more than the annual self-assessment.

Benefits Account Management RFP – This company will help with FSA, HSA, and Cobra. The pool has been narrowed to three finalists.

FSA Rollover Through December 2022 – The ARPA Act of 2021 allows the limit for FSA Dependent Care to be raised to \$10,500. Emails have gone to employees with dependent FSAs, so they can increase their limit as of May 1 if they choose. All FSA accounts with funds available at the end of the year will now rollover to the next year through December 31, 2022.

Benefits Administration Committee – This committee has secured a financial advisor for our retirement benefits. This work will begin after a Rewards Director is hired.