

March 1, 2021

## HRAC Highlights

**Faculty and Staff Compensation & Total Rewards RFP:** The finalist meeting is this Friday, and the committee hopes to move forward with a contract.

- The **Compensation & Total Rewards Study** will take approximately **18-24 months**
  - As of March 1, 2021 – Strategic Plan W3 Committee will meet with vendor finalist on March 5, 2021
    - After meeting
      - the committee will make their vendor recommendation
      - UofL and vendor will negotiate contract terms
      - Contract is signed
  - Once the contract is signed\* the vendor will outline the next steps. One of the known next steps is HR providing vendor with all staff job descriptions
  - The next steps will be outlined and updated as HR learns more. This timeline is housed on HR's webpage as [Compensation and Total Rewards Studies](#)
  - Effective March 1, 2020 the university will discontinue job reclassifications until the study is completed and an action plan approved. The job documentation provided to the consultant must remain unchanged during the course of the study to ensure the accuracy of the results. That is why it is important that updated job descriptions reflect job duties and requirements as they exist today. (**Note:** This notice, with more detail, was sent to every employee in December 2020, January 2021 and February 2021)

\*timing will vary

**ERP:** Staff are working fast to get the ERP system ready.

- The **ERP System Implementation** (HR/Payroll System) will take approximately **18 months**
  - Workday (ERP vendor) and Huron (implementation partner) contracts signed
  - Project leads identified (employment, compensation, payroll, benefits, etc.)
  - Backfills in process
  - Daily 3-hour introduction sessions February 22 - February 26 with project team and stakeholders
  - ITS finalizing dedicated project website

**Unemployment:** Some staff have received a letter from the Employment Office saying a fraudulent claim was submitted. Shelly Dunn is our contact in HR, and she can help if you receive one of these letters.

**Norton Transition:** The newest transition phase starts May 1.

**Health Plan Update:** Changes were decided two years ago but were put on hold due to COVID.

- **2022 Medical Benefit Options** will change (cost, plan design details, etc.), and HR will proactively share information with University Community as it comes available
  - March 2, 2021 **Benefits at a Glance** will provide a sneak peek of changes

- EPO – will no longer be an option
- PCA Low – current subscribers will remain in plan, no new participants will be added
- UL Health – new option
- HSA (Health Savings Account) – new option
- PCA High and PPO will remain
- Benefits Design Workgroup membership and charge is housed on [HR's website](#).

**Benefits Administrative Committee:** An RFP for a fiduciary to monitor UofL retirement plan investments went out. It was awarded to Commack Retirement Group who merged with CAP Trust, so CAP Trust will take care of our plan and plan documents, and come back with any changes they think are necessary. The Committee will meet in April.

**Health Advocate Introduction (March 15, 22, 29):** Health Advocate, our new GHN partner, has a broader array of services. They will go more into wellness. They will also advocate for employees who have issues such as billing problems. There will be an array of options to earn points toward the incentive for credit on your health premium. More information will come on this.

**Benefits Account Management RFP:** HR is looking for a company to administer the FSA, direct billing to retirees, HSA, and hopefully PCAs. They hope for one vendor that can do it all, but they may need additional vendors for specific programs.

**Belknap OnBase Implementation:** HSC uses OnBase to request new employment where Belknap uses emails. HR wants to move Belknap to OnBase for about 18 months until the new system comes on-line.

**Retirement Reset:** Mary Elizabeth Miles and Todd Kneale met with the leadership team of the retirees. They will have quarterly meetings with the team to keep communication and process open. Currently retirees must turn in paper forms for open enrollment for insurance. HR is working with ITS to get them on-line availability with the implementation of the new system.

Brian Buford is talking to ULARP to be sure that every retiree gets a card from the President when they retire. The hope is to have a reception for all new retirees plus one guest at a ball game where they will be brought down on the field to be recognized. He wants to create a culture of appreciation for their years of service.

**Reminder:** March 15 – Performance Evaluations are due