

**Date:** October 5, 2022  
**Time:** 9:00am to 10:00am  
**Location:** Microsoft Teams

- **Compensation & Total Rewards Study update**
  - The staff job classification phase of the project that has taken place over the summer is now complete. The project team met with VP/Deans throughout the month of September to review the proposed job architecture. The next phase of the project is the benefits study and faculty and staff market assessment this fall/winter. Additional information about the Total Rewards Study can be found on the website at: <https://louisville.edu/hr/compensation/compensation-and-total-rewards-study>.
  
- **Benefits update**
  - *Open enrollment began Oct 3*
    - 2023 Open Enrollment began October 3, 2022 and ends October 14, 2022. Open Enrollment webpage for both employees and retirees are accessible through the HR website.
    - To participate in a Flexible Spending Account (FSA) for 2023, you must enter your new FSA amount in ULink during Open Enrollment, or your account will default to zero. You must do this, even if you enrolled in an FSA for 2022.
    - Only employees who make benefit changes, including FSA changes, will receive a confirmation statement to approve changes. Employees who do not make any benefit changes for 2023 will not receive a confirmation statement.
  
  - *Policy Updates for retirees beginning January 1, 2023*
    - To align with policy and regulatory requirements, staff who retire after 1/1/2023, with accrued sick leave, will be paid out in a lump sum, up to the max of 30 days. Additionally, we are enhancing our retiree benefit transition to add one additional month of medical coverage for all faculty and staff at the active employee rate following their retirement effective date. Staff with accrued annual vacation leave, will still have the option to use up to 44 days or choose a lump sum payment upon retirement.
  
  - **Workday update**
    - Workday training will begin at the end of October, early November.
    - WorkdayHR project team continues to meet to review go-live and the action items needed to be complete before January 2023.
    - Continue reviewing UofL Today for Workday updates.