Title IV and Title IX Training

Executive Orders

2015 Annual Benefits Update

Learning Management System Update

Retirement Program Enhancements

Background Screening

Recruitment Applicant Fit Analysis

HR Service Survey

Emerging Issues

Touchdown Cowboys!
New Training Requirements:

- Students
- New Employees

Under VAWA, new students and new employees must be offered “primary prevention and awareness programs” that promote awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking.

- Faculty
- Staff

Ongoing prevention and awareness campaigns on all of the above.
1. Executive Order 13658, 1/1/15
   ▪ Minimum Wage for Contractors ($10.10/hr.)
2. EO 11246, Amended 7/21/14
   ▪ Equal Employment Opportunity
     ▪ Sex, sexual orientation, gender identity, national origin
3. EO 11246, Amended 4/8/14
   ▪ Non-retaliation for Disclosure of Compensation Info.
   ▪ Equal Pay Report
4. Executive Order, 7/31/14
   ▪ Fair Pay and Safe Workplaces
2015 ANNUAL BENEFITS
2015 average premium rate increase is 7.5%

Source: Health Research Institute
OSU CLAIMS EXPERIENCE

Loss Ratio by Month and Year

OSU A&M 2012 Avg = 75.7%
OSU A&M 2013 Avg = 88.5%
OSU A&M 2014 Avg = 75.2%
BCBS BOB Avg = 96.1%
## 2015 HEALTH INSURANCE PREMIUMS

### Tobacco-Free Incentive

<table>
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<tr>
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<th>Tobacco-Free Incentive</th>
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<td>BlueEdge HSA</td>
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</table>
EMPLOYEE IMPACT

No Change

- Employee premiums
- BCBS network
- Tobacco-free incentive
- Coverage
- Prescription Formularies
- Condition Management/Wellness

Change

- Health Assessment Incentive
- New insurance cards/group number
New IRS Rule: $500 limit on employer contributions
New State Rule: Waivers require certification

2014

Waiver $2,400/yr.
FSA Health & Dependent
High Deductible Plan
HSA: $965/yr.
FSA: $965/yr.

2015

Waiver $500/yr.
FSA Health Only
High Deductible Plan
HSA: $965/yr.
FSA: $500/yr.

Medicare & Medicaid no longer eligible for waiver per Federal Regulation
The grace period will remain for 2014 funds. You will be allowed to use 2014 funds for dates of service through 03/15/15. Claims must be filed prior to 03/31/15.

2015 funds will be allowed to carryover into 2016 up to a max of $500.
VENDOR CONSOLIDATION

Dental Enrollment

- Assurant: 3%
- Cigna: 1%
- Delta: 26%
- HealthChoice: 69%

Vision Enrollment

- Humana/Comp Benefits: 9%
- Primary Vision Care: 3%
- Superior Vision: 4%
- United Healthcare: 3%
- Vision Care Direct: 1%
- Vision Service Plan: 80%
OTHER BENEFITS

- Long-Term Disability
  - No changes to premiums or coverage
- Life Insurance
  - ING is rebranding to VOYA Financial
  - The only premium increase will be to OSU for the basic life coverage of 8%
  - No supplemental premium increase for employees
WELLNESS INCENTIVES

- $240 premium reduction for tobacco free ($20/month)
- $50 cash incentive for participating in Catapult health assessment and biometric screening
- $240 fitness membership to the Wellness and Colvin Centers ($20/month)
- $250 deductible credit for expecting mothers who participate in a Special Beginnings program
- Condition management programs for chronic health conditions like diabetes, heart disease, etc.
- Two program offerings (BALANCE and Naturally Slim) for employees with Metabolic Syndrome
CATAPULT HEALTH SCREENINGS

• For Members of BlueCross/BlueShield
• Lab Accurate Results
• Personal Coaching from Medical Professional
• Immunizations (flu, dtp)
• $50 annual incentive for participation
• 30+ opportunities to participate on campus this Fall

www.timeconfirm.com/okstate
TOBACCO CESSATION

- Adding Vapor and Electronic Cigarettes to affidavit
- Ask your doctor about programs and/or medication
- ComPsych (EAP) at guidanceresources.com (855-850-2397)
- BlueCross BlueShield of Oklahoma (1.877.258.6781)
- The Oklahoma Tobacco Quit Line (1.800.QUIT.NOW)
- The American Cancer Society
- The American Lung Association
- The American Heart Association
Quarterly Utilization Report (Jan. – June 2014)

- 35.86%
  - 923 utilized guidanceresources.com
  - 150 utilized telephonic access
  - 17 Face-to-Face Referrals

**Service**
- 98% inquiries were satisfactory
- Average Speed of Answer – 14 Seconds
- Abandonment Rate 0%

**Chart:**
- EAP 23%
- FamilySource 29%
- Legal 29%
- Financial 11%
- Health/Wellness...
COMING SOON

Benefits Fair

Benefits Consultant

Weight Watchers at Work
ANNUAL BENEFITS ENROLLMENT

October 1 - October 31, 2014

Action Required by All

http://webemp.okstate.edu
Elections required
- Health Flexible Spending Account (FSA)
- Dependent Care Flexible Spending Account (DCA)
- Health Savings Account (HSA)
- Dental – if currently in provider other than Delta or HealthChoice
- Vision – if currently in provider other than VSP

Waiving coverage is a two-part process requiring verification
- Update demographic information (veteran, disability, etc.)
- Tobacco affidavit must be complete for incentive

http://webemp.okstate.edu
TALENT MANAGEMENT SYSTEM UPDATE

- Talent Management System
  - Learning Management System
    - Available in October
  - Applicant Tracking System (Recruiting)
  - Performance Management System
OSU-STILLWATER

Welcome ALAN
to your talent management

Oklahoma State University recognizes that people are our most important resources for sustaining excellence in service, stewardship, teamwork, and professionalism. Your Talent Management System provides opportunities for recruiting, retaining, and developing this critical resource so Oklahoma State University will continue to be America's Brightest Orange.

My Transcript

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<thead>
<tr>
<th>Course</th>
<th>Due Date</th>
<th>Action</th>
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<tbody>
<tr>
<td>Demo Course</td>
<td>None</td>
<td>Launch</td>
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</table>

Browse for Training

Certification Programs
**HR Training Services**

Welcome ALAN
to your Learning Center

Human Resources Training Services offers opportunities to OSU faculty and staff to develop their talents, to acquire new skills, and to achieve greater career satisfaction.

Seminars offered through HR Training Services are free to all full-time faculty and staff. OSU faculty and staff have an opportunity to enroll in a variety of seminars which include customer service, performance management, communication skills, self-development, leadership development, and various computer and technical training classes.

<table>
<thead>
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<th>My Transcript</th>
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<tr>
<td>(0 approved training selection(s))</td>
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<tr>
<td>(Registered for 1 training selection(s))</td>
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<tr>
<td><strong>Approve training</strong></td>
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<td>(Your employees have 1 training request(s) pending approval)</td>
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<table>
<thead>
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**September 2014**

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OSU/A&M RETIREMENT PROGRAM ENHANCEMENTS

- September 30 – Advisor Meeting
- October 3 – Mail Retirement Guide
- November 5 - New Fund Lineup & TIAA-CREF Army
- December 31 – Need new Salary Reduction Agreement if beginning a voluntary 403(b)/457(b) with TIAA-CREF
Importance of receiving correct name spelling and e-mail address

Applicant must respond within 5 days to Application Station authorization request
Job Descriptions

- Hiring candidates who meet the minimum qualifications
- What happens to those who don’t meet the minimum qualifications?
- Why is this important?

RECRUITMENT – APPLICANT FIT ANALYSIS
HUMAN RESOURCES SERVICE SURVEY
FALL 2014

- Benefits-eligible employees
- All campuses
- 11 Questions
- Survey closed September 12th
Q1 What is your classification?

Answered: 871    Skipped: 5

Faculty

Staff
Q2 At which campus location do you work?

Answered: 858  Skipped: 18

- OSU-Stillwater
- OSU-Oklahoma City
- OSU-Tulsa
- OSU-Center for Health Sciences
- OSU-Institute of Technology

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
Q3 Which category below includes your age?

Answered: 869   Skipped: 7

- 17 or younger
- 18-20
- 21-29
- 30-39
- 40-49
- 50-59
- 60 or older
Q4 It is easy to reach staff in OSU Human Resources?

Answered: 874   Skipped: 2

- Strongly Agree
- Agree
- Neither Agree or Disagree
- Disagree
- Strongly Disagree
Q5 OSU Human Resources staff are courteous and friendly with a positive attitude?

Answered: 872  Skipped: 4

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
Q6 OSU Human Resources staff are knowledgable and professional and maintain confidentiality?

Answered: 865   Skipped: 11

- Strongly Agree
- Agree
- Neither Agree or Disagree
- Disagree
- Strongly Disagree
Q7 OSU Human Resources staff provide accurate information in a clear, understandable and timely manner?

Answered: 867  Skipped: 9

- Strongly Agree
- Agree
- Neither Agree or Disagree
- Disagree
- Strongly Disagree

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
Q8 OSU Human Resources' written materials are easy to understand?

Answered: 871    Skipped: 5

- Strongly Agree
- Agree
- Neither Agree or Disagree
- Disagree
- Strongly Disagree
Q9 OSU Human Resources website is easy to navigate and understand?

Answered: 866  Skipped: 10

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
Q10 How do you prefer to receive communications from OSU Human Resources?

Answered: 868  Skipped: 8

- E-Mail: 90%
- Campus Mail: 5%
- Home Mail: 1%
- Web: 4%
Q11 In what areas do you feel we can improve (services, programs, communications, website, etc.) Please provide any additional comments or suggestions you may have in order for us to provide better service.

Answered: 261    Skipped: 615
### IMPROVEMENT OPPORTUNITIES

- HR role clarity
- Response time
- Office dynamics lacks privacy
- Webpage layout and content
- FMLA centralization and consistency
- Policy updates
- Recruitment/Application process
- Corrective Action process
- Background screening process
- Lag time with Payroll processing
Emerging Themes & Issues