Quarterly Human Resources Communication Forum

Wednesday, January 13, 2016
## Agenda

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Welcome HR Staff

- Amanda Sewell, HR Assistant
- Cali Martin, HR Benefits Representative
- Keri Bruce, HR Partner
- Anna Cramer, HR Partner
Banner Update
FLSA and 1095-C

- FLSA
  - Anticipated final rules in June/July
  - Anticipated shortened implementation period
  - HR currently reviewing job description updates
FLSA and 1095-C

• 1095-C
  – W-2 for benefits
  – Shows plan participants met the 2015 individual mandate for tax purposes
  – Will be provided by campus mail or USPS January/February due to extension provided by Internal Revenue Service
Catapult Health Participation

- July 1- December 31, 2015
- 3,300 total screenings
  - Increase 58%
- 2,356 screenings OSU-Stillwater
  - Increase by 29%
Catapult Health Preventative Checkup

• Schedule an appointment
  – http://www.timeconfirm.com/okstate

• The patient experience
  – Health risk assessment
  – Biometric screening
  – Blood analysis
Catapult Health Preventative Checkup

• Results
  – Customized report
  – Catapult health nurse practitioner

• Changes in 2016
  – Participation incentive
  – Telemedicine
Chard Snyder

- Setting up your account
- Mobile App
- Submitting claims
- Cards
Training Update

Staff Development Day – Wednesday, March 2, 2016
Dr. Jackie Freiberg
Morning and Afternoon Sessions
Distinguished Service Awards Presentation during lunch

Administrative Professionals Day Celebration
Wednesday, April 27, 2016
9am – Noon with lunch following
Topic: Optimism Rules! LaShanya Aikerson, Training Evolution, Inc.

Advanced Leadership Program 2016
Sign up through January 29
Performance-Based Compensation

- Performance-Based Compensation Taskforce
- Merit Pay Plan
  - Compensation based on performance
  - Rewards the higher performing employees with additional pay
- Performance Management
  - Cornerstone Performance Reviews
    - Forms & Scoring
  - Training for Supervisors
    - Live and on-line
Open Discussion
THANK YOU!

😊