Quarterly Human Resources Communication Forum

Wednesday, April 13, 2016
# Agenda

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Welcome HR Staff

• Mariah McPhail, Benefits Representative
• Education: HR degree from OSU
• Experience: OSU undergrad admissions and CREC in HR
Cornerstone Performance Management

• General Staff Performance Review is now available
  – 4 Key Performance Responsibilities
  – 4-5 Core Competencies (including Supervisory)
  – Self-Review
  – Indirect Manager review and signature
  – Supervisor and Employee signature

• Contact your HR Partner for demo
Catapult Health Assessment - Participation

- Increase by 48.9% from 2014 to 2015
- Incentive for 2016 is monthly premium credit
- 122 clinics
Catapult Health Assessment – Metabolic Syndrome

• Abdominal circumference, triglycerides, cholesterol, blood pressure and glucose
• Increases the risk of heart disease, diabetes and stroke
• BALANCE and Naturally Slim Programs
Catapult Health Assessment - Diabetes

- $10,000 yearly health care costs - managed
- $30,000 yearly health care costs - unmanaged
- Increased blood sugar can lead to nerve damage, eye problems, heart disease and stroke
- Choose You Program

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<tr>
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<th>Catapult BOB</th>
<th>OSU</th>
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<tr>
<td>Normal</td>
<td>69.30%</td>
<td></td>
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<tr>
<td>Managed</td>
<td>77.20%</td>
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<tr>
<td>Pre-Diabetes</td>
<td>21.80%</td>
<td>14.60%</td>
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<tr>
<td>Diabetes</td>
<td>8.10%</td>
<td>7.70%</td>
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Catapult Health Assessment - Hypertension

- Silent killer
- 1 in 3 Americans have hypertension
- 1 in 5 Americans have pre-hypertension
Catapult Health Assessment - BMI

• Increase risk of heart attack, stroke, high blood pressure, certain cancers, sleep apnea, and diabetes

• Medical expenses 42% greater for an obese patient

• Weight Watchers at Work
Catapult Health Assessment – Tobacco Use

- Estimated 16.8% U.S. adults are current cigarette smokers
- Largest preventable cause of death and disease in the United States
- Incentive for 2016 is monthly premium credit
Administrative Professionals Day
April 27, 9am
OSU Alumni Center, Click Hall

Optimism Rules!
Presented by LaShanya Aikerson,
Training Evolution

Lunch will follow the program

Register at talent.okstate.edu
Regulatory Updates

- FLSA Update and Action Items
- GTA/GRA Minimum Salary Thresholds and Impacts
Regulatory Updates Continued

• Workers’ Compensation

• Transitional/Light Duty Assignment Limitations
OSU Form W-4 and Non-Resident Aliens

• OSU Form W-4

• Non-resident aliens to write “NRA” at the top of the form when applicable
“Ban the Box”

- Ban the Box means that the question on applications that asks “have you been convicted of a…?” is to be removed.
- Governor Fallin issued Executive Order No. 2016-03 recently which addresses this issue.
- Any applicant pools that are initiated or opened, on or before close of business on 4/14/2016 through Cornerstone, will remain open utilizing the current application with the “box”.
- Effective 4/15/2016, all positions that are initiated or opened through Cornerstone will no longer have the “box” on the application.
- Background checks, reference checks and other verification processes are strongly encouraged.
Request for Proposals

- State Plans
  - Dental
  - Vision
- Life/Accidental Death and Dismemberment
- Long-Term Disability
Student Health Plan

• Academic Health Plans
  – United Health Care
  – Renewal

• Lockton Consultants
Health Insurance Portability and Accountability Act (HIPAA) - Reminder

• Definition of Protected Health Information (PHI) per the Privacy Rule
  – The individual’s past, present or future physical or mental health or condition
  – The provision of health care to the individual
  – The past, present, or future payment for the provision of health care to the individual; and
  – That identifies the individual or for which there is a reasonable basis to believe it can be used to identify the individual

• Centralization to OSU Benefits
Open Discussion
THANK YOU!