• Director of Human Resources
• Oracle HCM Solution
• Payroll – Insurance Double Deductions
• State Classified Open Enrollment, Benefits Fair and Wellness Program
• State Classified Performance Reviews
• Oracle Leave Balance Report and Self-Service
Director of Human Resources
Oracle HCM Solution
Payroll – Insurance Double Deductions
Insurance Double Deductions

- CSU employees with 9-month appointments have insurance double deductions in the spring to ensure benefits coverage through the summer.
  - **April** – Two premium deductions for coverage in April and May
  - **May** - Two premium deductions for coverage in June and July
  - **August** – Return to normal cycle, one premium deduction for coverage in August
Insurance Double Deductions

- Please notify benefits eligible 9-month employees
- Does not apply to 9 over 12 month contracts
- Payroll approval deadline of **April 18th** for the following Oracle actions:
  - Retirements occurring April though July
  - Terminations occurring in April and May for employees who do not want insurance coverage through July
  - Unpaid Leave of Absence requests during April or May should be directed to HR Payroll for resolution
- Employees who do not want insurance double deductions should contact HR Benefits for approval
State Classified Open Enrollment, Benefits Fair and Wellness Program
Open Enrollment
State Classified

April 24 – May 14, 2018

<table>
<thead>
<tr>
<th>What’s New?</th>
<th>What’s Not Changing?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Paladina Health</strong></td>
<td><strong>Medical, Dental &amp; Vision</strong></td>
</tr>
<tr>
<td>• United Healthcare members have access to personalized primary care through Paladina</td>
<td>• No changes to plans or premiums</td>
</tr>
<tr>
<td>• Paladina operates patient-centered medical facilities where patients can get most medical services at a lower cost</td>
<td><strong>Health Savings Account</strong></td>
</tr>
<tr>
<td>• Open in Fort Collins beginning April 24</td>
<td>• State will continue $60/month contribution</td>
</tr>
</tbody>
</table>

**Long Term Disability**

• Monthly premiums decreasing by 15%

**Flexible Spending Account**

• Increase annual limit for healthcare to $2,650

**Short Term Disability and Life Insurance**

• No changes to plans or premiums

**Medical Supplement**

• Employees may apply for a need-based premium subsidy
Benefit Plan Vendors
• Meet with the State’s providers

On-Campus Partners
• Learn about Commitment to Campus and more

Retirement Vendors
• Secure a financially-stable future

Vendor Presentations
• United Healthcare / Optum Bank
• Paladina Health
• Kaiser Permanente
• PERA
CaféWell makes it easier to maintain a healthy lifestyle, with fun activities, challenges, resources and rewards that keep you moving - at your own pace.

Existing Employees

- Points are earned over a fiscal year
  - July 1, 2017 - June 15, 2018

- Anyone who reaches 240 points by June 15 is awarded $20/month for the following fiscal year
  - July 1, 2018 – June 30, 2019

- Points start back at 0 on July 1 of each fiscal year
New Hire Employees

Date of Hire
April 10, 2018

Completes Health Assessment
June 10, 2018

Begins Receiving $20/Month
July 1, 2018

Ends Receiving
$20/Month
June 30, 2019

Obtains 240 Points
June 15, 2019

End of Fiscal Year
June 30, 2019

- New employees have access to CafeWell within a week of making benefit elections
- Employees hired April - June, the employee must complete their health assessment within the quarter they are hired
- They will receive the $20/month the first of following quarter, until the end of the fiscal year
- To continue receiving $20/month in the next fiscal year, they must obtain 240 points by June 15
Employees hired June – March must complete their health assessment within the quarter they are hired.

- They will receive the $20/month beginning the first of the following quarter.
- To continue receiving $20/month in the next fiscal year, they must obtain 240 points by June 15.
State Classified
Performance Reviews
State Classified
Performance Reviews

- Annual Evaluation and Performance Plan
  - Due in Human Resources by Friday, April 27
- Employees hired after January 1
  - No formal evaluation is due
  - Informal evaluation should be done
- Supervisor Training Video
  - [http://www.hrs.colostate.edu/employee-relations/sc-performance-management.html](http://www.hrs.colostate.edu/employee-relations/sc-performance-management.html)
Oracle Leave Balance Report and Self-Service