**Reminder: As a committee member of HR Liaisons please remember to pass the following information to other employees in your department who may need to know the following. If you are unable to attend future meetings please send a representative.**

**Faculty/EPA Salary Increases**
Patti Hale informed the group that all faculty and EPA employees will be given a $1,000 salary increase retroactive to July 2014, pro-rated for less than full time status. UNCW will be supplementing the amount given by general administration to cover the full cost of the $1,000 per person increase.

**Phased Retirement**
Patti stated that a memo was distributed last week to eligible faculty members who meet the phased retirement qualifications. Open enrollment for phased retirement candidates is September 1 – November 26, 2014. Candidates must attend a meeting and applications will be reviewed by their respective chair/dean.

**TSERS Vesting**
In 2011, legislators changed the TSERS vesting requirements from five years to ten years. North Carolina legislators have reversed their decision on vesting and have reverted back to the five year requirement. All UNCW employees who started after August 1, 2011, and participate in the TSERS retirement program, have been notified that their vesting is now on a five year requirement.

**Dare To Learn Academy**
Molly Nece shared plans for the upcoming Dare to Learn Academy debuting in January 2015. Molly plans to have 50 different programs in 7 different categories such as leadership, innovation, growth, service, wellness, safety and resourcefulness. Classes will be offered in a variety of formats such as webinars, audio series and instructor led and will be listed in an online catalog. The goal is to have 1,000 participants.

**Tuition Waivers**
Liz Grimes announced that the allowable tuition waivers for state employees is about to increase from two to three free classes per academic year. The increase, which will be available in the spring 2015 semester, is still awaiting board of governor final approval. Additionally, UNCW offers our employees to take one free class in the summer I session and one free class in the summer II session.

**State Health Plan Open Enrollment**
Patti Hale discussed the details of the yearly State Health Plan open enrollment, from October 1 – 31, 2014. Information on the open enrollment has been mailed to all participants stating that if you want
to stay in the same plan you do not have to do anything. But Patti stated this is misleading if you participate in the 80/20 plan or the Consumer Driven Health Plan. Both of these plans require you to complete a yearly health assessment and a smoking attestation to receive your premium credits. There is no rate change for the 2015 plans. NCFlex open enrollment will coincide with the State Health Plan enrollment.

**Affordable Care Act**
Beginning January 1, 2015, temporary employees who work over an average of 30 hours per week are required to be offered health insurance from their employer. If the employer knows at the outset of employment that the employee will work 30 hours or more for a period of three months or more, the employer is required to offer coverage immediately. If the employer cannot determine whether the employee will work that amount, the employer is permitted to use a look back period. The UNC System initial look back period is anyone who was hired prior to October 1, 2013 and measures hours worked from October 3, 2013 to October 2, 2014. UNCW is reviewing methods to measure TE, TS, undergraduate and graduate student hours to be in compliance with the Affordable Care Act. NC legislators have created a new High Deductible Health Plan for temporary/student employees that has an employee-only deductible of $5,000 and family coverage is $10,000. Once the deductible has been met the plan pays 50% of eligible expenses. The cost for employee only is $98 per month.

**Onboarding Center Update**
Construction is currently under way for the new onboarding center, located near the entrance to Friday Annex. The center will adopt a “one-stop-shop” approach by meeting with new employees on their first day of employment. As the date for the center’s opening approaches, HR will contact campus constituents to discuss plans for the center. Two positions to staff the center are ready to be posted for recruitment in the near future. These positions will be for internal candidates only and information on recruitment will be pushed to the HR Liaisons. There is an estimated eight week turnaround from posting to hiring.

**SPA Performance Management Policy Update**
The proposed performance management policy revisions that specifically deal with university employees have still not been approved. The Office of State Human Resources is focused on having only one evaluation cycle, while universities want more flexibility by having two cycles. Policy revisions, once approved, will be effective July, 2015.

**JoAnn McDowell Farewell**
JoAnn McDowell has invited the HR Liaisons to celebrate her retirement at the upcoming HR Liaison meeting. Refreshments will be served following the meeting on Thursday, November 13.