1. Annual Enrollment Meetings - Donna Kasper
The Annual Enrollment period will be October 17th through October 28th. Benefit Guides will be sent to every benefit eligible employee by the end of September and will be available in a printable format on the Total Rewards website.

There are no major changes to our medical plans. However, there have been some adjustments to the PPO plan in regards to the deductibles for Columbia and St. Louis, as well you will notice a coinsurance cost on labs and x-rays. Additionally, there are some premium adjustments to both the Custom Network and the PPO plan, while the Healthy Savings Plan remained the same. All plan options are staying the same and the carrier remains United HealthCare Choice Plus. The tobacco discount and Wellness Incentive program will once again be available and a Custom Network plan has been created for employees living and/or working in the St. Louis area. These employees may choose either the St. Louis or Columbia Custom Network plan.

Due to limited resources employees are encouraged to attend one of the Town Hall meetings scheduled at Memorial Union. Departmental meetings are still available but the attendance if at least 30 full-time employees must be guaranteed. These meetings will be scheduled with Donna first come, first serve.

Town Hall meeting dates and times are:
October 7, Memorial Union N103C (Stotler Lounge III)
  • 9:00 am 10:00 am, 11:00 am, 12:00 pm and 1:00 pm
October 11, Memorial Union N214/215
  • 11:00 am and 12:00 pm

It is important to inform J-1 Visa recipients that they are not eligible for the Healthy Savings Plan.

2. FLSA Update – Jatha Sadowski
The following decisions have been made in regards to the implementation of the federal FLSA regulations:
  • Effective October 23, 2016 certain job titles will transition from exempt to non-exempt. Employees in these titles will be transitioned to the bi-weekly payroll, required to track their time, be paid on an hourly basis, and be eligible for overtime.
  • Vacation accrual rates for those changing to non-exempt will be grandfathered at the exempt level as long as the employee remains in his/her present job title.
  • Effective December 1, 2016, employees in job titles identified to remain exempt who do not meet the new salary threshold of $47,476, will have their salary increased to the new threshold. Those at or above the new threshold will be unaffected. This change will be managed programmatically by UM System.
  • Positions classified under the academic administrator exemption, such as Academic Advisors, have a lower salary threshold based on the entry level salary for teaching faculty. This salary level has been identified as $30,000.
  • Salaries for employees eligible for exemption based on teaching, medical, and outside sales are not required to meet a specific threshold.
GGS 007 exempt titles will transition to non-exempt. Exempt titles in GGS 008 will transition to non-exempt with the exception of Academic Advisors. Many exempt titles in GGS 009 will transition to non-exempt. However, some will remain exempt and be transitioned to a GGS 009E scale. The GGS 009E will have a minimum salary level of $47,476 but will keep the same midpoint and max of the GGS 009. Exempt positions in GGS 010 will remain exempt and the minimum salary will be raised to $47,476.

- Jatha, Patty and HR Professionals have been meeting with divisional leaders to discuss the impacts of the upcoming changes and identify unique issues. Divisional reports with individual data will be provided to fiscal officers next week.

- There is a misconception that employees making $47,476 will remain exempt. At the University of Missouri, FLSA status is determined based on the job title, all employees within the same job title will have the same FLSA status. Some titles were identified to go nonexempt because the university could not afford to bring everyone in the title up to $47,476.

- The salary threshold is not prorated for part-time employees. Employees whose FTE is less than 1.0 and whose salary does not meet the salary threshold, unless they are exempted from the salary threshold, will be transitioned to the bi-weekly payroll, required to track their time, be paid on an hourly basis, and be eligible for overtime. Employees must make at least $913/week to meet the salary level threshold regardless of FTE status or the number of hours worked per week.

- Some academic titles will also be transitioning to non-exempt.

- Benefit eligible post docs with a 1.0 FTE will remain exempt and will need to have their salary increased to $47,476. Teaching post docs will be moved to a special teaching post doc title that is exempted from the salary threshold.

Jatha asked HRDC to help communicate to employees that the change to the salary test is mandated by the federal government, not the University. The intention of the Department of Labor in recommending this change is to “put more money in the pockets of middle class employees or give them more free time.” While some employees feel that a move to non-exempt status affects their status in the organization, The designation of exempt or non-exempt is simply a legal designation required by the federal government and does not impact the type or importance of an employee's work. In addition to the 2016 change, the Department of Labor established a mechanism for automatically updating the salary threshold levels every three years.