PageUp Updates
PageUp and Recruitment Process

- Updates to system and process due to TTC
- Current process = 2 forms to complete for approval: position description and job requisition
- New process = 1 form to complete for approval: job requisition
- All information will be captured on the job requisition for all positions and recruitment types
PageUp and Recruitment Process

- Form will look very familiar
- Two biggest changes:
  - Using the standard description (SJD) library to find the title/position you are recruiting for
  - A detailed response to determine position of trust status
- The advertisement of your position can be expanded and/or modified beyond just the SJD
- Our office will update approval process selections
PageUp and Recruitment Process

- All training guides will be updated on our recruitment website
- Our team will work with departments who have a position description approval in process
- Implementation date of 10/20

- Demo
BP Logix Updates
Supervisor & Approver Update Form

- Demo

- Please use form to request all updates

- Questions?
Upcoming Legal Holidays

If Legal Holiday lands on a Saturday – ‘floating’ legal holiday hours to use at another time

If Legal Holiday lands on Sunday – observed on the following Monday

Upcoming Floating Legal Holiday Days
- December 25, 2021
- January 1, 2022

University Staff – use December 25 hours by December 31, 2021; January 1 goes for 2022 calendar year

Academic Staff & Limited Appointees – use both by June 30, 2022

Enter as absence name of Legal Holiday
University Staff Leave Use

- All current vacation carryover and personal holiday balances – use by December 31, 2021
- Calendar year 2021 vacation allocation becomes vacation carryover on January 1st, 2022
- Personal holiday reallocated each year, no carryover

AS/FA/LI = fiscal year leave earners, leave use reminders will be given in Spring
Benefits & Wellness News

October is Cybersecurity Awareness

UWO Wellness: https://uwosh.edu/hr/workplace-wellness/
What Is It?

- Annual opportunity for eligible employees to enroll in or make changes to most benefit plans for upcoming calendar year

Submissions Due by 4:30pm, Friday, October 22, 2021

- **All changes done via self-service**, except if decreasing/cancelling Individual & Family Life insurance coverage
- Changes are effective January 1, 2022
- New premiums deducted from December pay

Must Enroll in Every Year:

- Flex Spending Accounts,
- Health Savings Account,
- Opt-Out Incentive for Health Insurance

[https://uwosh.edu/hr/annual-benefits-open-enrollment/](https://uwosh.edu/hr/annual-benefits-open-enrollment/)
Health Insurance Plan Carrier Changes

- Quartz Community splitting into two plans – must select new plan
  - **Quartz Central:** Adams, Columbia, Dodge, Fond du Lac, Grant, Green, Green Lake, Iowa, Jefferson, Juneau, Lafayette, Marquette, Richland, Rock, Sauk, Walworth, Waukesha, Waushara, Wood
  - **Quartz West:** Buffalo, Chippewa, Clark, Crawford, Eau Claire, Jackson, La Crosse, Monroe, Pepin, Trempealeau, Vernon
- **Aspirus (new carrier)**
  - Clark, Florence, Forest, Iron, Langlade, Lincoln, Marathon, Oneida, Portage, Price, Shawano, Taylor, Vilas, Waushara, Wood

[https://uwosh.edu/hr/annual-benefits-open-enrollment/](https://uwosh.edu/hr/annual-benefits-open-enrollment/)
Craftworkers Eligible for Health Insurance Full Employer Contribution Rate & Uniform Dental

- Effective January 1, 2022:
  - full employer contribution rate towards health insurance and eligible for the Uniform dental rate
  - Eligible for the employer contribution towards the Health Savings Account (HSA)
  - Eligible for the opt-out

https://uwosh.edu/hr/annual-benefits-open-enrollment/
Health Coverage Enhancements

- Coverage added for medically necessary corrective jaw surgery
- Access to coverage for continuous glucose monitors expanded to the pharmacy benefit
- Timeframe requirement removed for extractions and dental repairs due to accidents
- Age for colonoscopy screenings to begin reduced to age 45

https://uwosh.edu/hr/annual-benefits-open-enrollment/
### Health Insurance Employee Premiums without Uniform Dental *(with Uniform Dental)*

<table>
<thead>
<tr>
<th></th>
<th>2022 Monthly Premiums</th>
<th>Health Plan (WRS benefits package)</th>
<th>High Deductible Health Plan (HDHP) (WRS benefits package)</th>
<th>Health Plan (non-WRS Graduate Assistant / Short-Term Academic Staff benefits package)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Single</td>
<td>Family</td>
<td>Single</td>
</tr>
<tr>
<td>Health Plan and HDHP (excluding Access Plans)</td>
<td>$96 ($99)</td>
<td>$237 ($246)</td>
<td>$34 ($37)</td>
<td>$83 ($92)</td>
</tr>
<tr>
<td>Access Health Plan and Access HDHP</td>
<td>$257</td>
<td>$639</td>
<td>$195</td>
<td>$485</td>
</tr>
<tr>
<td>Access Health Plan and Access HDHP (if required to work outside WI)</td>
<td>$151</td>
<td>$380</td>
<td>$89</td>
<td>$226</td>
</tr>
</tbody>
</table>

Review [total premiums](https://uwosh.edu/hr/annual-benefits-open-enrollment/) if you are required to pay 50% or 100%.
Uniform & Preventative Dental Coverage Enhancement:
- Coverage added for composite/resin fillings for the back teeth

Vision Insurance
- Coverage and premiums remain the same

Accident Insurance
- Increase cash benefit payment amounts for most covered injuries due to accident.
- Add cash benefit for outpatient rehabilitation therapy when necessary due to accident.

https://uwosh.edu/hr/annual-benefits-open-enrollment/
Supplemental Dental Premiums Increase

- Coverage remains the same

<table>
<thead>
<tr>
<th>2022 Monthly Premiums</th>
<th>Employee</th>
<th>Employee + Spouse</th>
<th>Employee + Child(ren)</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Uniform Dental</td>
<td>$3.00</td>
<td>$9.00</td>
<td>$9.00</td>
<td>$9.00</td>
</tr>
<tr>
<td>Preventive Dental</td>
<td>$34.72</td>
<td>$86.80</td>
<td>$86.80</td>
<td>$86.80</td>
</tr>
<tr>
<td>Select</td>
<td>$9.76</td>
<td>$19.52</td>
<td>$13.16</td>
<td>$23.40</td>
</tr>
<tr>
<td>Select Plus</td>
<td>$20.98</td>
<td>$41.96</td>
<td>$38.96</td>
<td>$64.28</td>
</tr>
</tbody>
</table>

*Increase to most premiums.*

[https://uwosh.edu/hr/annual-benefits-open-enrollment/](https://uwosh.edu/hr/annual-benefits-open-enrollment/)
403(b) Program Enhancements

- **Name Change:** UW 403(b) Supplemental Retirement Program (SRP) (formerly called UW Tax-Sheltered Annuity (TSA) 403(b) Program)

- **2 Recordkeepers:**
  - TIAA – default recordkeeper
  - Fidelity

- **Effective January 1, 2022, you may no longer contribute to T. Rowe Price, Ameriprise or Lincoln.** You may choose to continue contributions to either TIAA or Fidelity or to stop contributions.

- **If you take no action, your current contribution election(s) will move to TIAA, the default recordkeeper.**

https://www.wisconsin.edu/ohrwd/benefits/tsa-changes/
403(b) Program Enhancements

Asset Mapping

• T. Rowe Price participants’ assets will be mapped to either TIAA or Fidelity, depending on their contribution election during open enrollment via MyUW portal
  • and through December 10 with the Salary Reduction Agreement

• Participants with Ameriprise and Lincoln can select a new provider – TIAA or Fidelity – for their future contributions
  • their account balances will remain with their current recordkeeper unless they choose to transfer

• Beginning November 1, 2021, employees will be able to visit their new recordkeeper – TIAA or Fidelity – to select funds from the 18 best-in-class fund options or self-guided brokerage window
403(b) Program Enhancements

More information:

• Review 403(b) Program Enhancements web page
  - www.wisconsin.edu/ohrwd/benefits/tsa-changes/

• Attend a Town Hall
  • October 26, 2021
  • November 15, 2021

• Watch for emails
Other Benefit Updates for 2022

Wisconsin Retirement System (WRS) contribution amounts will change slightly

<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2021</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>General / Teacher / Executive</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Contribution</td>
<td>6.50%</td>
<td>6.75%</td>
<td>Decrease</td>
</tr>
<tr>
<td>Employer Contribution</td>
<td>6.50%</td>
<td>6.75%</td>
<td>Decrease</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>13.00%</td>
<td>13.50%</td>
<td></td>
</tr>
<tr>
<td><strong>Protective w/Social Security</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Contribution</td>
<td>6.50%</td>
<td>6.75%</td>
<td>Decrease</td>
</tr>
<tr>
<td>Employer Contribution</td>
<td>12.00%</td>
<td>11.75%</td>
<td>Increase</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>18.5%</td>
<td>18.5%</td>
<td></td>
</tr>
</tbody>
</table>
Other Benefit Updates for 2022

University Insurance Association Life Insurance
For Faculty, Academic Staff, and Limited Appointees only

- Plan Year Change – January - December
- Eligible employees automatically enrolled 1/1/2022
- $24 Annual Premium deducted from December pay (paid 12/16/2021)

State Group Life Insurance
- Employee coverage premium will increase 5% for most age groups, effective April 1, 2022.
- Spouse & Dependent coverage premium will remain the same.

Income Continuation Insurance (ICI):
- Premiums will decrease effective February 1, 2022.
**ALEX** - online decision-support tool that acts as an informative, personalized benefits counselor.

- Learn more about benefits that UW System offers and make benefit plan decisions that may be best for you and your family.
- [https://www.wisconsin.edu/ohrwd/benefits/alex/](https://www.wisconsin.edu/ohrwd/benefits/alex/)

**ETF Benefits Mentor** - For health insurance only

- New interactive benefits counselor powered by ETF’s secure data warehouse that uses claims information (if available) as basis for personalized recommendations, considers medical needs, and what is most important to you when choosing health plan.
- [https://etf.wi.gov/benefits-mentor](https://etf.wi.gov/benefits-mentor)
Virtual Benefit Fair Sessions
• Available with vendors, ETF
• Ask questions, learn more about your coverage
• https://www.wisconsin.edu/ohrwd/total-rewards/events/fairs/

Assistance with Changes
• 15-minute one-on-one appointment with UWO Benefits Specialist
  • virtual, phone, in-person
• Sign-up via online appointment scheduler
  • Find on UWO ABE webpage or in upper left corner of Benefit & Insurance webpage (under Current Employees)

https://uwosh.edu/hr/annual-benefits-open-enrollment/
Get Out and Check Out Scavenger Hunt

Offered by Workplace Wellness with support from secret helpers across all three campuses

- **Clues** available online for items on all campuses.
  - Only have to look on one campus for at least 4 objects.
- **Submit your photos**, with the clue number indicated, by Friday, October 29, 2021.
  - You can submit individual images or submit a document with all your answers/images in it.
- Find them on your own or grab a colleague or a group for a bit of fun.
  - Give your mind a rest from the day to day, and get a little exercise.
- **Forty (40) lucky employees will receive a giveaway.**
- Find all information via wellness webpage: [https://uwosh.edu/hr/workplace-wellness/](https://uwosh.edu/hr/workplace-wellness/)
Women’s Health

- October 26
- 12noon-12:30pm
- Register for episode

Provides an opportunity to learn from professionals around the state on various health and wellness topics.

Open to all employees

Find recorded episodes here: https://www.gotostage.com/channel/wellwisconsinradio
EAP Webinars from Kepro

- Prioritizing to Manage a Full Plate
  - October 13 recording

- LGBTQIA+ Sensitivity and Inclusion
  - November 10

Register by logging into the portal: sowi.mylifeexpert.com (code: SOWI)
Employee Wellness Resources

Employee Assistance Program (EAP)
• Administered by Kepro
• Six in-person (virtual) sessions per person per calendar year
• Free & confidential to employees and anyone living in household
• Phone: (833) 539-7285 or TTY: (877) 334-0489
• sowi.mylifeexpert.com, Account set up code SOWI
• https://uwosh.edu/hr/employee-assistance-program/

Mental Health Support
• One-stop-shop for mental health support resources
• Crisis hotlines, resources, supervisor and colleague on-demand trainings
• Reference materials to help understand needs of those with mental health illnesses
• https://uwosh.edu/hr/mental-health-support/
Wellness Newsletter

Shares information going on in the current month

- Activities at UWO for employees
- UWO Wellness Challenges
- Well Wisconsin Radio and EAP Webinars
- Mental, financial, physical, supervisor wellness tips
- Some Community News and What’s going on in Wisconsin

Emailed at beginning of each month via benefits@uwosh.edu
Archived on Workplace Wellness Webpage

If anyone has event/topic to add or would like to write article, contact Jodi Anthony (anthonyj@uwosh.edu)
Provided by UWO Workplace Wellness in collaboration with ETF Wisconsin Strong program

Program runs from October 25 – November 19, 2021

Each week will offer webinar topics around financial wellness

Employees have a chance to win comprehensive financial resources

- Financial Wellness @ Work (14 available)
  - Must attend at least one presentation
- Get It Together: Organize Your Records so Your Family Won’t Have To (14 available)
  - Must attend at least two presentations
Program runs from October 25 – November 19, 2021

Webinar Topics
- WRS Private Presentation (ETF)
- Retirement Basics (Summit Credit Union)
- Wisconsin Deferred Compensation Supplemental Retirement Savings (WDC)
- Investments 101 (WDC)
- Budgeting 101 (WDC)
- Managing Student Loan Repayments (Savi)
- Saving for Kids College (Edvest)
- Estate Planning (Kepro)
- Holiday Spending (Summit Credit Union)
- Advance Directives (Kepro)
Where Do You Go for Everything Wellness?

Workplace Wellness Webpage
- [https://uwosh.edu/hr/workplace-wellness/](https://uwosh.edu/hr/workplace-wellness/)

Contact Jodi Anthony ([anthonyj@uwosh.edu](mailto:anthonyj@uwosh.edu)) today if you have ideas or questions!