

11.7.2023 General SAC Meeting Agenda

1. Call to Order
2. Approval of Minutes
3. Announcements
4. Speaker: HR/Benefits
 - a. 401a is the matching plan, do need 2 years of prior educational service either at UNO or elsewhere need to be at least 26 years of age. If you are made eligible you will receive an email with additional email.
 - b. Paid positions – graduate student and above – count towards years of service
 - c. FSA is part of open enrollment period:
 - i. Set a conservative amount so you do not “lose” your funds.
 - ii. IRS is allowing \$600 rollover will be allowed for the coming year. Consider that when planning your allowance for the following year.
 - iii. WageWorks is still the FSA provider for UNO and elections can be made via FireFly.
 - iv. Rollover funds are not determined by UNO but by IRS.
 - v. Administration cost of the plan absorbs any unused funds – meaning these funds go towards the cost of running the FSA program
 - vi. Dependent Care has its own FSA with a yearly maximum of \$5,000.
 - vii. If you leave the university, you have access to the FSA funds for the month you left and have 90 days to re-imburse the funds from that month
 1. i.e. John Doe leaves UNO on 11/14, can use funds until 11/30, can reimburse for those funds for 90 days
 - viii. For individual family scenarios regarding several insurance plans/deductibles, work with HR on your situation
 1. \$5,000 maximum per household is set by the IRS, includes coverage by different employers.
 - d. HSA
 - i. You pay into the HSA and must have the balance in the account to spend the funds
 - e. 403b/Roth IRA Information
 - i. 403b/457 are non-matching plans through UNO with no requirements, changes can be made monthly if you choose to
 - ii. 457 has pre-tax and after-tax option (Roth is after-tax)
 - iii. Work with a financial advisor for additional information
 - iv. 403/457 can be contributed to at any time regardless of age. Once two years of service/above 26 you are eligible to enroll to 401a that has the matching option. 403/457 is tax sheltering your dollars.
 - v. Two years of service clarification:
 1. UNO Foundation
 - a. If paid for by and educational institution, contact HR for additional information regarding individual situations.

2. Student workers
 - a. Includes graduate work or above, undergraduate work does not count.
 3. In FireFly, complete prior record of service
 4. Information included for new staff upon orientation.
 5. Retirement plans elections are made in FireFly via the “My Retirement Plans” tile.
 6. Service must be in an educational capacity and does not include other state work (ex. Nebraska DOT, etc.).
- f. Prescriptions may or may not
- i. PPO BlueCross Blue Shield Low/Basic/High - separate co-pay or breakout for prescriptions
 - ii. High Deductible HDHP prescriptions do go towards deductibles per IRS
- g. Best Care EAP
1. bestcareeap.org
 2. Username is bcUNOe. Password is UNO
 - ii. Eligible to all full- and part- time employees
 1. Totally free
 - iii. 5 free counselling sessions
 - iv. 1 free legal consultation per year
 - v. Enhanced dependent/childcare assistance to help find dependent care.
 - vi. Just added legal and dependent care services this year
 - vii. Looking at additional services for next year
 - viii. Best Care EAP courses with costs listed on Best Care page:
 1. Some courses do have costs associated that employees may pay for on their own/can be purchased by unit/department.
 2. UNO tries to purchase relevant courses.
- h. HR forms are in SharePoint and FireFly
- i. SharePoint should be most-up-to-date
- i. Enrollment is now – November 15th
- i. HSA and 403/457 elections can be changed/updated at any time – will be effective starting the first of the following month.
 - ii. Whatever you have elected by Friday 11/15 at 5pm will be your election for the coming year.
- j. Government Piller’s issuance of state workers who are working from home to go back to the office impact on UNO
- i. Being reviewed by UNO to clarify if the executive order includes university employees.
- k. Email HR at unobenefits@unomaha.edu with individual HR questions
- i. Contact list on HR’s website –
 1. Use QR code to set up appointments with an HR rep to answer unique questions to ensure you get the best coverage and individualized help.
5. Upcoming speakers
- a. December 12: Parking

6. Committee Updates

- a. Strategic Planning and Culture (Sarah Heimerman)
 - i. Last meeting was spent reviewing the survey, results will be reviewed further this month and distributed when ready.
 - ii. Meeting set up with Sarah, Madeline, and Bethany to review results with Chancellor Li
- b. Events (Mindy Hunke)
 - i. Planning for spring event
 - 1. Pancake Man will be during lunch-time at the MBSC Ballroom
 - a. Sodexo is still UNO's primary vendor, TAC is allowed to source vendors outside Sodexo.
 - b. Pancake Man is considered entertainment and is allowed per contract with Sodexo.
- c. Community Engagement (Heather Williamson)
 - i. Looking into gathering donations for open door mission or another organization in need. Will likely be between end of November/beginning of December.
- d. Professional Development (Jacob Stodola)
- e. DEAI (Yajaira Gonzalez)
 - i. DEAI Symposium Series:
 - November 17 | Noon - 1 P.M. | 216 College of Business Administration
 - Dr. A.T. Miller, Chief Diversity Officer, DEAI and Sustainability
 - Clare Maakestad & Mike Gutierrez-Madrigal on Healthcare (TBD)
 - December 1 | Noon - 1 P.M. | 201 Community Engagement Center
 - Emilio Herra, LCSW, Counseling, and Psychological Services, Living with Identity-Based Trauma
 - ii. Register here: https://events.unomaha.edu/event/deai_symposium

7. President's Update

- a. Concern regarding lack of staff presence for the president search made known at listening session