Human Resources Community Meeting

April 14, 2021
Agenda

⇒ Orientation and COWINS
⇒ Open Enrollment – State Classified
⇒ Performance Reviews – State Classified
⇒ Professional Development Days
⇒ Our People – Growth & Development
CoWINS Welcome Session

- New classified employees will receive an invitation via email
- The email is from Talent Development
- Invited to attend an informational session hosted by CoWINS, 30 minutes before University Employee Orientation
State Classified Open Enrollment

April 13 – May 4

- Passive enrollment
  - Current benefits rollover to FY21-22 if no changes are made
  - FSA requires re-enrollment

- No increase in premiums for employees
  - CSU/State contribution is increasing
  - LTD premiums decreasing by 16%

- LTD eligibility expanded to include those who work a minimum of 12 or more hours per week

- Paladina Health changing their name to Everside Health
  - Low-cost, direct primary care available to Cigna members

- Medical supplement application period: April 13 – May 14
State Classified Open Enrollment

Resources

- **Virtual Benefits Fair**
  - April 21 & 22
  - [https://hr.colostate.edu/current-employees/benefits/sc/](https://hr.colostate.edu/current-employees/benefits/sc/)

- **State of Colorado Employee Meetings**
  - April 14: 7 to 8 am
  - April 21: 6 to 7 pm
  - April 28: Noon to 1 pm
  - Registration links sent via email

- **HR Virtual Help Sessions**
  - 15-minute appointments
  - Each Wednesday & Thursday from 11 am – 1 pm (MDT) throughout open enrollment
  - Also Monday, May 3 & Tuesday, May 4
State Classified Performance Reviews

• April 1 to April 30 – Performance Review and Planning Cycle

• April 1 to May 7 - Submit Planning Confirmation and Overall Evaluation form to SharePoint or hard copy to HR Service Center

• April 1 to May 7 – Oracle Entry
  • Performance Management Website
  • Performance Management Program Training
  • Planning Confirmation and Overall Evaluation From
Spring Break 2021 Professional Development Days – April 15 and 16

• Visit the CSU Human Resources website under News and Events for detailed information

• FAQs are available to help you:
  – Determine who is eligible to participate
  – Reflect the time in the TimeClock Plus system
  – Options for those who are essential or critical employees and must work April 15 and 16
  – If you’ve submitted a leave request that coincides with the Professional Development Days
  – What happens if you work on April 15 and 16 and are not an essential or critical employee
Our People
Development for HR Community

**HR Know**

- Information needed to do the job
- Processes, systems, etc.
- CSU specific
- What/How

**HR Grow**

- Development in profession of HR
- HR Competencies/foundational
- Applicable to most HR roles
- What/Why

**Immediate Need**

**Long-term Development**
Thank you