

The Bridge HRIC Autumn Takeover

The Bridge <thebridge@ecomm.du.edu>

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To:Cassy Zapotocky <cassy.zapotocky@du.edu>



HRIC Bridge Takeover Fall Quarter, September 5

Welcome to a special edition of The Bridge, produced in collaboration with your Human Resources and Inclusive Community team! They have been working hard to provide you with exclusive benefits to make the most of your time working at DU. Please save this edition and refer to it often to make the most of the benefits offered to you as a valued employee.

In this edition:

En esta edición

HRIC Town Hall

Use the Benefit Advocate Center to Answer Your Burning Benefit Questions

Take Advantage of DU's Tuition Waiver

Team Spotlight: Hello from the Talent Acquisition & Development (TAD) Team!

Your PTO and Sick Leave Benefits

Know Your Benefits

EcoPass Has Gone Digital

Exempt employees could be moved to non-exempt in 2025

Crimson Classic 5k/1.6 Mile Walk 2024

Free 6-Week Training Program

Join the DU Nutrition & Physical Wellness Coaching Program

Channel Your Health Goals With Cigna MotivateMe

Save Money and Expand Your Well-being With DU Discounts, Available Through Beneplace

Something Worth Celebrating

FREE Faculty and Staff Group Fitness Classes

IMPORTANT ANNOUNCEMENT: The University has shifted its benefit plan year to run from January 1 to December 31. As a result, this Fall you will have another opportunity to enroll in benefits or make changes to your current elections. The open enrollment period will be from Monday, October 21, through Friday, November 1. Participation in this passive open enrollment is required only if you are making changes to your current benefits or electing a Flexible Spending Account.

Please watch for more information about the upcoming open enrollment period in the coming weeks. We also invite you to visit with our insurance carriers at the benefits fair on Monday, October 28.

HRIC Town Hall



Join us for important HRIC updates and a Q&A! All DU employees are welcome.

- Date: Thursday, Sept. 12
- Time: 10-11:30 a.m.
- Location: Community Commons 1600 or [join online via Crimson Connect.](#)

Agenda:

- Open Enrollment for 2025 Benefits
- Benefits Fair
- Performance Planning
- Crimson Classic
- C+V and HRIC Community Events

For previous HRIC Town Hall recordings and PowerPoints click the link below:

- [Register for the HRIC Town Hall](#)
- [Previous HRIC Town Halls](#)
- [Current Benefits Plans 2024-2025](#)

Use the Benefit Advocate Center to Answer Your Burning Benefit Questions

The Benefit Advocate Center (BAC) is a group of licensed benefit advocates that specialize in assisting employees in resolving questions and issues related to the University's benefits coverages and plan details.

Benefit Advocates can:

- Explain benefits coverages and plan details
- Assist in finding a network provider
- Help order new ID cards
- Provide support for claim resolution
- Assist with enrollment questions

Employees may reach out to the BAC directly at the following contacts:

Phone: [833-355-8939](tel:833-355-8939)

Email: bac.duadvocates@ajg.com

BAC hours for phone support are 8 a.m.–6 p.m. MDT.

Take Advantage of DU's Tuition Waiver



As a DU employee, you, your partner or your dependent children under 25 years old can receive a tuition waiver.

Individuals are no longer limited on how many hours you can take per quarter. You have 20 hours to use every academic year, and you get to decide how to best fit those hours into your unique schedule.

Instead of the hours renewing every summer, they will now be renewing every fall, and you will have until the end of the next summer to use your 20 credit hours. If this adjustment in schedule will affect your in-progress course plan, please email HR at benefits@du.edu. Employees must still request review for job-relatedness by the end of the third week of the course.

Broaden your skills, earn a degree or take part in a number of professional development certificates to fully utilize the benefit. Learn more about this valuable benefit by visiting <https://www.du.edu/human-resources/benefits/tuition-waiver>.

Team Spotlight: Hello from the Talent Acquisition & Development (TAD) Team!



We are thrilled to again announce the formation of our **Talent Acquisition & Development (TAD) team**, a dynamic merger of our Recruiting, Performance, and Learning & Development groups. TAD supports the University's aim to attract, engage and develop a diverse faculty and staff.

Why TAD? The TAD team is dedicated to fostering a culture of continuous improvement and professional growth. By combining our expertise in recruiting, performance management, employee experience and training, we are better equipped to support your career journey and help you achieve your goals.

Talent Acquisition: Did you know?

- Our analytics show that the top 4 sources for applicants (in this order) are LinkedIn, Indeed, HigherEd Jobs, and Employee Referrals!
- In the calendar year 2022, the University received 15,911 applications to 1,614 requisitions. Compare that to calendar year 2023, following the addition of a group of HRIC/centrally funded sites, when the University received 22,470 applications to 1,431 requisitions.
- Every external job posting at DU is advertised on 35 sites at no cost to the unit including a targeted group of Diversity sites.
- When the Talent Acquisition team receives a requisition, a recruiter is in contact with the Hiring Manager within an average of 1-3 business days. When it gets to us, we act fast!
- We have set up a webpage to track changes in Colorado Equal Pay for Equal work Act on an on-going basis. Check it out here: [EPEWA](#).
- Need support? Contact Jobs@du.edu.

Performance: We have been actively responding to the feedback received from the recent Performance Management survey and focus groups. Your valuable insights have been instrumental in shaping our approach. As a result, we are exploring enhancements to our performance management system and processes which will be communicated to the community once they are ready. Stay tuned and direct questions to PerformanceManagement@du.edu.

- For the April 1, 2024 – March 31, 2025, performance cycle, we have streamlined the process to focus on two key sections: **Add Job Goals and**

Objectives and Review the Competencies. Employees can also continue to create and track Personal Development Plans in Talent@DU by navigating to the “Personal Development Plans” link in the Employee Tools section, though, this is no longer a required step in the Planning and Review process.

Employee Experience: Our team supports the journey an employee takes at DU, encompassing all interactions and touchpoints from recruitment to exit. It includes the physical, cultural, and technological environment that employees engage with daily.

Learning & Development: Check out the [TAD channel in Crimson Connect](#) ! Here, you can find a comprehensive list of our training sessions and register for upcoming events. We are also working on more self-paced and asynchronous opportunities for self-directed learning, including a self-paced new hire orientation. This also includes our self-paced Supervisory Core Competencies online course available via Talent@DU, as well as other leadership partnerships with DU leaders. Stay tuned for updates and new opportunities to enhance your skills and advance your career and direct questions to [Learning@du.edu](#).

The following sessions are open for registration now!

- Tue, Sep. 17: 9 a.m.–10:15 a.m.: Motivating and Engaging Your Team
- Wed, Sep. 18: 10–11 a.m.: Feedback Fusion: Crafting Constructive Conversations
- Tue, Sep. 24: 9–10 a.m.: Empowering Your Work: Collaborating with AI
- Wed, Sep. 25: 10–11 a.m.: Talent Acquisition: Jobs@DU Best Practice & System Training

Check us out on the HRIC website: [Talent Acquisition & Development](#) and stay engaged with TAD for all your hiring and talent development needs!

Your PTO and Sick Leave Benefits



Whether you're feeling under the weather or need to schedule an important visit to the doctor, it's important to use your sick leave benefits. Full-time, non-faculty employees accrue one day of sick leave per month up to a maximum of 130 days.

Personal Time Off (PTO), such as vacation time, is also a recognized leave. Full-time, non-faculty employees accrue vacation time based on the employee's work schedule and length of employment. In the first seven years of employment, individuals accrue 1.25 days per month up to a maximum of 15 days; after seven years at DU, individuals accrue 2 days per month.

Know Your Benefits



The University offers a comprehensive benefits package to employees holding an appointed position that is at least half time (20 hours per week). Many of the benefit plans provide coverage for your spouse/partner and dependent children.

For your convenience, [we've put together an overview of the benefit offerings](#), including medical, dental, vision, flex spending accounts, life insurance and more.

[For detailed information about the benefit offerings, please visit the Benefits website.](#)

EcoPass Has Gone Digital



Benefitted employees have access to free RTD bus and train services through the RTD MyRide App.

The RTD MyRide App EcoPass still works for all regular bus and train services, including the A Line to Denver International Airport, just like your old EcoPass Card!

All cards were switched off last fall, so you must install the MyRide App if you wish to continue using your RTD EcoPass.

Full instructions for installing the app, creating your account and activating your EcoPass can be found here:

[English language instructions](#)

[Instrucciones en Español](#)

If you cannot access the MyRide App, contact benefits@du.edu, and we can assist you with obtaining a MyRide Card.

Exempt employees could be moved to non-exempt in 2025



As of Jan. 1, 2024, the Colorado Department of Labor’s established minimum salary threshold for exempt employees moved to \$55,000. These guidelines fall under the Colorado Overtime and Minimum Pay Standards Order (Comp #39). January 2025 and forward, the minimum threshold will increase based on the CPI for Colorado. As of this publication date, the state of Colorado has yet to release the CPI percentage increase for 2025. Additionally, the federal DOL has announced that the federal exempt salary threshold, effective January 1, 2025, will be \$58,656 (\$1,128 per week). This may in affect override the potential increase Colorado has yet to announce. We are required to default to whichever is the highest increase. Pending legal challenges have been filed by multiple sources against the DOL challenging this salary increase. This may postpone their proposed salary increase.

The DU Compensation Department is closely monitoring these potential outcomes. We will be coordinating with managers and employees regarding their future exemption status, once final decisions have been determined. Given the escalation, for many of these employees, reclassification to a non-exempt hourly salary may be necessary to ensure compliance.

Crimson Classic 5k/1.6 Mile Walk 2024



The University of Denver's 12th Annual Crimson Classic 5K Run/1.5 Mile Walk will take place on Friday, Oct. 18, on Carnegie Green Lawn at 3 p.m. Music, stretching and snacks will start at 2:15 p.m. The focus of the Crimson Classic is to celebrate wellness and to bring together our community. This is a free event! Participants who register will receive a 12th Annual Crimson Classic t-shirt. Let’s kick off Homecoming weekend together. [Register for this event here.](#)

1 p.m.	On-site Run Registration, T-shirt Pick-up, Bib Pickup on Carnegie Green Lawn
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1-2 p.m.	Vendors, Sponsors, and Department Table Set-up
2 p.m.	Music, Games, and Vendors
2:30-2:45 p.m.	Guided Stretching
2:50-3:00 p.m.	Announcements
3 p.m.	Air Horn!! Run/Walk Begins!
3-4:30 p.m.	Racing, Mingling, Music, Vendor Interaction, Games Pre and Post Race

[Learn more](#) about this event, and [register here](#).

Free 6-Week Training Program



[FREE 6-Week Personal Training Runs!](#) If you'd like to run weekly to prepare for the Crimson Classic, we are providing a personal trainer for group runs that include a Faculty & Staff session and a Student session.

Faculty and Staff Runs:

Wednesday mornings, 7:15-8:15 a.m.

Starting on Sept. 11

Coors Fitness Center Front Desk

2201 E. Asbury Avenue

Denver, CO 80208

[\(303\) 871-3845](tel:(303)871-3845)

Join the DU Nutrition & Physical Wellness Coaching Program



If you're ready to up your health and fitness levels, DU is ready to help you meet your goals with our Nutrition & Physical Well-being Coaching program. This year's program is made possible by Well@DU and the Ritchie Center for Sports & Wellness. If you've ever felt confused by conflicting nutrition and physical well-being information, or wondered what's best for you, we hope you'll join us! Participation is free and includes a variety of options throughout the year including:

- 1:1 Coaching
- InBody Assessments
- Group Coaching
- Small Group Trainings/Seminars/Demonstrations
- Drop-In Programs
- Fitness Training

This opportunity is open to all members of the DU faculty and staff community. If you're interested in the program, please let us know by filling out this [interest form](#).

Channel Your Health Goals With Cigna MotivateMe



Cigna MotivateMe Program

For all employees making the change from Cigna to Kaiser Permanente, please make sure to redeem all MotivateMe incentives on MyCigna.com before October 1, 2024. These incentives will arrive in the form of a Visa gift card to the home address. Following this date, you will no longer be able to redeem your MotivateMe incentives. For more information on how to redeem incentives, please visit the [Well@DU website](#).

This incentive program is available to employees with a Cigna Health Medical plan as a way to reward healthy habits, with reward cards worth up to \$100 for completing certain health activities. To earn rewards, schedule your personalized health assessment, biometric health screenings, cancer screenings and much more.

If you are enrolled in a Cigna medical plan and want to learn how to participate in the MotivateMe program, follow [this link](#). For a Spanish version, please use the following link: https://www.du.edu/sites/default/files/2022-05/motivateme flyers spanish_2021.pdf

**Save Money and Expand Your Well-being
With DU Discounts, Available Through
Beneplace**



Your work-life balance and general well-being are as important to us as the work you contribute. That's why we're excited to offer a new employee discount marketplace, DU Discounts— your one-stop shop for exclusive and convenient savings on the products, services and experiences you know and love. You'll find deals on:

- Electronics
- Appliances
- Theme Parks
- Hotels
- Movie Tickets
- Rental Cards
- Gift Cards
- Apparel
- Cars
- Flowers
- Fitness Memberships
- Groceries
- Special Events
- And More!

Access to these discount offerings is cost-free for benefitted DU employees, and it's easy to enroll for access. Visit <https://du.savings.workingadvantage.com> and begin saving today.

Something Worth Celebrating

DU is proud to offer up to 13 holidays a year for our valued faculty and staff. Those holidays include:

- Labor Day
- Thanksgiving Day
- The day after Thanksgiving
- Winter holiday (business days between Christmas Day and New Year's Day)
- New Year's Day
- Martin Luther King Jr. Day
- Memorial Day
- Juneteenth
- Independence Day

FREE Faculty and Staff Group Fitness Classes

Beginning on September 10, 2024 - November 14, 2024, Group Fitness Classes will be available to all Faculty and Staff at no cost. Organized by the Ritchie Center, and sponsored by Well@DU, these classes are scheduled to suit your lunch breaks and work schedule. You do not need to be a Coors Fitness Center Member to join.

Our current exclusive offerings for Faculty and Staff are:

Strength & Stretch Tuesdays at 4:30 PM

Yoga Fusion Wednesdays at 11:45 AM

Mat Pilates Thursdays at 4:15 PM

Check back for special events and changing offerings to support your wellbeing as employees at DU.

The Bridge connects faculty and staff to all campus happenings, all the time.

Do you have an announcement, opportunity, survey, or event to promote to DU faculty/staff?

Use **our easy online form** to submit your news. Paid events and programs must include a DU faculty/staff discount. **A minimum lead time of two weeks pre-publication is required for considerations.**

We want to hear from you! Give us your feedback on The Bridge or suggest new content to consider using **our easy feedback form**.

[View email online](#)



2199 S. University Blvd.
Denver, CO 80208



You are receiving this email because you are a member of the DU community.