

Q1. Why can we not use tuition reimbursement for family members?

A1. Consistent with Iowa Code chapter 70A.25, educational assistance is limited to state employees and does not provide tuition benefits to family members of employees.

Q2. Why can we not use tuition reimbursement for other training, like certification training?

A2. UNI encourages continued learning. The policy states that tuition reimbursement must be used for college credit courses offered by the University of Northern Iowa (UNI) or other accredited post-secondary institutions. Certifications or other courses that are deemed to be a requirement of an employee's position must be funded by the department in which they work. Please click on the link below to view the Staff Tuition Reimbursement Policy. <http://www.uni.edu/policies/475>

Q3. Why are salary adjustments sometimes given to some P&S staff and not others?

A3. HRS conducts ongoing market and internal equity analysis of P&S staff compensation. Regarding market equity, HRS participates in salary surveys and obtains survey results for as many positions as possible and compares the salaries of UNI staff in these positions against the higher education market averages. HRS also reviews internal compensation by comparing salaries of staff in similar positions across campus. HRS shares the results of this analysis with division heads so, as funds are available, they can recommend salary adjustments if other factors such as differences in qualifications, years of experience, and performance do not aid in accounting for the salary difference.

Q4. Why do we have to pay to use the wellness center?

A4. Anyone that uses the Wellness and Recreation Center (WRC) pays for this in some way. Students pay a mandatory fee while employees have several options to choose from. Employees can purchase an annual pass, or they can purchase one semester at a time. There is also an option for employees to purchase a day pass for \$5 or a punch card that allows up to 6 visits for \$25. UNI's fees for the WRC are significantly less than the other State Universities in Iowa. For more information on user fees, please visit the WRC webpage https://www.uni.edu/recreation/policies_fees. Employees can also participate in fitness classes without purchasing a WRC membership.

Q5. Why is the sick leave conversion rate of 12 hours of sick leave only equal to 4 hours of vacation?

A5. The current sick leave conversion rate was determined by Iowa Code chapter 70A.1. This is not something UNI can change without Board of Regent approval.

Q6. Why did the cost of the UNI Health plan rise so much this year?

A6. UNI's health insurance plans are self-funded, meaning the employer collects the premiums and pays the medical claims of the covered plan participants. Employee and employer premiums for both the PPO (Alliance Select) plan and Blue Advantage (HMO) plan have covered all of the claims in the past two years. The UNI Health Plan (Classic Blue) claims have consistently exceeded employee and employer premiums and over time has depleted the reserve. This has been a large contributor to the premium increases for the UNI Health (Classic Blue) plan. Please click on the link below to view a chart that compares employer and employee premiums collected vs. overall claims/administrative expenses paid for the UNI self-insured plans. http://www.uni.edu/pscouncil/sites/default/files/2016_claims_summary_report.pdf

Q7. When is the open enrollment time usually held?

A7. UNI follows the State of Iowa's Open Enrollment schedule. Open enrollment is usually held in the fall around October-November.

Q8. Why do we have the dental plan that we do?

A8. UNI's selection of Delta Dental is the result of various factors. UNI compared the plans of U of Iowa, Iowa State and also employee feedback to arrive at the dental plan we have today.

Q9. What is a Health Savings Account (HSA) and how does it work?

A9.. A **health savings account (HSA)** is a tax-advantaged medical savings account available to taxpayers in the United States who are enrolled in a high-deductible health plan (HDHP). The funds contributed to an account are not subject to federal income tax at the time of deposit. HSA funds may currently be used to pay for **qualified medical expenses** at any time without federal tax liability or penalty. To learn more about Health Savings Accounts please click on the link below.

<https://www.irs.gov/publications/p969/ar02.html>