

Simply HR

Winter 2021

Consolidated Appropriations Act Brings FSA Changes for Multiple Plan Years

In late December, the Consolidated Appropriations Act was signed into law bringing with it a multitude of changes to flexible spending programs. The University will be adopting the following provisions allowing increased flexibility for employees:

✚ The grace period and run out period for both plan years 2020 and 2021 will be extended for both healthcare and dependent care accounts from 2.5 months to 12 months.

✚ The age for dependent care dependents will increase from 13 to 14.

✚ Enrollment changes regardless of a status change will be accepted. Employees can elect to stop contributing or start contributing or change their goal amounts and still continue to receive reimbursement from unused amounts contributed through the end of the plan year inclusive of grace period.

STRATEGIC PLAN

Over the course of the past year and a half, the Steering Committee has met to review all employee feedback submitted from the Plan-a-thon, open sessions and the online feedback mechanism. Six themes emerged:

- Invest in Academic Excellence
- Enhance the Student Experience
- Cultivate a Diverse and Inclusive Community
- Improve Our Image and Identity
- Modernize Our Campus Infrastructure
- Ensure Our Financial Stability

Employee participation is encouraged in the finalization of the themes, goals and objectives. A draft of the Strategic Plan is available on the portal – click [here](#) to visit the portal site; you may have to log in. The open sessions are as follows:

Tuesday, 2/9/2021, 3pm – 4pm

<https://monmouth.zoom.us/j/93062585176>

Wednesday, 2/10/2021, 2:45pm – 3:45 pm

<https://monmouth.zoom.us/j/91860066690>

1095 Forms

As an employer that provides healthcare coverage to employees, Monmouth University is required to file this information and report such coverage.

1095B form will come from Horizon Blue Cross Blue Shield and will contain your name, last four digits of your social and your address and the coverage you and/or your dependents were enrolled in for calendar year 2020.

1095C form will come from Monmouth University and serves as the statement that the University has offered eligible employees healthcare coverage. You will receive this form whether or not you are enrolled. This form will be available by the end of February by logging in to your Ultipro account if you have requested to receive the 1095C electronically.

Page Turners Book Club

The next virtual meeting of the Page Turners Book Club will be on Wednesday, March 3 at 12:30 pm. The discussion will be about book selection, *"The Night Circus"* by Erin Morgenstern.

The zoom information is as follows:

[tinyurl.com/9jpututt](https://monmouth.zoom.us/j/91860066690)

Meeting ID: 924 9823 2850

Passcode: 013208

Call in 1-646-558-8656

Contact: Barbara Santos, Recruiting Assistant – bsantos@monmouth.edu

Parent Connect Support Group

All employees are welcome to join the newly revived working-parent support network. The group will meet virtually beginning on February 11, 2021 from 1:00 pm – 2:00 pm to discuss the day-to-day challenges of parenting during a pandemic.

To join any of the meetings please use this [zoom link](#). For additional information, please contact Jennifer Steinke at 571-7594 or jsteinke@monmouth.edu

COVID Vaccine

The University is a registered Place of Distribution (POD) with Monmouth County. We are registered as a closed POD, meaning we will receive vaccines for our campus community only and not the general public. We have requested enough vaccines to vaccinate all of our students, employees, and adult family members of employees. We have also filed our COVID Vaccine Enrollment form with the New Jersey Department of Health (NJDOH). To date, our POD has not been activated due to limited supply of the vaccine. We have no timeline as to when we will receive vaccines. However, we are making all the necessary preparations to get ready for a robust vaccination program on campus as soon as we are notified that vaccines are available to us.

For more information and the FAQ, please visit the [University's COVID19 website updates](#).

COVID TESTING

In order to provide a safe campus environment we will need to continue to practice social distancing, wear masks and conduct good hygiene. Our robust surveillance testing program will be an added measure to keeping our campus safe through identification, separation of the positives and contact tracing until we are able to secure COVID vaccination for our community.

COVID Pooled Testing

Pooled testing involves extracting a small sample from each testing vial and placing it into a “pool” with other tests, then run as a singular test. As per laboratory recommendation, there are 16 people in a pool. The pooled PCR test will pick up on any COVID viral RNA in the pooled sample. If the pool is negative then everyone in the pool is assumed negative. However if the pool is positive, one or more people in the pool are positive. The lab will then automatically test each sample individually in the pool to determine who is positive; this is called reflex testing. Pooled testing produces accurate results in a safe and efficient manner.

Testing will be conducted using a PCR self-swab nasal test. Our campus community will have three designated zones; Residential students and staff, Athletic Department students and staff and All Others. The 16-person pools will be separated by zone. The University will assume the cost of surveillance testing. The person's health insurance will be billed by the laboratory for costs associated with reflex testing and symptomatic testing.

Students and employees must first create an account with JCMWorks and will be able to view test results online via their COVID testing account. Click [here](#) to create your JCMWorks account. Instructions on how to create an account, and the required consent were provided in an email from our Director of Health Services, Kathy Maloney on January 21, 2021.

A Warm Welcome to.....

Matthew Duffy, Patrol Officer
Nicole Halliwell, Assistant Professor
Amy Vu, Graduate Admissions Counselor
Robin Wiley, Instructor

University Police
Occupational Therapy
Admissions
Social Work