

2018 August Newsletter

With only four months left in 2018, now is the time to think about what employee benefits to offer in 2019. Employee benefits is not only a factor to increase current employee satisfaction, but also a competitive benefit package is a great recruiting tool.

So what benefits can you offer your employees as you aim to retain current employees, as well as compete for new talent? The more popular benefits, other than medical, dental, vision, retirement, include the following;

Flexible Work Schedules	Ability to Work Remotely	Participation in Community Events
Continuous Training and Education	Job Stability	Competitive Time Off Policies
Great Work Culture	Gym Memberships/Wellness Programs	Work-Life Balance
Disability	Life Insurance	Financial Planning

Under the Patient Protection and Affordable Care Act (PPACA), companies with more than 50 or more full-time equivalents (FTEs) employees, still have the requirement to offer health insurance to full-time employees, however many companies under 50 FTEs offer medical benefits for their employees to stay competitive.

A way to help control the costs of offering health insurance is to require employees to share the costs of the coverage. More than three-quarters of organizations share the cost of health care with their employees but require employees to either pay all or a larger percentage for covering spouses, domestic partners and children. Less than 0.5% of employers opt to have full-time employees cover 100% of their health care costs.

As companies continue to find new ways to attract millennials, the most common benefits that may catch their attention is;

- Health Insurance
- Student Loan Repayment Assistance
- Flexible Work Schedules
- Retirement Funding
- Sense of Purpose

Be sure to use any opportunity to promote the benefits you offer----it could make the difference in retaining your current employees and attracting new employees.

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Low or No cost Benefits to Consider - Looking for other ways to keep employees engaged?

Try the following;

Financial Seminars – One benefit you can offer employees is a financial seminar during lunch. Many financial planners will set up a lunch at your work site and provide basic financial planning without promoting their business. This is a great benefit for employees at no cost to you. If you are interested, we can provide recommendations.

Wellness Programs – By offering a wellness program, you are encouraging a healthy lifestyle, as well as potentially creating more employee interaction and work/life balance. Medical providers may include wellness programs with your medical coverage, which may be either at no cost or an extra cost per participant. You can also plan events such as participation in local walks, runs or bike rides, community service projects, increasing healthy foods and drinks at the work location or encouraging employees to take stretch breaks from the computer. In designing your wellness program, you want to ensure what you offer doesn't conflict with any guidelines established by the EEOC or ADA.

Work Place Celebrations – Consider bringing a popsicle or gelato cart to the workplace on a Friday afternoon, have a football game day with tailgating food and gameday jerseys or State Fair day.

There are several fun teambuilding events that can be planned to reflect your company culture and encourage employees to interact with others in the work place.

Garland Chamber of Commerce Bold Series - Join Human Resource Solutions on Tuesday, September 4th from 8:00 to 10:00 as part of the Garland Chamber of Commerce's Bold Series. We will be walking through key human resource components for business owners. To register, go to; <http://www.garlandchamber.com/events/bold-sept-1.html>

Education is the most powerful weapon which you can use to change the world.

Nelson Mandela

For assistance in reviewing, managing y\or creating your company benefits or any of the above items, please contact info@humanresourcesolutionsllc.com

This newsletter is intended to provide general guidance about recent topics in Human Resources. It is not a legal opinion. For answers to your specific questions, please consult with counsel.