

# HOT SHEET

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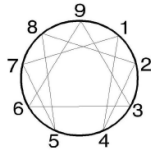


Full-Circle HR

## HR Trends:

- A recent court ruling regarding reasonable accommodation disallowed forcing an employee to work from home instead of finding a reasonable way for them to work on-site—demonstrating the importance of engaging in a detailed interactive process with the employee.
- According to Mercer Consulting, employers are planning 2025 salary increases similar to those in 2024—an average of 3.3% for merit and 3.6% overall for salary budgets. Life sciences/technology numbers are slightly higher at 3.5% and 3.9% respectively. Retail/wholesale numbers are 3.1% and 3.3% respectively.
- On 1/1/25 Phase 2 of the Federal overtime rule update takes effect. According to Brightmine, another 3 million workers will be affected when the federal minimum salary for exempt employees goes up to \$58,656/yr. In Washington State the exempt minimum salary is higher and will be \$69,305.60/yr.
- Effective 1/1/2025 the premium rates for the Washington State Paid Family and Medical Leave increases to 0.92%. The employer portion is 28.48% of total premium. Cost-sharing is only required for employers with 50+ employees.

## An Overview of the Enneagram



The Enneagram is presented as a system of 9 distinct types, but the symbol also tells us how the types are interrelated. The circle on which all the types reside speaks to a unity of the personality types. Though we tend toward one particular perspective of the nine types, this unity says that we have access to the qualities of each type within us. That is why we each can usually appreciate and understand the perspectives of each type. This helps us interact with other types and even display those characteristics in our own way through the lens of our type. Furthermore, the internal lines give us more ready access to the types to which we are connected—again, while our behavior can be like the other

types, it is acted out through the perspective of our own type. It's as if each type wears glasses that are shaded a unique color specific to the type. The more we understand not only our own type but also the other types, the broader our understanding of ourselves, those around us, and human nature in general will be.

Before diving more deeply into the system dynamics, a very generalized summary of each type follows: **Type 1** goes by many names such as the Reformer or the Perfectionist. They are a rational idealistic type. Their primary focus is to strive toward a moral ideal that they hold and to be seen as good and having integrity. **Type 2** is often called the Helper or the Giver. They are a caring and interpersonal type who are generous and people pleasing. Their primary focus is to be

invaluable and loved. **Type 3** is often labeled as the Performer or the Achiever. They are goal-focused, competitive, and driven. Their primary focus is to be seen as successful, valuable, efficient, and effective. **Type 4** names include the Individualist and the Tragic Romantic. They are very emotionally attuned and often artistic. Their primary focus is to be seen as unique and special. **Type 5** has been named the Investigator and the Observer. They are often reserved, isolated, and cerebral. Their primary focus is gaining information and having ultimate knowledge. **Type 6** is often called the Loyalist and the Devil's Advocate. They are security-oriented, responsible, anxious, and suspicious. Their primary focus of attention is finding the ultimate authority that they can trust. **Type 7** is often

called the Eclectic and the Visionary. They are an upbeat, busy, fun-loving type who is spontaneous and versatile. Their primary focus is optimistic plans and possibilities. **Type 8** names include the Boss or the Challenger. They present with a powerful possibly dominating energy and can appear as confrontational. Their primary focus is justice and truth—they can be revenge seeking. **Type 9** is often called the Mediator and the Peacekeeper. They present as easy going, self-effacing, agreeable, and complacent. Their focus of attention is peace and harmony.

To learn more about your own type, the [Enneagram Institute](#), among others, offers an online test. Beatrix Chestnut, in the original oral tradition of the Enneagram, offers video interview panels on Youtube.

## Health Care Benefit Cost Containment Strategies

Health care benefit premiums continue to skyrocket—they are expected to go up an average of another 9% in 2025. SHRM offers some strategies for cost containment that may be of help to you.\*

1. Examine how your plan treats GLP-1 drugs. There are drugs like Ozempic that not only treat diabetes but also are quite useful in treating obesity. They are in high demand and can cost \$1K to \$1.5K per month. Look for a direct to employer contracted price and ensure that obesity is being treated with a multi-

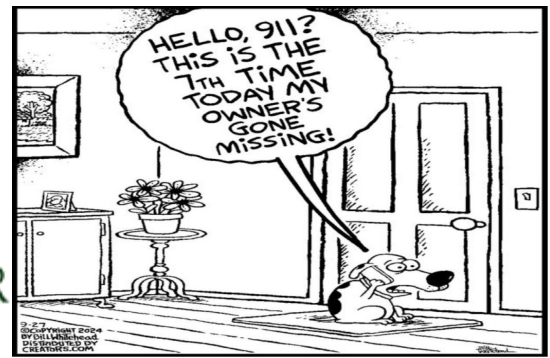
faceted approach—not just prescription drugs. 2. Put control initiatives in place such as prior authorization and nurse advice lines. 3. Offer guidance and resources to employees for healthy life choices. Telehealth can be helpful to support this effort. 4. Examine your cost-sharing practices. This could include higher deductibles or cost-sharing the premiums. This is a pretty traditional approach that doesn't always work if employees are already stretched with their expenses. 5. Tout mental health help. According to Mercer

data, use of mental health benefits has increased significantly. Be sure that employees know how to access their benefits. The more employers can support resiliency building, teaching healthcare, and prioritizing work/life balance it can help employees deal with stressors of their body and mind before they manifest as physical symptoms. A healthy work environment, stress programs, and using apps can be helpful in this effort. 6. Understand the interplay between medical and pharmaceutical benefits. How

*The way I see it, if you want the rainbow, you gotta put up with the rain.*  
—Dolly Parton

interventions are administered can be more or less costly depending upon whether they are given at a doctor's office, out-patient clinic, or an infusion center.

In any event, work with your employees to understand their needs and ensure that they know what benefits they have and how those benefits work. Cost containment can be a team effort as you all work to maintain the health of your work force and organization.



\* SHRM, *Healthcare Costs are Frightening Employers—but These Strategies Can Make Them Less Scary*, Mayer, Kathryn, October 14, 2024.