

*Save the Dates*  
Next HR Forum: July 12, 2016

## Additional Health Insurance Option for Plan Year 2017

ERS will be adding a new health insurance option effective September 1, 2016. Employees will be able to enroll in this choice during Annual Enrollment. The new plan will be a high-deductible health plan (HDHP) paired with a healthcare savings account (HSA).

What we know so far:

- United Healthcare will administer the HDHP and HSA
- The plan will have an in-network member only deductible of \$2,100 and \$4,200 for family coverage
- Preventative services will still be covered at 100% when in-network
- The State of Texas will contribute \$45 monthly to a member only HSA or \$90 monthly for family coverage
- Members participating in the HDHP/HSA option are no longer eligible to participate in the TexFlex flexible spending account (FSA).

More details will be coming soon. The ERS Board of Trustees meets in May to decide on premiums for this plan, and all others, for the upcoming fiscal year.

Check out the ERS Employee News for more details.

(<http://www.ers.state.tx.us/ERS-Board-of-Trustees-approves-CDHP-features/>).



## TRS Statements for 2014 – 2015

Employees may notice that the salary reported on their TRS statement for 2014-2015 is lower than expected.

A change was made to the way that salaries are reported to TRS and this resulted in only 11 months being reported for 2014-2015.

If the employee is retiring AND that is one of the top salaries used in the annuity calculation, TRS will award the extra salary month. For those not retiring or this will not be one of the top salaries, no corrections are being made.

You can find out more information on this change in the December 2015 TRS News

([trs.state.tx.us/about/archive\\_newsletter/trs\\_news\\_december15.pdf](http://trs.state.tx.us/about/archive_newsletter/trs_news_december15.pdf)).



## Facilitation: A New Conflict Resolution Service

Facilitation is a new service offered by Employee Relations aimed to identify issues, stimulate problem-solving and collaboration to reach desired agreements.

The new consultative service is available for all staff employees and emphasizes conflict prevention and effective conflict management. This service joins Mediation as a possible avenue for resolving workplace issues.

For more information, contact either Tammy Coyle or Jeff Lund at 5-2557 or visit [www.hr.txstate.edu/EmployeeRelations/ERServices.html](http://www.hr.txstate.edu/EmployeeRelations/ERServices.html).

## 2015 Performance Appraisal Due Dates

The transitional evaluation cycle for this year is **January 1, 2015 – May 31, 2016.**

All performance appraisals (to be completed following the current paper-based process) are due to HR *no later than* May 31, 2016.

The new performance management cycle is June 1<sup>st</sup> - May 31<sup>st</sup>.

## We're Revamping our HR Website

At the tail-end of last year, the HR Web Team held focus groups with our main users to determine how to best meet their needs. As a result, the website will undergo a significant overhaul to provide the tools and resources our main user groups need in a more user-friendly and attractive way, while maintaining access to our functional areas.

### Updates & New Additions

- HR Homepage
- Hiring Manager
- Performance Management
- New Employee Welcome
- Facilitation Service

More changes coming soon.

[www.hr.txstate.edu](http://www.hr.txstate.edu)

