



Welcome!

HR FORUM

July 11, 2017



New Services Provided by the Office of Equity & Access

Dr. Gilda Garcia

Chief Diversity Officer & Director, Equity and Access



Contact

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Performance Plan Changes


Tammy Coyle

Employee Relations Coordinator

Goals and Job Duties Combined Into One Section

Select Goal from the Library

Select goal to add from the library. Click the icon to expand categories. You will be able to modify the goal in the next step.

- > A. Promote the success of all students.
- > B. Offer high quality academic and educational programming.
- > C. Achieve significant progress in research and creative activity as measured by national standards.
- > D. Provide the necessary services, resources, and infrastructure to support the university's strategic direction.
- > E. Add Job Duty 

Assessment values for goals and job duties changed to:

- **Achieved**
- **Achieved On Target**
- **Needs Improvement**
- **Deferred**



Competencies Reduced from 14 to 7

- Communication
- Decision Making
- Professional Knowledge
- Work Effectiveness
- Customer Service
- Problem Solving
- Time Management



Assessment values for competencies changed to:

- Advanced
- Skilled
- Developing



Behaviors Reduced from 7 to 4

- Leadership
- Initiative
- Ownership/Accountability
- Collaboration and Teamwork

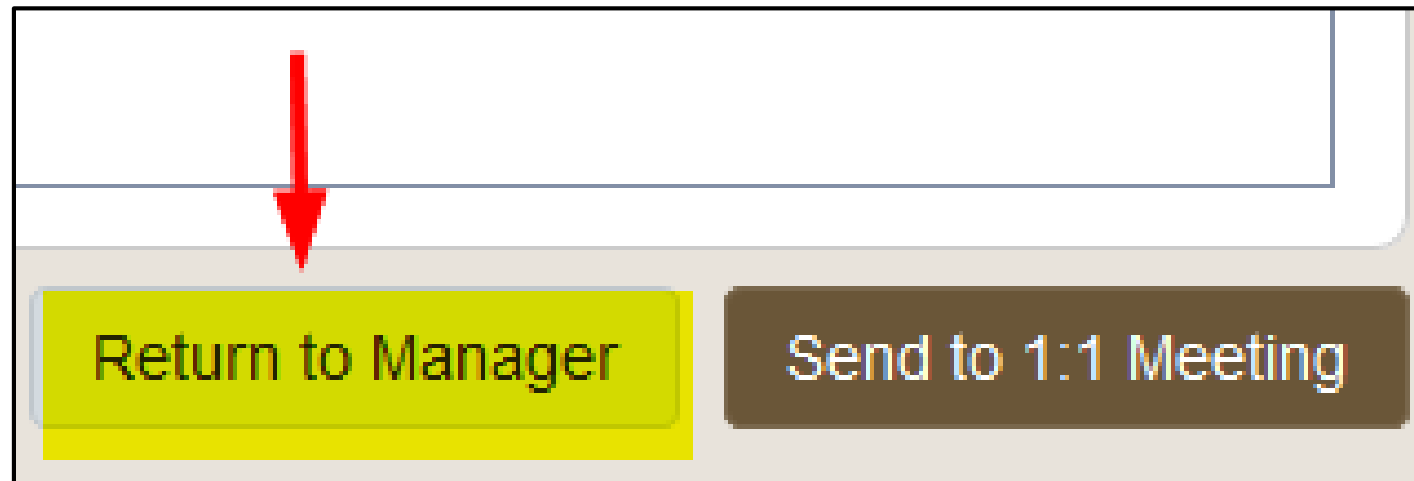


Assessment values for behaviors change to:

- Consistently Observed
- Sometimes Observed
- Frequently Observed
- Rarely Observed



Return to Manager Option







Contact

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Benefits Updates & Work Life/Wellness

Heather Steed
Manager, Benefits

Rose Trevino
Work Life Coordinator

Rates are going...

	PY2017	PY2018	Increase
Employee Only	\$0.00	\$0.00	\$0.00
Employee & Spouse	\$353.68	\$356.32	\$2.64
Employee & Children	\$236.80	\$238.58	\$1.78
Employee & Family	\$590.48	\$594.90	\$4.42

Rates are going...

	PY2017	PY2018	Increase
Employee Only	\$26.61	\$27.41	\$0.80
Employee + Spouse	\$53.22	\$54.82	\$1.60
Employee + Children	\$63.86	\$65.78	\$1.92
Employee + Family	\$90.47	\$93.19	\$2.72



Other Plans

- Short Term Disability rate **decrease** to \$0.26 per \$100 of your monthly salary
- TexFlex Health FSA and LFSA– **increase** to \$2,600
- **No change** to Humana DHMO or State of Texas Dental Discount Plan
- **No change** to State of Texas Vision
- **No change** to optional term life insurance rates, dependent term life insurance, or voluntary AD&D
- **No change** to Long Term Disability
- **No change** to TexFlex Dependent Care FSA

Changes

- Virtual visits are **FREE!**
- **New “Out-of-State” plan**
 - No deductible if in-network (was \$200/\$600)
 - No PCP required
 - \$25 copay for PCP/\$40 for specialist (was 30% coinsurance)
 - 20% coinsurance for most procedures (was 30%)
 - \$2,000 out-of-pocket coinsurance maximum (was \$3,000)





We're Switching BACK to BCBS!



- Takes effect **September 1**
- Visit www.bcbstx.com/hs to see if your doctors are in the BCBS network
- Or call a BCBSTX Personal Health Assistant at 800-252-8039
- Your PCP will automatically be transferred over to BCBSTX if they are in the network
- Active referrals will automatically be transferred over to BCBSTX
- Personal Health Assistants can help with referral transfer issues



What if your provider is NOT in the network?

www.bcbstx.com/hs

- BCBS HealthSelect is a “new” network... providers have to complete paperwork to join – it’s not automatic
- Nominate a provider – can take up to 90 days
- Chat with a Personal Health Assistant

BCBSTX

- **New Wellness Programs!**
 - Choose between Real Appeal and Naturally Slim
 - Well onTarget wellness website
 - HealthSelect Fitness Program – access to 9,000+ fitness centers nationwide
 - Blue Points – earn points for participating in wellness activities





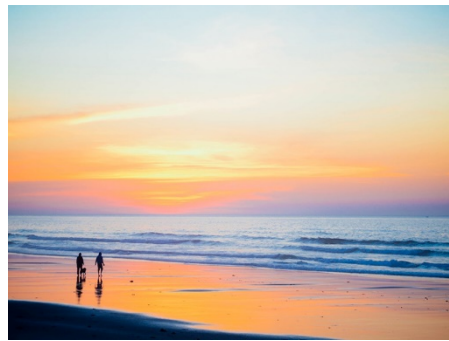
Work Life Program



Mother Friendly



Family Friendly



Employee Discounts





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Legislative & Policy Updates

Michelle Moritz
Associate Director, Human Resources



Final results from 85th Legislature

- **HB 1036 - requires the GBP to cover digital mammography in the same manner as low-dose mammography for annual breast cancer screenings.**
- **HB 490 – requires the GBP to cover hearing aids and cochlear implants for certain people (children 18 and under).**

- 
- **HB1296** – requires the GBP to cover a partial refill of a Rx drug to allow a participant to synchronize Rx refills to the same date.
 - **SB 507** – expands the list of health care providers and facilities who may be required to mediate out-of-network claims for GBP participants (ex: emergency care providers).



SB 73 - relates to leave for state employees

- **Must post leave policy on internet for employees and public**
- **New annual report to State Comptroller of all employees who use 32 or more hours of Emergency Leave per fiscal year (due Oct 1 for FY17 – name, reason, number of hours).**
- **No Emergency Leave unless expect employee to come back.**



SB73 cont'd

- **Health Care Leave for Veterans - provides up to 15 days per fiscal year for medical care administered by the Veterans Health Administration (VA)**

UPPS 04.04.11, Section 6 – ‘Event Work’

- Interdepartmental event work – when a classified employee works for another department, the second department must pay cash at time and one-half.
- Separate attendance code in SAP goes straight to payroll and can charge to another cost center/fund.
- Change coming...



- No longer going to be automatically paid at time and one half.
- Working on a solution to determine how many hours should be compensated at straight time vs. time and one-half.
- Effective date after new procedures are in place.



Other changes coming soon...

- **04.04.50 Separation of Employment and Interdepartmental Transfers**
 - New forms and simplified routing process
- **05.03.11 Wireless Cell Communication Services**
 - If no change needed to the amount, no PCR required



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Professional Development Updates

Marsha Moore

Director, Professional Development



Revision to UPPS 04.04.35—Professional Development and Educational Opportunities

Relevant changes for employee reimbursement for Texas State courses:

- **Major change from previous policy of fee waivers to current process involving reimbursements to employees after successful completion of course(s)**
- **Inclusion of tax information from Payroll and Tax Compliance Office**
- **Inclusion of new process for informing Financial Aid and Scholarships Office so they are able to adjust federal and other financial aid as required**
- **Establishment of hard stop dates—by 12th class day for fall and spring and 4th class day for summer session I—when reimbursement form will be accepted unless approval is routed through appropriate Cabinet member and VPFSS**



Student Worker Safety Orientation

- **Required since 2007, all student workers should have been completing safety orientation training administered by EHSRM through TRACS.**
- **Students are required to complete the training only once during their tenure at Texas State.**
- **Effective soon, the training will be transferred to SAP.**
- **TRACS completions were downloaded into SAP from 2013-2017.**
- **Student employees will be automatically flagged upon hiring (9006 and 9016 job codes).**
- **New hires and their supervisors will automatically receive the SAP email.**



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Announcements



Save the Dates
October 10, 2017



Contact Us

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Thank you!
HR FORUM