New Services Provided by the Office of Equity & Access

Dr. Gilda Garcia

Chief Diversity Officer & Director, Equity and Access
Contact

Dr. Gilda Garcia | gg18 | 5.2539
Performance Plan Changes

Tammy Coyle

Employee Relations Coordinator
Goals and Job Duties Combined Into One Section

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
QUESTIONS
Contact

Tammy Coyle | tc23 | 5.2735
Benefits Updates & Work Life/Wellness

Heather Steed
Manager, Benefits

Rose Trevino
Work Life Coordinator
Rates are going...

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>PY2017</th>
<th>PY2018</th>
<th>Increase</th>
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<tr>
<td>Employee Only</td>
<td>$0.00</td>
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<tr>
<td>Employee &amp; Spouse</td>
<td>$353.68</td>
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<td>Employee &amp; Children</td>
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<td>Employee &amp; Family</td>
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### Rates are going...

<table>
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<th>Increase</th>
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<tbody>
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</table>
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](http://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.bcbs.tx.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

WELLCATS
The Texas State Employee Wellness Program

Mother Friendly

Family Friendly

Employee Discounts
Contact

Heather Steed | hh19 | 5.2577
Rose Trevino | rt24 | 5.1390
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)
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
Contact

Michelle Moritz | mm10 | 5.2557
Professional Development
Updates

Marsha Moore
Director, Professional Development
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.
Contact

Marsha Moore | mm12 | 5.7899
Patty Cano | pad65 | 5.7899
Karen Hollensbe | kh48 | 5.7899
Announcements
Save the Date

October 10, 2017
Thank you!

HR FORUM