

# Welcome to HR Forum

July 13<sup>th</sup>, 2011

# Benefits Updates

Vilma L. Santos

HRS Coordinator

# Retiring from UT Austin

- Additional Sessions offered
  - Reminder email sent this week
- Pre-Retirement Checklist
  - [http://www.utexas.edu/hr/retiree/retire\\_checklist.html](http://www.utexas.edu/hr/retiree/retire_checklist.html)
- Register on TXClass, PN 400
  - Wed., July 13, 1-3PM
  - Friday, July 22, 10AM – 12noon
  - Wed., Aug. 10, 1-3PM
  - Wed., Aug. 24, 10AM – 12noon

# Annual Enrollment 2011

- A Matter of Health, Special Annual Enrollment Edition, sent on Wed., July 6
- Annual Enrollment Benefits Fair Information, sent on Fri., July 8
- Coverage Option Letters, sent by July 15
- Annual Enrollment is from July 15-July 31
- Annual Enrollment Benefits Fair is on Wed., July 20

# Changes Confirmed

- UT Select Medical Premium Rates and Plan Design – Highlights Brochure
- Optional Plans
  - No premium or plan changes for the following:
    - Dental
    - Vision
    - Group Term Life
    - Accidental Death & Dismemberment
    - Short-Term or Long-Term Disability
    - Long-Term Care

# Changes Confirmed, cont.

- Health Care Reform Changes
  - Expanded Young Adult Coverage
    - Dependent children may be covered on medical plan only through age 26 regardless of marital status
    - Special Enrollment Opportunity beginning with Annual Enrollment through September 30
    - No change for all other insurance plans; dependent children eligible for coverage until marriage or age 25
  - 100% Coverage for Preventative Care
    - No out-of-pocket cost for in-network services
    - May incur cost if your provider bills for services that are not preventative

# Changes Confirmed, cont.

- Health Care Reform Changes cont.
  - No Evidence of Insurability (EOI) for UT Select medical plan for any individual eligible for coverage
    - EOI still required for voluntary term life, short-term disability, long-term disability and long-term care plans

# Changes Confirmed, cont.

- UT Flex

- Plan Year 2011-2012 is the last year employees may elect the \$5,000 maximum for the Health Care Reimbursement Account
- For Plan Year 2012-2013, the maximum will be \$2,500 due to health care reform changes

# Stay Informed

- Annual Enrollment Web site launches 7/15/11
  - [www.utexas.edu/hr/enroll](http://www.utexas.edu/hr/enroll)
- Complete your enrollment at the beginning of Annual Enrollment and review your confirmation e-mail carefully

# SB 29: Graduate Student Non-Employees

- Effective 9/1/11, Grad Student Non-Employees may be eligible for insurance
  - Must have fellowships of \$10,000 or more
  - Medical
  - Dental
  - Vision
  - Eligible dependents
- Working closely with Graduate Studies Office
- Targeted emails to HRMS Users, Grad Coordinators, impacted students – more to come

# TRS Return To Work Rules

- ❑ SB 1669, effective 9/1/11
- ❑ Employees who retired **before 1/1/2011** have NO limitations on working
  - ❑ May work FT or PT
  - ❑ Will not forfeit TRS annuity after satisfying a one calendar month break in service following their retirement date
- ❑ Employees who retired **after 1/1/2011** may work without forfeiting TRS annuity:
  - ❑ If working ½ time or less, after satisfying one calendar month break in service following their retirement date
  - ❑ If working more than ½ time, including FT, after satisfying a consecutive 12 month break in service anytime after their retirement date
- ❑ TRS Disability retirees and TRS retirees with questions should consult with TRS directly

# TRS Matching State Contribution Rates

- Currently, the matching rate is 6.64%
- Effective 9/1/11, the matching rate is 6%.
- Effective 9/1/12, the matching rate is 6.5%
- The employee contribution remains 6.4%
- For departments with working retirees, this means changes to TRS surcharge
  - Eff: 9/1/11, surcharge will be 12.4%
  - Eff: 9/1/12, surcharge will be 12.9%

# Need Help?

Getting Assistance from the Human  
Resource Service Center

# Need Help?

- New Web Page
  - [www.utexas.edu/hr/contact/need\\_help.html](http://www.utexas.edu/hr/contact/need_help.html)
  - How we provide service and how you can most efficiently obtain service
    - Web site
    - E-mail
    - Phone
    - Visit
    - HRS Representatives
    - Insurance and Retirement Providers
    - Emergency Situations

# Workers' Compensation Update – Recorded Statements

Adrienne Howarth-Moore

# WCI Recorded Statements

- The University of Texas System, Office of Risk Management, will be implementing recorded statements for workers' compensation insurance (WCI) claims.
- Why is UT System Workers' Compensation implementing recorded statements?
  - Industry standard for insurance companies.
  - Reduces the administrative burden associated with claims processing.
  - Improves the quality of claims processing.
    - Preserves the most accurate record of the incident details involving the claim.
      - Allows for transcription services as needed.
    - Claim details are readily available to both the claimant (employee) and UT System to assist with administrative hearings.

# WCI Recorded Statements cont.

- What does this mean to the claimant?
  - The overall process for filing a WCI claim remains unchanged, except that instead of the UT System Adjustor summarizing the employee's verbal statement by hand, the statement will be recorded to best preserve the details of the claim.
  
- What does this mean for you, the HR Contact?
  - Your role is essentially unchanged. We ask that you be familiar with this process should employees, supervisors or witnesses contact you with questions.
  - Expected start date is late July or early August, 2011.
  - No formal communication is planned; employees will be notified at the time their claim is initiated and information will be posted on the WCI website pages for employees, managers and HR professionals.
  - An FAQ on recorded statements has been prepared and will be posted on the website once the program goes live.  
<http://www.utexas.edu/hr/hrpro/wci/notice.html>

# Student Employment Announcements

Amy Greenspan

# Student Employment Announcements

- Student Employment Forum: Tuesday, August 9, 10:00 – 11:30, NOA 4.106A
- New Student Employment tools posted on HRS Student Employee “Additional Resources” page:
  - [http://www.utexas.edu/hr/student/addl\\_student\\_emp\\_resources.html](http://www.utexas.edu/hr/student/addl_student_emp_resources.html)
    - [Performance Guidelines for Student Employees](#)
    - [Student Employee Separations \[PDF\]](#)
    - [Process for Handling Student Employee Issues \[PDF\]](#)

# Records Update

Robin Jarman

# Background Check Auto Replies

- Reply will go to:
  - the HRMS assignment creator
  - OR
  - the department contact who signed the form, if the form is received first
- Forward the reply to others according to internal departmental needs
- Why the change? – HR must streamline the process to manage increase in background checks

# That's All Folks!

Thanks for coming, and we'll see you again on August 10<sup>th</sup>, 2011.