

July 13th, 2011

Vilma L. Santos
HRS Coordinator

Additional Sessions offered

Reminder email sent this week

Pre-Retirement Checklist

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

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

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

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

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

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

Annual Enrollment Web site launches 7/15/11

www.utexas.edu/hr/enroll

Complete your enrollment at the beginning of Annual Enrollment and review your confirmation e-mail carefully

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

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

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%

Getting Assistance from the Human Resource Service Center

New Web Page

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

Adrienne Howarth-Moore

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.

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>

Amy Greenspan

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

[Performance Guidelines for Student Employees](#)

[Student Employee Separations \[PDF\]](#)

[Process for Handling Student Employee Issues \[PDF\]](#)

Robin Jarman

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

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