Compensation and Classification Study

We are pleased to announce that Midwestern State University has contracted with an outside consulting firm, Evergreen Solutions LLC, to provide recommendations to our pay plan and classification system. This study is being conducted to ensure staff position titles accurately reflect responsibilities and that salary ranges are internally equitable and competitive within our employment markets. This study will be completed in four phases: Employee Orientation and Focus Group Sessions, Online Job Questionnaires, Compensation Survey/Analysis, and Consultant Recommendations.

Thank you to all employees who participated in the first phase of this study: Evergreen Outreach Events. If you were unable to attend or would like to view a recorded version of an Orientation Session, please visit the Human Resources Webpage – Compensation and Classification Study. The orientation session discusses the purpose for the study and explains how employees can participate in the online Job Assessment Tool (JAT).

The second phase of the study kicks off next week! The Job Assessment Tool (JAT) launches the week of July 6. Staff employees will receive an email invitation directly from Evergreen Solutions with a username and password to complete this tool. Completion of the JAT is critical to the validity of this study as employees performing the position will provide input directly to Evergreen in regards to their daily job duties. A word version is also available on the HR webpage for review; however, the submission will be electronic. The deadline for completion is July 17.

Stay tuned for further updates!

ERS - Benefits Enrollment for Same-Sex Spouses begins July 1, 2015

Following the U.S. Supreme Court’s ruling on June 26, 2015, regarding same-sex marriage, higher education employees will be able to enroll their same-sex spouses and dependent children of those spouses in the same coverages and services, and at the same cost, as opposite-sex spouses.

For existing same-sex marriages that took place in other states prior to June 26, 2015, the time in which someone can enroll outside of his or her annual enrollment period – is June 26 - July 25, 2015. The effective date for coverage will be July 1, 2015. Evidence of insurability (EOI) will not be required to enroll in Dependent Term Life Insurance during this timeframe.

For new marriages occurring on or after June 26, 2015, the standard Qualifying Life Event (QLE) period (within 30 days from the date of the marriage) will apply. As with all coverage added through the QLE process, coverage will be effective the first day of the month following the event date.

As always, ERS requires each member to verify a dependent’s eligibility. Everyone enrolling a new dependent will be notified to send documentation that shows each dependent’s eligibility.

Eye Exam Coverage Changes for Health Select

Currently, HealthSelectSM of Texas covers one annual eye exam with a network provider without a referral from your PCP. Starting September 1, you will also no longer need a referral when seeking treatment from a network vision provider for a medical eye condition. To find a network vision care provider near you, visit the HealthSelect of Texas website, log into your personal account or call HealthSelect customer service at (866) 336-9371.
TexFlex

If you participate in TexFlex, the current administrator (PayFlex) will process Plan Year 2015 claims received by August 31, 2015. Beginning September 1, all claims must go to TexFlex ADP Customer Care. Instructions for filing claims online or by mail or fax can be found on the TexFlex website. You can use this site to review program resources and stay informed with news and updates.

New debit cards
ADP will send new debit cards to you if you’re enrolled in TexFlex health care. You’ll get instructions from ADP on how to activate your card. You can begin using the card for eligible health care expenses on September 1, 2015.

Contribution changes
Once enrolled, contributions automatically continue from one plan year to the next. Starting in Plan Year 2016, you can contribute $50 more than last year—up to $2,550—to your TexFlex health care account. If you’re already contributing the current maximum of $2,500 and want to increase that amount, you’ll have to make that change. The contribution will not automatically increase. You can make changes to your TexFlex enrollment during Summer Enrollment or within 31 days of experiencing a qualifying life event, such as a marriage or the birth of a child.

Register your online account
Starting September 1, 2015, a login button will be available on the TexFlex website. You will need to register for an online account even if you already had an account with the previous administrator, PayFlex. You can:

- see your account election, paid claims, pending claims and available balance,
- view alerts and notifications about your account,
- search for all claims, payments and contributions,
- download claim forms and
- sign up for direct deposit.

Please note that if you had direct deposit with PayFlex, you must sign up again with ADP beginning September 1, 2015.

Remember:

- Expenses must be incurred before the plan year deadlines.
- Starting September 1, 2015, health care account participants will no longer have a grace period. Instead, participants can carry over $25 to $500 from the previous plan year into the new plan year. Any amount over $500 will be forfeited.
- You have until August 31, 2015 to incur Plan Year 2015 health care expenses.
- Dependent care account participants will continue to have a grace period, from September 1 through November 15, 2015, to use Plan Year 2015 contributions. They will not have a carryover.

Summer Enrollment

June 29 – July 31
Changes take effect September 01, 2015

To View a Summer Enrollment Presentation or For More information

Visit the ERS Summer Enrollment Website