

Human Resources Newsletter

August 2021



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And More!

Sign Up or Renew Your Wellness Release

The updated [application form for Wellness Release Time](#) is now available online. The policy has been updated to reflect current Texas legislation.

While employees are still allotted 90 minutes total release time per week, sessions can be for no more than 30 minute increments. Please resubmit your application if you listed increments larger than 30 minutes.

Employees should maintain a record of their Wellness Release Time usage, as managers are allowed to ask for the record at any time. Employees may choose, but are not required to use, the activity tracking sheet [Appendix B](#). Applications are valid for September 1st through August 31st.

Stay Tuned With Your Benefits All Summer

The entire webinar series is below. All webinars begin at 11:00 am.

Ovia Health - 08/03
Wondr Health - 08/10
Hinge Health - 08/17
Livongo - 08/24
Well onTarget - 09/07

Once registered, make sure you add it to your calendar. The A&M System Benefits Administration office does not receive personal data from these providers. Please reach out to the individual provider for any issues with a personal account. [Learn More!](#)

PPE Can Now Be Purchased Under a Healthcare Account.

Personal Protective Equipment (PPE) can now be purchased with your Navia FSA. The change is retroactive to January 1, 2020. The IRS announced that PPE expenses are now eligible under FSAs, HSAs, HRAs, and other plans that permit Section 213(d) expenses. PPE includes things like hand sanitizer and face masks. You can get reimbursed for claims of PPE purchases after January 1, 2020. You just need a receipt of purchase.

The Taxpayer Certainty and Disaster Tax Relief Act of 2020 also made it possible to elect an FSA at any time during the year. If you elected an FSA tomorrow you would have plenty of time to spend your FSA dollars and take advantage of these tax-free purchases of face masks and other PPEs, not to mention 32,000 other things ([see full list of eligible items](#)) you can spend your FSA on. Navia also has a great infographic for the [top 50 ways to spend your FSA dollars](#).

Effective immediately, Navia will approve eligible PPE claims. Contingent upon action by SIGIS (the entity that manages eligibility for card purchases) to update and dispatch its eligibility lists to include PPE, the Navia Benefits Card will also allow PPE purchases at SIGIS/IIAS compliant stores and online retailers.



MDLive Virtual Visits

Virtual Visits is a feature provided by MDLive through your Blue Cross and Blue Shield (BCBS) medical plan. It is available to covered employees and retirees in the A&M Care Plan, 65 Plus, and J plans. Graduate student employees in the Grad plan may use this service for a \$35 copay. You can schedule visits with doctors and therapists via telephone, online video or mobile app. This alternative to in person appointments provides health care for simple, non-emergency medical and behavioral health conditions 24/7/365 for only a \$10 copay.

MDLIVE's board-certified psychiatrists can help with anxiety, depression, bipolar disorder, trauma & PTSD, panic disorders, and more.

Download the MDLive app or go online to <https://mdlive.com/bcbstx> and activate your account. You just need your BCBSTX member ID card with you when you register.

*Aggregate data is personally deidentifiable data compiled into a data summary for the purposes of public reporting or statistical analysis, subject to HIPAA.

Source: <https://www.mhanational.org/issues/state-mental-health-america>

Total Rewards Welcomes: Amber Dyer



Human Resources would like to reintroduce Amber Dyer who moved to a support role in Total Rewards.

Amber will be primary contact for our Graduate Assistant Benefits and Total Rewards reporting. She will serve as backup for

all other Total Rewards needs. Amber was raised in Wolfe City, Texas where she graduated High School. Amber went to receive her bachelor's from Texas Woman's University in Business Administration with an emphasis in HR. Amber is currently attending Texas A&M University-Commerce to receive her MBA. Her areas of expertise are customer service and reporting. Her hobbies are attending her children's sporting events and taking her dog for walks. You can contact Amber at HR.Benefits@tamuc.edu, HR.Leave@tamuc.edu, and Wellness@tamuc.edu. Total Rewards is excited to have Amber added to their team!

If you have any questions regarding Training & Development please contact Jacinta Dyck or Michael Casias at Training@tamuc.edu, Realestate@tamuc.edu, Cpd@tamuc.edu.



TRS Contribution Rates Increasing FOR 2021-2022

During the 86th Texas Legislative session, the legislature passed SB 12 – the TRS Pension Reform bill. It provided for gradual contribution increases from the state, public education employers and active employees. As a result of this legislation, the following rates will change beginning Sept. 1, 2021:

The TRS rate changes that are effective 9/1/2021 are as follows:

- **Member Contribution Rate, TRS ER 7.75%**
- **State Contribution Rate, TRS ER 7.75% currently 7.75%**
- **Pension Surcharge, TRSS 15.75%**





Understanding Your Explanation of Benefits (EOB)

Your Explanation of Benefits (EOB) lets you know when and how your claims are processed by Blue Cross and Blue Shield of Texas. It is not a bill. It gives you a detailed look at the covered services and shows how much you may owe your provider after your benefits have been applied.

EOBs include confirmation of your policy ID, helpful contacts and a glossary of terms. It also provides the following information:

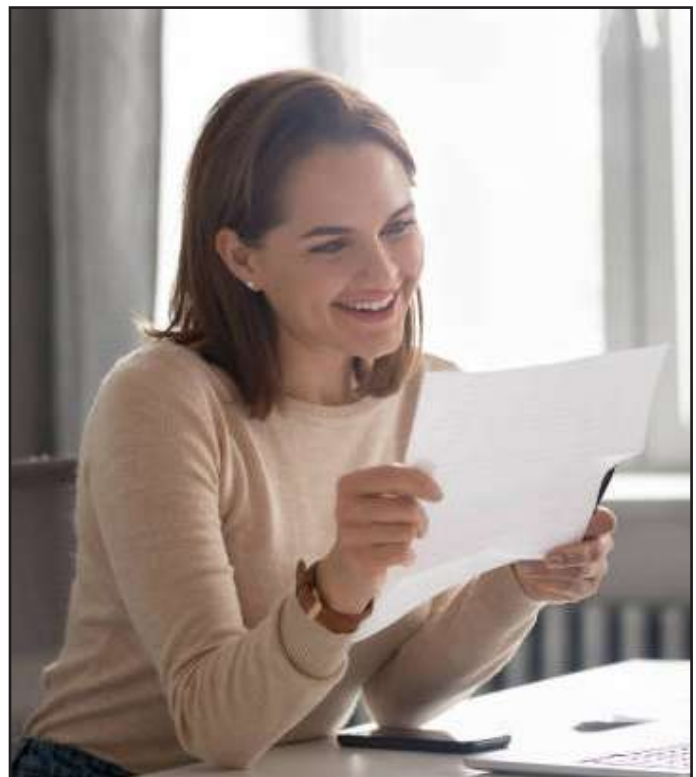
- Covered patient.
- Provider (doctor, hospital, lab or other provider).
- How your benefits are applied (amount billed, amount covered and health plan responsibility).
- Your responsibility including any.
 - deductible, copays and coinsurance.
- **Your Benefits Applied** – This section shows your list of services and how they are covered.
- **Amount Billed** is the total amount your provider billed for the services.
- **Amount Covered (Allowed)** is the amount billed (G) minus any discounts or reductions (H).

- **Health Plan Responsibility** is the portion the plan paid to the provider.
- **Your Total Costs** is the sum of your copay, deductible and coinsurance. You may owe less if your provider collected any of these payments before beginning services. It also includes any amounts not covered by your health plan. The total cost in this column
 - details the amount shown in the claim
 - summary. It does not include any amounts that a non-participating provider may bill you.

Save a copy of this EOB explanation flyer for your records!

You may sign-up to receive your EOBs online at Blue Access for MembersSM by logging in at bcbstx.com or Text* GOBCBSTX to 33633 to download the mobile app.

* Message and data rates may apply. See terms and conditions and our privacy policy at bcbstx.com/mobile/text-messaging. Source: BCBSTX



Workday: August Hiring Webinar Events

These events are open to all, but content will focus on the security role listed within the webinar description.

Download invitations: Invitations can be downloaded to Microsoft Outlook. Simply click the link within each event below to access the Workday Education calendar, select the webinar you would like to add and click on the ical export icon

August 4, 2020 – Workday Staffing: A Comprehensive View of Hiring and Onboarding (UINs and Prehire Records)

Description: In this webinar we will train you on best practices for starting a hire, checking UIN Search and Manager, using the Workday Search feature, running the Ineligible for Rehire Report and more. (Part 1 of 4)

Target Audience: New HR Support Staff

Presenter: Pamela Gentry – Core HR and Drew Branch – Security

[Access webinar details on the Education Calendar located on Workday Help](#)

August 11, 2020 – Workday Staffing: A Comprehensive View of Hiring and Onboarding (Hiring)

Description: This webinar will detail the Hire business process from beginning to end. (Part 2 of 4)

Target Audience: New HR Support Staff

Presenter: DeAnna White and Pamela Gentry
Core HR

[Access webinar details on the Education Calendar located on Workday Help](#)

August 18, 2020 – Workday Staffing: A Comprehensive View of Hiring and Onboarding (Onboarding and Benefits)

Description: This session will walk you through the New Employee's onboarding experience and more. (Part 3 of 4)

Target Audience: New HR Support Staff

Presenter(s): Meredith Fox - Benefits and Pamela Gentry - Core HR

[Access webinar details on the Education Calendar located on Workday Help](#)

August 25, 2020 – Workday Staffing: A Comprehensive View of Hiring and Onboarding (Correct, Cancel and No Show)

Description: This session will cover the Report No Show and Correct Worker Start Date business processes so you can handle those "oops" that occur when hiring new employees. (Part 4 of 4)

Target Audience: New HR Support Staff

Presenter(s): DeAnna White and Pamela Gentry - Core HR

[Access webinar details on the Education Calendar located on Workday Help](#)

For questions about these events, please contact Workday Services Education and Training at support@tamus.edu