

# MSU Texas Human Resources

December 2022

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## **Changes to IRS 2023 Maximum Limit for 403 (b) TSA Accounts**

The elective deferral contribution limit for employees who participate in 403(b) plans increases to \$22,500 annually. The catch-up contribution limit for those age 50 and over is increased to \$7,500. Anyone wishing to maximize or change their deduction should visit with Courtney Grimes in HR (Ext 4784). Changes are effective the month following the date the form is signed.

## **Remember to Submit TexFlex Claims**

You may have money to spend in your TexFlex flexible spending accounts. We don't want you to lose that money! Until December 31, 2022, claims can still be filed for reimbursement of eligible health care expenses incurred in the previous plan year (September 1, 2021-August 31, 2022). To check your balance or submit a claim, log in to your account here: [TexFlex](#) Ph: 1-844-729-3539

## **Deductibles and Out-of-Pocket Maximums Reset January 1<sup>st</sup>**

January 1<sup>st</sup> marks a new year and fresh start. The same is true for your prescription drug deductibles and any applicable medical deductibles for your health plan. You'll have to reach the deductible amount before the plan pays its share.

Except for Consumer Directed HealthSelect<sup>SM</sup> (which has one deductible covering medical services and prescription drugs), each prescription drug plan has a \$50 annual deductible.

See medical plan deductibles below

	In-network deductible	Out-of-network deductible
<b>HealthSelect of Texas® and HealthSelect<sup>SM</sup> Out-of-State</b>	None	\$500 per individual \$1,500 per family
<b>Consumer Directed HealthSelect high-deductible plan</b>	\$2,100 per individual \$4,200 per family	\$4,200 per individual \$8,400 per family

Out-of-pocket maximums: The annual out-of-pocket maximum for in-network care will increase to \$7,050 for employee-only coverage and \$14,100 for family coverage. The out-of-pocket maximum includes expenses you pay toward medical and prescription drug copays, coinsurance and deductibles. Remember: It pays to stay in-network! There is no out-of-pocket maximum for out-of-network care.

## **EPAF Reminder**

A terminating EPAF must be submitted for any employee leaving employment at MSU, including Student/Part Time Employees and Adjunct Faculty, if they are not returning to work in the Spring.

## **Update Contact Information**

Employees who have a change of address can make updates to their contact information in Banner Self Service and ERS On-Line at any time. If you don't make the updates, you could miss out on receiving important tax information. Benefit eligible employees will receive a 1095-C tax form from Human Resources and a 1095-B tax form from BCBSTX sometime in January. Therefore, it's especially important that you update your address in both Banner Self Service and ERS On-Line by December 31, 2022.

Below are the steps to updating personal information in ERS On-Line.

1. Go to [the ERS website](#) and click the "My Account Login" button,
2. Enter username and password (or register for an online account in five easy steps),
3. Click the appropriate link under "My Personal Information," and
4. Follow the steps to make changes.

## **Applications Due**

The deadline for application to participate in the Staff Educational Incentive Program and the Dependent Educational Assistance Program is Friday, January 20, 2023.

Application forms may be found here: [Human Resources Forms Page](#)

[Dependent Educational Assistance Policy - OP 52.65](#)

[Staff Employee Educational Incentive Policy – OP 52.88](#)

## **Redeem Your Points**

If you used Well onTarget® to earn Blue Points<sup>SM</sup> for healthy habits this year, now's the time to redeem your points! You can redeem up to 17,325 Blue Points each calendar year for a wide variety of items including electronics, fitness gear, kitchen gadgets and camping equipment. Don't miss out on spending your 2022 points! Not earning Blue Points? [Get started now.](#)

## **The Happiness Factor**

Each of you has probably worked with someone that always thinks the "sky is falling," and you have probably also known someone that is always upbeat and a joy to be around. Have you noticed that people respond differently to "happy" people? Attitude is a choice. Every day, each person has a choice how they will spend their day. Even if things are not going right in your world, don't take it out on the people that have nothing to do with your problems. You can choose to be happy!\_

## **Stay Well This Season – Helpful Reminders**

- Avoid close contact with people who are sick.
- Stay home when you are sick to prevent the spread of germs
- Cover your mouth and nose when coughing or sneezing.
- Wash your hands often or use an alcohol-based hand sanitizer.
- Avoid touching your eyes, nose or mouth.
- Practice good health habits: get plenty of sleep, be physically active, manage your stress, eat healthy, and drink plenty of fluids.

## Updates from Human Resources



**CONGRATULATIONS to Judy Salazar**, Assistant Director of Human Resources, on her upcoming retirement. We thank Judy for her 18 years of outstanding and dedicated service.

### HR Contacts (January 2023)

Dawn Fisher, Director of Human Resources Ext. 4787

Courtney Grimes, Assistant Director of Human Resources Ext. 4784

Liza Villadiego, Benefits Administrator Ext. 4133

Ivon Mendoza, Human Resources Specialist Ext. 4207

## Upcoming Holidays

Winter Break – December 23-30

