

MSU Texas Human Resources

October 2022

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A graphic with the word "October" written in a large, black, cursive font on a yellow, brush-stroke-like background.

Annual ORP Reporting Requirement

To All ORP Participants:

Section 830.202 of the ORP Statute (Chapter 830, Texas Government Code) amended HB by HB 724, 75th Legislature includes the following reporting requirement: MSU Texas regards the cost of these benefits as an investment in our most important asset, our employees. We appreciate your contributions and dedication to the success of our University!

“At least once each fiscal year, institutions are required to give notice to all ORP participants indicating which ORP companies are unable to receive funds by electronic transfer.”

Please be advised that MSU Texas currently transmits monthly deposits to all approved ORP companies by ACH electronic funds transfer.

A list of approved ORP companies and agents is available in the Human Resources office upon request or may be accessed on the Human Resources webpage at:

[Approved ORP Companies.](#)

Children at work - [OP 52.06](#)

Students, faculty, and staff employees must have a safe study or work environment that is free of unnecessary distractions and interruptions. Therefore, it is the policy of the university that dependent children not be cared for in campus facilities and grounds (i.e., offices, classrooms, library, student center, physical education buildings, south campus, etc.) during normal working hours or scheduled classroom/activity hours.

New Mental Health Crisis Hotline – 988

Anyone in the U.S. who needs any kind of mental health support or who is with someone in mental health distress can call or text the [988 Suicide & Crisis Lifeline](#) by dialing 988. The **988 Suicide & Crisis Lifeline** is staffed by trained counselors and provides no-cost, confidential, 24/7 emotional support to people in suicidal crisis or emotional distress.

The existing National Suicide Prevention Lifeline phone number is (800) 273-8255 and remains available to people in need of mental health support. However, experts believe that the three-digit code will be easier to remember in emergencies.

People in mental distress can also chat with a trained counselor by visiting [988lifeline.org.chat](https://988lifeline.org/chat)

Benefit Changes and Enhancements for Plan Year 2023

Please visit the [ERS website](#) for information regarding benefit changes and enhancements for PY2023 which began September 1, 2022 and runs through August 31, 2023. Being aware of these changes and enhancements and how they apply to the HealthSelect plan that you are enrolled in will help to make the most of your benefits.

You will also find information regarding the receipt for new medical ID cards from HealthSelect of Texas, so be on the look out for your new card. Per ERS, all HealthSelect participants will receive new cards by the end of the year.

Blue Access for Members enhancements are on the way as well, effective September 1, 2022. If you have not registered your Blue Access for Members account yet, you can do so by visiting the [HealthSelect of Texas](#) website and clicking on the “Log In” button at the top of the page.

Employee Eligibility for Tax Sheltered Savings - [OP 52.62](#)

Any person employed by MSU Texas for at least half-time in a non-student employment status is eligible to participate in the MSU Texas Voluntary Tax- Sheltered Annuity Plan (TSA) within the limits established by the IRS 403(b) regulations.

TSA accounts are viewed as long-term savings plans and penalties may apply for early distribution of funds. TSA contributions are payroll deducted and are invested in an insurance company annuity or a mutual fund custodial account chosen from a list of [approved vendors](#). Information regarding enrollment is available upon request by contacting Judy Salazar at ext. 4784.



Considering Retirement?

If you are considering retirement in the near future, it’s important to contact Judy Salazar, Assistant Director, Human Resources, at least nine to twelve months prior to your expected retirement date to determine your eligibility for benefits.

TRS participants – An estimate of your retirement annuity can be requested through your [MYTRS account](#). TRS will mail the retirement estimate and retirement forms to your home address on file. It can take TRS up to 90 days to process a request for estimate. The request is confidential and does not obligate you to complete the retirement process.

Once you determine your retirement date, you will meet with Judy 3 months prior to complete your retirement paperwork. This allows adequate time for TRS and ERS, if applicable, to process your retirement.

ORP Participants – ORP participants should discuss retirement plans with their ORP vendor representative timely to allow for proper decision making in regards to investment options leading into retirement. Please meet with Judy Salazar nine months to a year prior to your retirement date to determine retiree medical eligibility. If eligible for retiree medical, you will meet with Judy 3 months prior to your retirement date to complete retiree medical paperwork.

ERS Events Calendar

The [ERS Events Calendar](#) lists webinars available for wellness, the TexaSaver 457 plan, Discount Purchase Program, HealthSelect benefits, annual enrollment, retirement, and many other topics. Please remember that not all of the retirement webinars apply to higher education agencies. Only the “Ready, Set, Retire! – Higher Education Institutions” webinar applies to MSU Texas employees.

Please take a few minutes to review the calendar and register for the topics that are of interest to you.

Virtual Wellness Calendar and ERS Wellness Channel

The [Virtual Wellness Calendar](#) displays health and wellness events throughout the year that you can attend at your computer. You can find many wellness related webinars here.

The [ERS Wellness Channel](#) hosts recorded wellness webinars and tutorial videos that you can view at your convenience. Topics include healthy eating, exercise, financial wellness, among others.



Boost Your Brain Health

Each month, Lacy Wolff, ERS Health Promotion Administrator, focuses on different topics related to well-being. Did you know that physical activity, sleep, and a healthy diet, are also good for your brain!

Please take a few minutes to read Lacy Wolff's article "[Boost Your Brain Health at Any Age](#)". Lacy recommends a number of brain training strategies for you to consider adding to your daily routine.

You'll find a wealth of information regarding mindfulness, physical activity, nutrition, sleep, human connection, and how laughter impacts the brain.

Did you know?

HealthSelect offers a variety of lifestyle programs and wellness services to employees and their dependents enrolled in a HealthSelect plan!

[Wondr Health and Real Appeal.](#)

These FREE weight management programs help you meet your goals in ways that work for you. Watch your email for more information regarding the Wondr Health Program!

[Health Select Fitness Program](#)

The Fitness Program offers flexible options to get in shape and stay active. Participants receive discounted rates to join a nationwide network of fitness locations including local gyms such as the YMCA, Planet Fitness, and Crunch Fitness. Virtual fitness classes are also included.

[Well on Target](#)

Offers a suite of wellness offerings designed to help you achieve your overall wellness goals.

Check out more wellness benefits here: [Wellness Benefits](#)

1095-C Electronic Consent Available Through Banner Self Service

We encourage all benefit eligible faculty and staff to consent to electronic delivery of the 1095-C form. Electronic, on-line delivery accomplishes the following:

- Eliminates the chance that the 1095-C statement will get lost, misdirected or delayed during delivery or misplaced after the employee receives it
- Employees can retrieve their 1095-C statements at any time of day and on weekends
- Employees can retrieve the electronic copy sooner than receiving the paper copy via postal mail
- Employees can print multiple copies at their convenience
- Employees are contributing to cost savings (forms, printing and postage expense)
- 1095-C statements will remain online for multiple years

To choose electronic consent:

Sign into Banner Self Service

Select "Employee"

Select "Tax Forms"

Select "Electronic W-2 Consent and 1095-C"

Check the box under "My Choice" to consent to receive 1095-C electronically

Be sure to read the instructions given.