

# MSU Texas Human Resources

June 2022

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hello  
Summer

## Total Compensation Package

Along with your annual salary, the benefits you receive are a valuable and important part of your total compensation package. They help to protect you and your dependents, as well as provide options to ensure income security in the future.

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!

### Health Care:

#### Full Time Employees:

100% state contribution for the employee - \$7,497.84 annually  
50% state contribution for dependents - \$2,872.56 - \$7,163.04 annually

#### Part Time Employees (Benefit Eligible):

50% state contribution for employee - \$3,748.92 annually  
25% state contribution for dependents - \$1,436.28 - \$3,581.52 annually

### Retirement Match:

Optional Retirement Program match: 6.6% (8.5% if elected prior to 9/1/1995)  
Teacher Retirement System match: 7.75%  
FICA match: 6.2% match  
Medicare: 1.45% match

MSU Texas also offers the following benefits and incentives, based on your role as an employee:

- Optional insurance benefits
- Paid vacation
- Paid holidays
- Birthday leave
- Automatic check deposit
- Free use of the Moffett Library
- Free use of the Wellness Center
- Free admission to MSU Athletic events
- MSU Credit Union membership
- Optional tax deferred savings programs
- Paid sick leave
- Longevity/Hazardous duty pay
- Sick leave & Family leave pool
- Staff educational incentive program
- Educational assistance for dependent children
- Free admission to Museum of Art events
- Free admission to MSU activities
- Employee wellness program



### **TRS Alert: Be Aware of Scams**

The safety and security of TRS members and their sensitive information remain a top priority for TRS. With an uptick in scams, please be on the lookout and take extra precautions before responding to requests for information from individuals you do not know.

Per the TRS website, members have been receiving emails from individuals claiming to be from a retirement service, asking them to schedule a zoom meeting regarding retirement benefits. These requests are also being sent to the employee's work email addresses. TRS does not initiate contact with members to offer retirement services nor does TRS promise to advise members regarding the best retirement strategy. Be especially cautious when clicking on a link in an email, even if the email looks legitimate. Some links embedded in emails from unknown senders are used to mine data from personal computers. The TRS website provides additional helpful reminders and tips on how to keep your information safe.

If you receive a suspicious email or phone call from an individual representing themselves as authorized to provide retirement services in connection with or on behalf of TRS, please call TRS at 1-800-223-8778 with the details of the communication.

Be cautious, be vigilant, and keep your sensitive information safe and secure!

### **Terminating EPAFs**

Please remember to submit a terminating EPAF for adjunct faculty, student employees, or temporary assistants that will no longer be employed in your department.

### **Summer Enrollment Information**

Did you know that there are numerous ways to find out about the upcoming Summer Enrollment period and your benefits?

Visit the [ERS Summer Enrollment page](#) to review Plan Year 2023 rates and benefit comparison charts. You can find information regarding optional benefits on the [ERS website](#) as well.

Human Resources also has a webpage dedicated to [Summer Enrollment information](#).

Lastly, you will receive a mailing from ERS at your home address during the last week of June or first week of July.

### **Value Added Benefits**

You've probably seen references to "value-added" benefits in the information for the Texas Employees Group Benefits Program (GBP) health plans. These are additional benefits to support your health and wellness and include gym memberships, weight management programs and tools to help you manage chronic conditions. These benefits are available for little or no extra cost to you.

Don't miss out on these added benefits! For more information, please visit the [ERS website](#) or the [HealthSelect of Texas website](#).



## Prescription for Health: The Great Outdoors!

Our world is fast paced and filled with modern day conveniences like cars, air conditioning and mobile devices that buffer us from the natural world. Yet, there is something incredibly soothing about getting out into nature.

It won't come as a shock to most people that being outdoors can improve health and well-being. Take a moment to review upcoming [Wellness events](#) for multiple opportunities to participate in wellness activities both indoors and outdoors.

## Supervisor's Corner - Employee Empowerment

Successful managers create an environment in which people feel empowered. Consider these important principles for encouraging employee empowerment, contribution, and accomplishment.

- 1. Demonstrate that you value people.** Your facial expression, your body language, and your words express what you are thinking about the people who report to you. Your goal is to demonstrate your appreciation for each person's unique value. Express your appreciation on a regular basis.
- 2. Share leadership vision.** Help people feel that they are part of something bigger than themselves and their individual job. Communicate the overall mission, vision, and strategic plan of the University. Explain to your employees how they contribute to the overall success of the University.
- 3. Share goals and direction.** Share your vision of a positive outcome with the people responsible for accomplishing the results. Your reward will be empowered employees that do not require close supervision.
- 4. Trust people.** Trust people to do the right thing and make the right decision. When employees receive clear expectations, they relax and trust you. They focus their energy on accomplishing, not on wondering, worrying, and second-guessing.
- 5. Provide information for decision making.** Make certain that people have access to all of the information they need to make thoughtful decisions.
- 6. Delegate authority, not just the work.** Along with delegating the work and tasks to be completed, delegate fun assignments as well. Delegation will help employees to grow and develop new skills. Delegation is a great confidence builder!
- 7. Provide frequent feedback.** People need to know how they are doing. People deserve reward and recognition, as well as constructive feedback, so they can develop their knowledge and skills. Don't wait until the annual review to let your employees know how they are doing.
- 8. Solve problems: Don't pinpoint problem people.** When a problem occurs, consider whether the problem may be the work system. Maybe there is a reason that the employee has difficulty with the task. Make adjustments when possible.
- 9. Listen, learn, ask, and provide guidance.** Guide by listening and asking questions. If you provide a space in which people feel free to communicate, you may find that they generally know the right answers.
- 10. Help employees feel rewarded and recognized.** The basic needs of employees must be met for employees to give you their discretionary energy, that extra effort that people voluntarily invest in work. For successful employee empowerment, recognition plays a significant role.

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