Health and Prescription Plan Reset January 1

As a reminder, in ERS, health insurance plans, deductibles, coinsurance maximums and out-of-pocket maximums reset annually on January 1, 2019.

If You Are Enrolled in One of the Following Plans:

- HealthSelect of Texas (your eligibility county on file with ERS is in Texas), or
- HealthSelect Out-of-State (your eligibility county on file with ERS is outside Texas), or
- Not eligible for Medicare
Your Deductible Restarts:

- In-network: There is no medical deductible to see in-network providers
- Out-of-network: The out-of-network medical deductible restarts on January 1
- Prescriptions: The prescription drug deductible starts over on January 1

If You Are Enrolled in the Following Plan:

- Consumer Directed HealthSelect

Your Deductible Restarts:

- In-network: The in-network, combined medical and prescription drug deductible starts over on January 1
- Out-of-network: The out-of-network medical deductible restarts on January 1

Fidelity’s NetBenefits Online Webinar and Retirement Information

As previously communicated, Fidelity NetBenefits replaced Retirement Manager as our record-keeper on February 1, 2019 for the Optional Retirement Plan (ORP) and Tax Sheltered Annuity (TSA) plan.

Register today to learn more about the recent retirement change from Retirement Manager to Fidelity’s NetBenefits during one of the online employee educational meeting this month. The online session will show you how to access and manage your ORP and/or TSA retirement plan:

- 11:00 a.m., Tuesday, Feb. 19 [Click here to register]
1:00 p.m., Wednesday, Feb. 27 (Click here to register)

All participants in the ORP and TSA, regardless of your retirement provider (Fidelity, Valic, Voya and Tiaa), will now make changes through the new NetBenefits website. We recommend all employees enrolled in those plans to go to NetBenefits to familiar themselves with the website.

Please note that the new record-keeper’s system captures TSA contributions as a percentage of eligible compensation versus the flat dollar amount captured under Retirement Manager. Since the amounts are now reflected as a percent of your eligible compensation, the contribution amounts can vary each pay period based on your earnings.

For general retirement questions, please contact HRbenefits at 940-369-7650, option 2. If you have specific retirement questions about your account or want to schedule a one-on-one consultation, please reach out to your retirement vendors:

- Fidelity 800-343-0860
- Valic 800-448-2542
- Voya 972-643-6304
- TIAA 800-842-2252

Meet with Your TIAA Vendor on Campus

Need to discuss your retirement portfolio? TIAA, one of our four retirement vendors, will hold one-one-one consultations on campus in the coming weeks to help you make sense of your investments.
Schedule a meeting with Sean Mossman, a TIAA financial consultant, during one of the following sessions* to discuss your financial future:

- UNT Denton: Tuesday, February 19, Sycamore Hall, HR Office
- UNT HSC: Friday, March 8, in the HR Office

To register for your FREE retirement session, [Click here](#). Times available will be from 8:30 a.m. to 3:30 p.m.

*Additional times/locations will be added at a later date.

**IRS Forms 1095-B and 1095-C**

If you are eligible to receive coverage or enrolled in coverage in the last year through the Employee Retirement System Group Health Plan (ERS), two forms regarding the federal Affordable Care Act (ACA) were mailed at the end of January:

- Form 1095-B from Blue Cross Blue Shield/ERS
- Form 1095-C from the UNT System Administration

Both forms were mailed to the preferred address that you have provided to ERS and to UNT System Human Resources. Form 1095-C states that the UNT System has offered to eligible employees health care benefits that meet ACA standards for coverage and affordability, and that the System has reported its offering to the Internal Revenue Service. Form 1095-C will not list any covered dependents you may have under Blue Cross Blue Shield. Also, if you did not elect coverage, but you were offered coverage, the form will state the coverage that you were offered.

Form 1095-B will list the covered employee and his or her covered dependents
who were enrolled last year with Blue Cross Blue Shield. IRS requires health insurers to report medical coverage provided to enrollees and their covered dependents. If you opted out or waived ERS or any Texas Employee Group Benefits medical coverage, you will not receive a Form 1095-B. IRS rules state that the forms are not required by employees for filing income tax returns - employees can keep the forms with other tax document records.

For more information, view the FAQs provided by ERS: https://www.ers.texas.gov/Contact-ERS/Additional-Resources/FAQs/Form-1095-B.

Please contact HR Benefits if you have any questions or if you did not receive your 1095-B or 1095-C forms at 855.878.7650, option 2, or hrbenefits@untsystem.edu.

Policy/Regulation Changes

NOTE: System Administration Policies apply only to the employees within the UNT System Administration and not the component institutions. System Regulations apply to the component institutions and System Administration. System Administration Policies:

- **03.610 Sick Leave Pool**: This policy was revised January 2019 to remove procedural language, improve readability, and add language regarding equal treatment in using sick leave pool as well as disciplinary action.
- **03.622 Sick Leave Donation**: This is a new System Administration policy effective January 2019. It was written to establish the sick leave
donation program for the System Administration as authorized by Texas Government Code Chapter 661.

Questions?

Do you have a question for the UNT System HR team that you would like to see answered in an upcoming issue of HR Highlights? Submit your questions to AskHR@untsystem.edu.