Wellness Program Coming in 2020.

The UNT System Benefits Team has worked diligently to put together a new wellness program that will launch in the new calendar year. The three-pronged program will focus on providing resources to UNT World faculty and staff as it relates to physical, interpersonal and financial wellness.

One of the first opportunities to participate in this program will be through webinars and face-to-face sessions with our retirement investment partners. First up is Fidelity, which will be providing a financial education workshop series in which UNT World team members will learn strategies and tips to help manage their financial future with confidence.

Details of the sessions can be found below:

Create a Budget, Ditch Your Debt and Start Building for the Future

If you want to get your monthly finances on track, learn about tools, tips and strategies to help you balance paying down your debt with saving for your future goals.
When: Jan. 7, 2020 at 12:00 PM EST or Jan. 16, 2020 at 2:00 PM EST
Reserve your spot today!

Hold the Date(s)!
More informative financial wellness workshops are coming soon to your campus. Upcoming face-to-face sessions being offered include:

Tax Planning
Become more fiscally fit this year. The Tax Planning workshop will help you determine tax liability, figure standard deductions and credits, accounting for capital gains and how to reduce taxes by contributing to a workplace savings plan. These tips are all part of a sound financial fitness strategy for the new year.

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<td>UNT Dallas</td>
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Create a Budget, Ditch Your Debt (face-to-face sessions)

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<td>UNTHSC</td>
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<td>UNT</td>
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To register for the face-to-face sessions:

1. Access the Learning Portal at https://mylearning.unt.edu
2. On the Learning Center click on the Find Learning tile
3. Search for tax or create a budget
4. Click on the Enroll button for the desired class
5. To view all registrations and to cancel, if necessary, go to your My Learning page (left column) Click on NavBar (top right corner) and select Learning Home

Benefits.
Don’t forget to submit your 2019 TexFlex Healthcare Claims Now

The deadline to submit claims for TexFlexSM flexible spending account (FSA), is Dec. 31. You need to submit your claims paperwork for money spent on eligible health care between 9/1/2018 and 8/31/2019. If you miss this deadline to submit your claims, you may forfeit at least some funds you contributed to your FSA in PY19. Learn more by reviewing the Online Claim Submission User Guide.

What if I don’t submit claims for all the funds in my TexFlex account by the end of 2019? Will I lose them on Jan. 1, 2020?

Health care and limited FSAs: These accounts have a carryover feature, which allows you to carry over $25 to $500 of unused funds from one plan year to the next. This carryover option—which does not apply to TexFlex dependent care FSAs—reduces your risk of giving up unspent money in your TexFlex account. You can carry over up to $500 from one plan year to the next. You will forfeit any unspent FY19 funds over $500.

- **Please note:** For any eligible out-of-pocket expenses you incur on or after Sept. 1, TexFlex will use the health care or limited FSA contributions deposited in the current plan year first. If you exhaust current plan year funds, then TexFlex will use any carryover funds for those current expenses. Carryover funds are used last for current plan year expenses, so they can be applied through the runout period (until Dec. 31) to any expenses incurred in the previous plan year.

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New retirement and savings plan contribution limits for tax year 2020

The 2020 IRS limits for Optional Retirement Programs and voluntary savings plans are:

- $19,500 maximum contribution to a 403b voluntary savings plan TSA (Tax Sheltered Annuity), available to all employees
- $19,500 maximum contribution to a 457 voluntary savings plan (Texa$aver), available to benefit eligible employees
- $6,500 additional catchup for participants who are over 50 years of age (403b TSA AND 457)
- $57,000 annual limit for all contributions to 403B plans (ORP and 403b voluntary savings plan combined)
- $6,000 maximum contribution to IRA’s (not available through UNTS)
- $285,000 annual salary cap. Earnings over $285,000 will not include retirement for non-Grandfathered ORP participants
For more information about voluntary savings plans available to you as an UNTS employee:

TSA  https://nb.fidelity.com/public/nb/unts/home

Texa$aver has 457 (pre-tax) and Roth (after tax) options: https://texasaver.empower-retirement.com/participant/#/login?accu=TexasWR

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**Campus Updates.**

**UNT Dallas Launches Two Promising Programs**

“Trailblazer Elite,” a program designed to provide a welcoming environment for first-year students and, ultimately, to increase retention and graduation rates is an initiative funded by a $2 million special-item award granted by the 86th Legislature. The second program has the potential to be particularly impactful in our communities. On Dec. 17 in the Student Center, UNT Dallas will launch an engagement with Meadows Mental Health Policy Institute to reshape and reinvigorate the Caruth Police Institute. The aim is to create the premier police training and research organization in Texas and nationally.

**New Law Center Celebrates 105th Anniversary**

The UNT Dallas College of Law is only in its first semester inside the new Law Center, but the building, Old City Hall, was erected in 1914. November marked its 105th anniversary, celebrating the rich history of the downtown Dallas edifice, while also embracing the new legacy emerging: a quality law school that provides exceptional value for a broader base of students.

**UNT Scientist Helps Advance Archaeology Millions of Years**

Reid Ferring, a professor in the University of North Texas Department of Geography and the Environment, is part of an international team of scientists who have developed a breakthrough method of identifying the sex and species of animal in fossils more than a million years old.

Click [here](#) to read more.

**Powerlifter Competes on World Stage as He Eyes a Future in Physical Therapy**

Charles Okpoko’s 2020 goals are taking him to England where he hopes to earn a Champion of Champions title in powerlifting – a sport that has him hoisting hundreds of pounds for fun. Okpoko juggles life, training and his studies as a first-year physical therapy student at the UNT Health Science Center. He has been setting records and hitting personal bests as a higher education student, first as an undergraduate student in Austin, and now as a student at the School of Health Professions.

Click [here](#) to read more.
The Organizational Development & Engagement (ODE) area of Human Resources provides learning and development opportunities to promote employee engagement. ODE staff aim to help create a productive and successful organization that uses best practices to attract, develop and retain employees.

Enroll in Upcoming Training Sessions Today!
(click course titles to register)

**Using the ePAR System**

Covering ePAR standard functions (hiring, employee changes, transfers, terminations, approving, etc.) and important information regarding budget changes, additional pay items, timely approval, correcting errors, and related EIS functions.

**When:** Thursday, Dec. 12, 2019  10:00 AM-12:00 PM  
**Where:** UNT Dallas, DAL1-201D

**When:** Wednesday, Dec. 18, 2019  10:00 AM-12:00 PM  
**Where:** Denton, BSC-4202A

**Employee Lifecycle**

Change in the workplace, such as hiring a new employee or a team member leaving can present a certain level of stress for supervisors. When those transitions do not go smoothly stress levels can increase, negatively affecting the workplace morale. The Employee Lifecycle session explores key elements to ensure a smooth transition in the employee onboarding and exiting process. This session will focus on a variety of topics, including identifying resources to use in orientating a new employee and also how to create a strategic plan for future employees.

**When:** Thursday, Dec. 12, 2019  2:00 PM-4:00 PM  
**Where:** UNT, SSB-102
**Benefits of the EAP**

The Employee Assistance Program (EAP) is offered to all retirement eligible employees, retirees, household members and dependents. The program offers free, confidential problem assessment, counseling (up to 6 sessions per personal situation, per year) and referrals. In addition, the EAP website offers a wide array of web-based training, assessments, articles, tips, and resources including access to a law library and financial calculators. The Benefits of the EAP session provides an overview of the EAP’s online resource databases, as well as customized care options through a national counseling network.

**When:** Tuesday, Dec. 17, 2019  9:00 AM-10:00 AM  
**Where:** UNT, ESSC-152

**Managing Holiday Stress (EAP)**

Make this year different, with proactive steps that make the season memorable and the stress manageable.  
- Evaluating holiday goals and expectations  
- Balancing desires with finances and time  
- Tips for holiday survival

**When:** Tuesday, Dec. 17, 2019  12:00 PM-1:00 PM  
**Where:** Online

**Creating an Inclusive Work Environment**

Explore how to acknowledge and respect the perspectives of others and how to develop inclusive behaviors. Learn how to hold team members accountable for creating and maintaining an inclusive environment.

**When:** Tuesday, Jan. 16, 2020  2:00 PM-4:00 PM  
**Where:** UNT, SSB-102

*If you would like assistance with creating a customized learning plan for your team, please contact the System HR Organizational Development and Engagement (ODE) team at ODE@untsystem.edu*

**Miss an issue of HR Highlights? CLICK HERE to catch up!**