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10 Things From HR You Need to Know for 2016:

There is a lot going on in the Human Resources landscape that will impact many of Murray State University's faculty and staff. We are providing some of the most important highlights for 2016 for your review.

1) Know Your Rx Coalition

Effective January 1, 2016, Murray State joined other Kentucky universities and governmental agencies to become a member of the Know Your Rx pharmacy coalition. All employees now have direct access to pharmacists employed by the coalition to get information about how to get the most benefit from Murray State's drug coverage with Express Scripts. [Know Your Rx](#)

2) Health Insurance Coverage --Form 1095-C

In early 2016, most employees will receive a new tax form, Form 1095-C, which provides you with proof of the health insurance coverage that Murray State offered to you and your family during 2015. [1095-C resource page](#).

3) Identity Protection Service

Anthem has announced that all eligible members who have active health insurance coverage as of January 1, 2016 will have identify protection available with their medical coverage. AllClear ID will continue to provide these services for the foreseeable future at no cost to Murray State or the employee.

4) Employee Assistance Program (EAP)

The EAP is a voluntary, confidential program that provides professional help to employees and their household members to discuss and find solutions for issues such as stress and anxiety, financial and legal matters, family and marital concerns, and alcohol and drug problems. [Employee Assistance Program page](#).

5) Changes in Overtime Regulation

Final regulations on the Department of Labor's changes to the overtime rules are expected in mid- to late 2016. While the impact on specific positions won't be known until the final rule is published, Human Resources is actively preparing for these changes. There are some positions that are currently classified as exempt (exempt from overtime) that will be reclassified as non-exempt (hourly and not exempt from overtime) after the change is effective. HR will continue to work with each individual unit to determine the best strategy for each impacted employee based on the needs of the department.

6) Performance Management/Appraisals

HR is leading a systematic review of staff performance management and appraisal systems for both exempt and non-exempt staff positions. While some changes are being incorporated into the current system for the upcoming performance evaluations, there will be much more work to be done before a new system can be fully implemented in the second phase. There will be interactive discussions with both supervisors and staff members as this process continues, and feedback will be incorporated into the final process.

HR's goals for this process are: 1) to better measure competencies; 2) to streamline and proactively manage the process of multi-rater, full-circle feedback, including self-appraisals; and 3) to use this information to align individuals, teams, and managers with Murray State's strategic plan.

7) Social Media

Our social media pages are the perfect resource for the most current and accurate information on topics most pertinent to our employees. You will find answers to some of the most commonly asked questions, campus events, along with lots of other employee resource information. Facebook: www.facebook.com/MurrayStateHR
Twitter: www.twitter.com/MurrayStateHR

8) New hire Resource Information

Human Resources has added a "Welcome to Murray State!" tab on the HR website. This is a resource page to help newly hired faculty and staff know what to expect during the onboarding process, and includes information that will help the individual get to know the campus better. Additional information is provided on the local school systems, the city of Murray, as well as the local Chamber of Commerce. [Welcome Page for New Employees](#)

9) Racer Wellness

HR is excited about the Racer Wellness Savings Plan, which allows employees to receive a \$10 discount on their health insurance premium each month. In order to receive the savings, you must complete three preventative examinations and have your provider complete a form. The forms must be turned in to HR by June 1, 2016. A link for the policies and forms can be found below.

In addition, Racer Wellness offers a variety of free group fitness classes, bi-annual health fairs and health education opportunities to employees and spouses.

[Racer Wellness Savings Plan](#)

[Racer Wellness Group Fitness Schedule](#)

10) Since there have been numerous changes in many of Murray State's insurance providers, HR has a quick reference listing of contact information for each of the providers. [Benefits - Insurance Provider Contacts](#)

Human Resources' Mission:

The mission of Human Resources is to provide visionary leadership, innovation, and strategic high-quality services in support of Murray State University's overall mission and strategic plan. Human Resources is committed to providing a respectful, inclusive, and welcoming environment for all members of the University community and members.

Meet Your HR Team:

[HR Team](#)