

MAGIC Benefits

Health Plans

include state Medical and agency-specific Dental and Vision benefits

Savings Plans

include the state Retirement Plans and Deferred Compensation

Insurance Plans

include state Life Insurance and other supplemental plans such as Cancer and AD&D

Spending Accounts

are Flexible Spending Accounts for Mediflex and Careflex

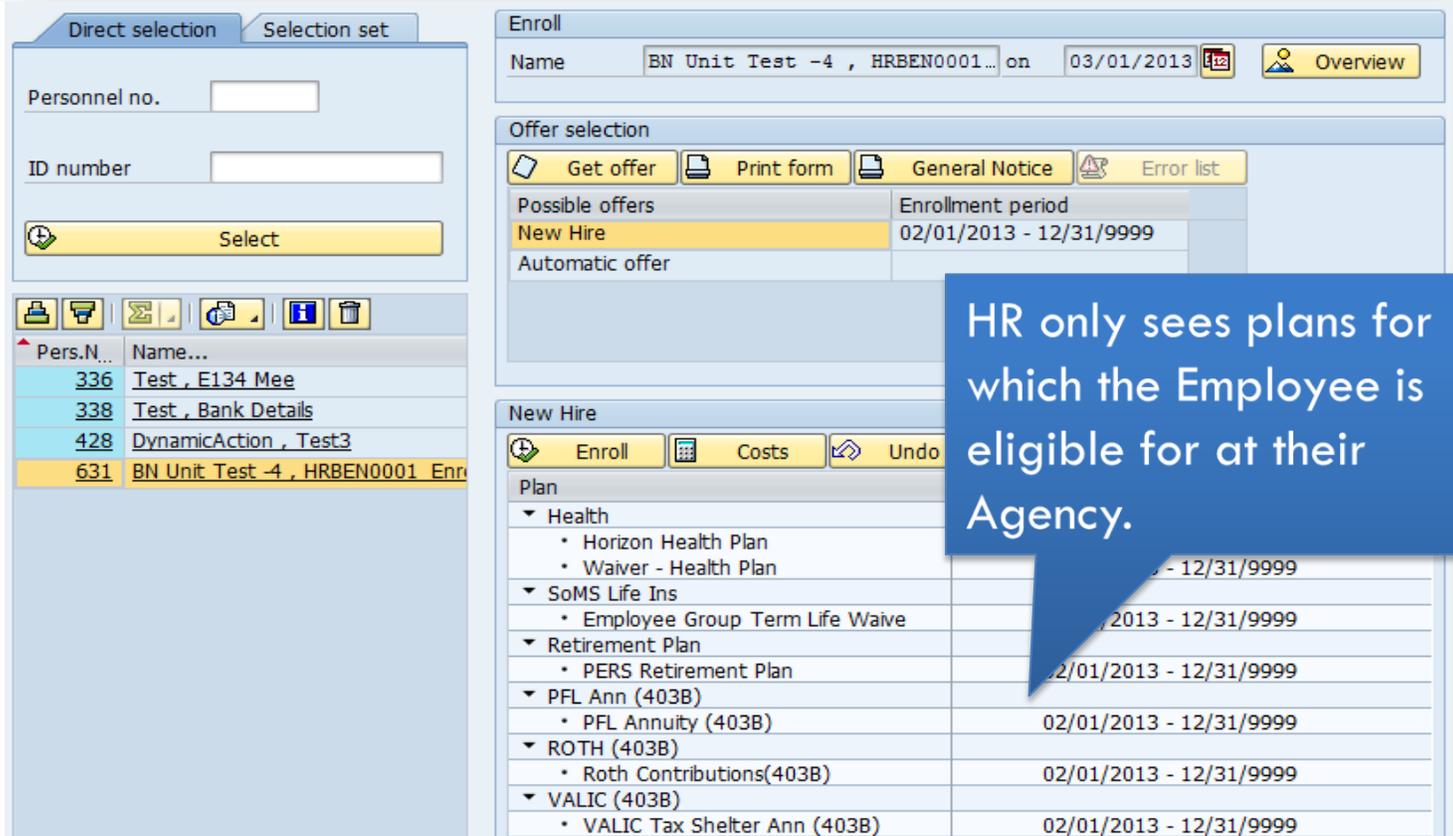
MAGIC terms for Benefits:

- **Health Plans** include state Medical and agency-specific Dental and Vision benefits
- **Savings Plans** include the state Retirement Plans and Deferred Compensation
- **Insurance Plans** include state Life Insurance and other supplemental plans such as Cancer and AD&D
- **Spending Accounts** are Flexible Spending Accounts for Mediflex and Careflex

Benefits Process Description

- With the implementation of MAGIC, benefit administrators will have a streamlined benefit enrollment and management process.
- Benefits will be organized as “plans” to work with employee deductions instead of indicated as individual “deduct codes” for payroll processing.

Enrollment



HR only sees plans for which the Employee is eligible for at their Agency.

Possible offers	Enrollment period
New Hire	02/01/2013 - 12/31/9999
Automatic offer	

Plan	Enrollment period
Health	
Horizon Health Plan	
Waiver - Health Plan	
SoMS Life Ins	
Employee Group Term Life Waive	
Retirement Plan	
PERS Retirement Plan	
PFL Ann (403B)	
PFL Annuity (403B)	02/01/2013 - 12/31/9999
ROTH (403B)	
Roth Contributions(403B)	02/01/2013 - 12/31/9999
VALIC (403B)	
VALIC Tax Shelter Ann (403B)	02/01/2013 - 12/31/9999

Eligible State of Mississippi employees have the option to enroll and receive health and life insurance benefits. The Agency HR Administrator will enroll employees in MAGIC benefit plans with the primary purpose of collecting insurance premiums through periodic payroll deductions. Some eligibility rules will be configured in the system to determine which employees are eligible for specific types of plans.

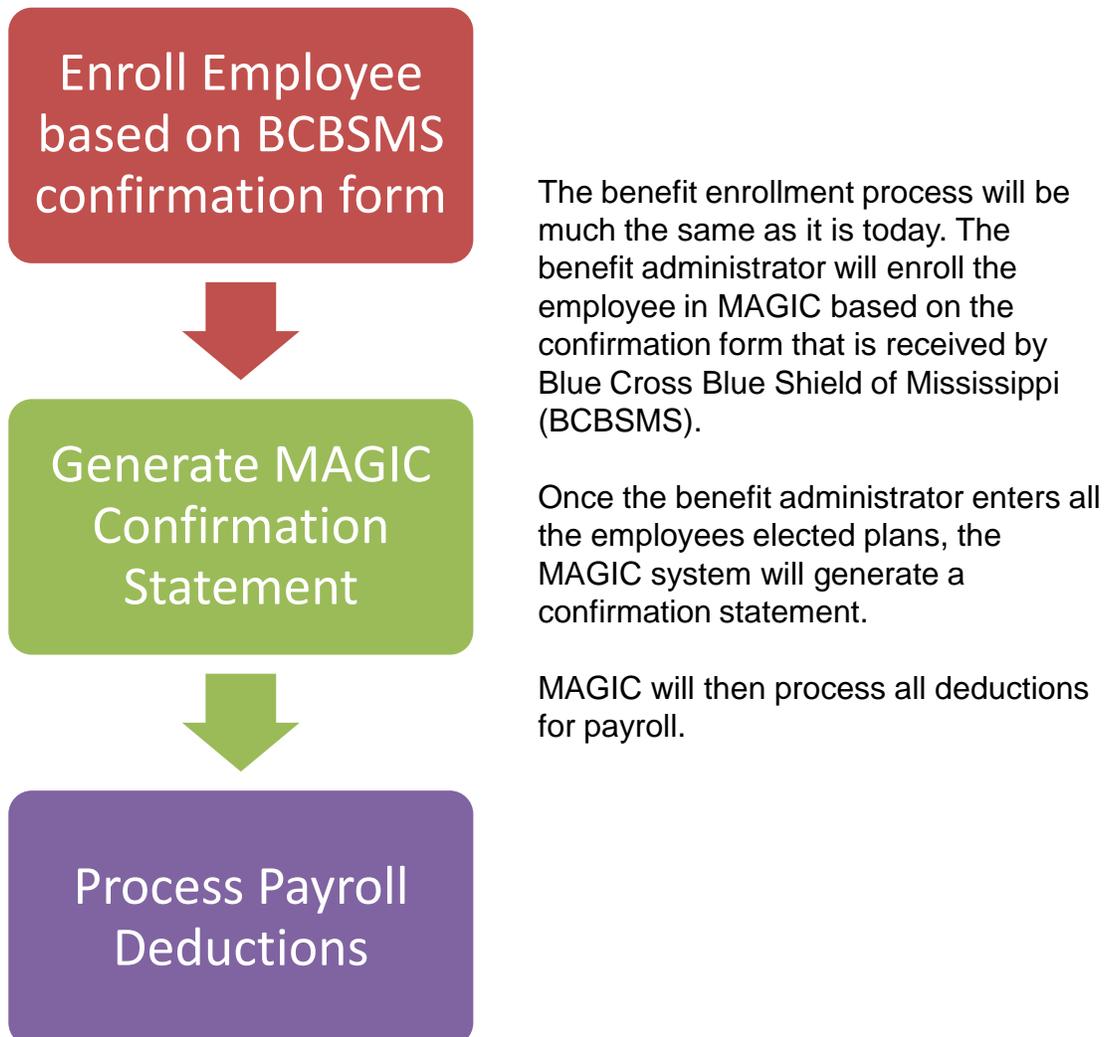
Since there is a need for the system to maintain plan rates, MAGIC benefit plans will be configured to store different plan options (Horizon vs. Legacy), coverage options (Base vs. Select) and coverage levels (Employee, Employee + Spouse, Employee + Children, etc.). The costs of the plans are defined within a date-driven table, and can only be updated by the administrative authority for future or retroactive rate changes.

Agency HR end-users will have the ability to enroll and administer these plans through the standard Benefits Enrollment workbench illustrated here.

State Health Insurance Plan

- The State of Mississippi provides group health insurance for all regular employees working twenty (20) hours or more per week.
- Benefits are provided through the State of Mississippi State and School Employees' Life and Health Insurance Plan.
- Employees may elect to waive state health insurance.

Benefits Enrollment Process



Enrollment (Health Plans)

Stop participation in period

Option

Plan options	
Health Plan Opt	Horizon Base Plan
Dependent Cover	Employee + Children
	Employee + Children
Costs USD Semi-mon	Employee + Child
Employee	Employee
Employer	Employee + Family
	Employee + Spouse

Maintain Health Plan

Pers.No. BN Unit Test -4 , HRBEN0001_Enrollment -

Plan

Start -

Stop participation in period

Option

Plan options	
Health Plan Opt	Horizon Base Plan
Dependent Cover	Employee + Children

Costs USD Semi-monthly		
Employee	129.00	<input checked="" type="checkbox"/> Deductions Pre-
Employer	178.00	

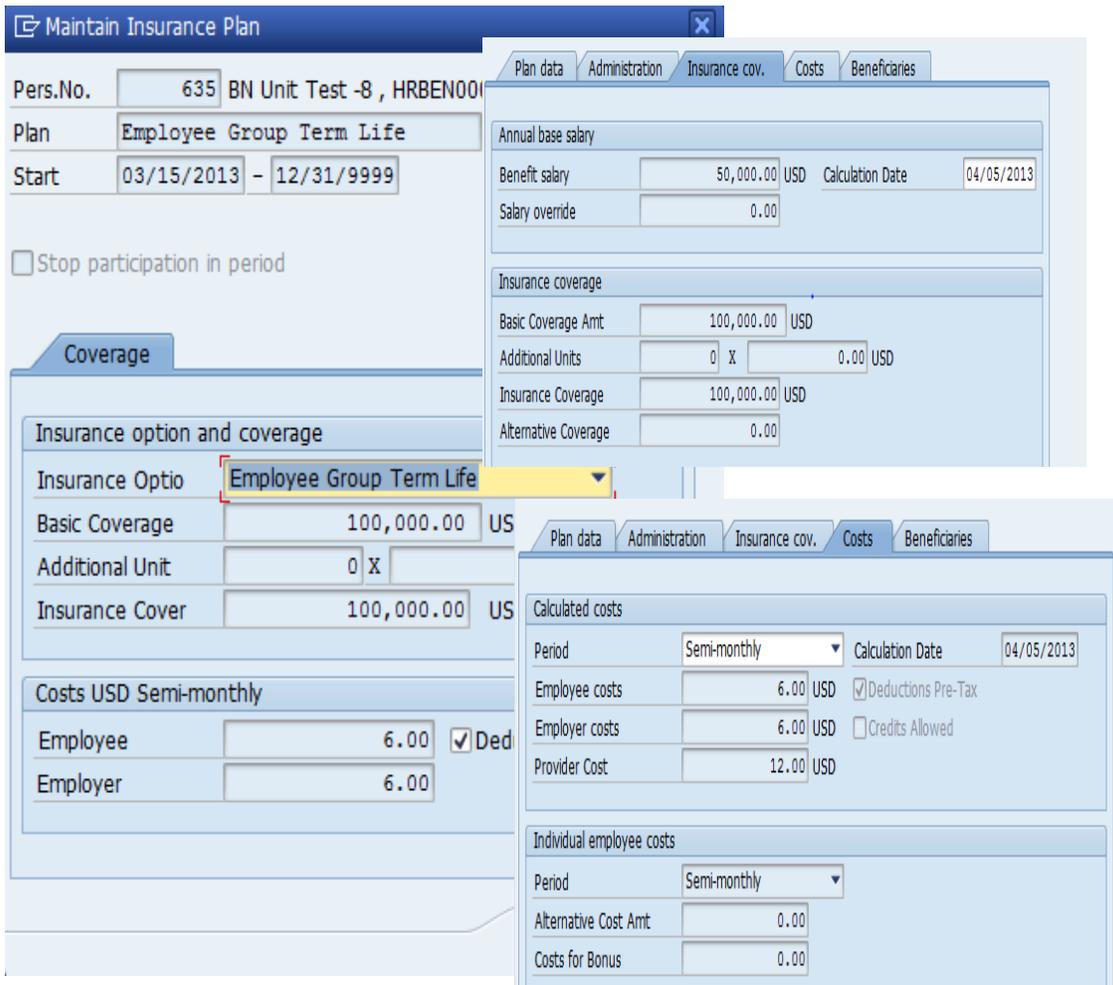
Health insurance plan information such as costs, plan options, and election options are captured in the system through the Health Plans. The primary purpose of the plans are for tracking benefit plan rates and using these rates to process benefits deductions and payroll for employee and employer contribution.

For example when the employee elects the employee plus child option, MAGIC will automatically populate the employee and employer rates for the chosen option.

State Life Insurance Plan

- Life insurance is also available with the State of Mississippi State and School Employees' Life and Health Insurance Plan.
- The life insurance amount is systematically calculated by doubling the employee's annual salary and rounding up to the next higher thousand. The minimum amount of life insurance an employee can have under the Plan is \$30,000, and the maximum amount is \$100,000. Employees whose regular earnings are less than \$15,000 are insured for \$30,000.
- Employees may elect to waive state life insurance.

Enrollment (Insurance Plans)



Maintain Insurance Plan

Pers.No. 635 BN Unit Test -8 , HRBEN001

Plan Employee Group Term Life

Start 03/15/2013 - 12/31/9999

Stop participation in period

Coverage

Insurance option and coverage

Insurance Optio	Employee Group Term Life
Basic Coverage	100,000.00 US
Additional Unit	0 X
Insurance Cover	100,000.00 US

Costs USD Semi-monthly

Employee	6.00	<input checked="" type="checkbox"/> Ded
Employer	6.00	

Annual base salary

Benefit salary	50,000.00 USD	Calculation Date	04/05/2013
Salary override	0.00		

Insurance coverage

Basic Coverage Amt	100,000.00 USD
Additional Units	0 X 0.00 USD
Insurance Coverage	100,000.00 USD
Alternative Coverage	0.00

Calculated costs

Period	Semi-monthly	Calculation Date	04/05/2013
Employee costs	6.00 USD	<input checked="" type="checkbox"/> Deductions Pre-Tax	
Employer costs	6.00 USD	<input type="checkbox"/> Credits Allowed	
Provider Cost	12.00 USD		

Individual employee costs

Period	Semi-monthly
Alternative Cost Amt	0.00
Costs for Bonus	0.00

Life insurance plan information such as costs and insurance coverage amounts are captured in the system through Insurance Plans. The primary purpose of the plans are for tracking benefit plan rates and using those rates to process benefit deductions in payroll for employee and employer contribution. These plans will be used for any benefits related reporting and managing enrollment of life insurance plans.

Retirement Plans



There are three retirement plans offered by the State:

- Public Employee's Retirement System (PERS)
- MS Highway Safety Patrol Retirement System (MHSPRS)
- Supplemental Legislative Retirement Plan (SLRP)



Automatic Enrollment

- Eligible employees are automatically enrolled into Retirement plans. These plans include PERS, MHSPRS, and SLRP.
- A standard program will run when a new employee is hired and, based on eligibility, the employee will be automatically enrolled.
- Employees will have 30 days to select other benefits.

MS Deferred Compensation Plan

- The Mississippi Deferred Compensation Plan (MDC), offered through the Mississippi Public Employees' Retirement System (PERS), is a supplemental retirement savings plan authorized under Section 457 of the Internal Revenue Code and enacted by the Mississippi State Legislature.
- Participation in the Plan is available to all state employees, elected officials, and employees of participating political subdivisions and independent contractors of the State or its participating political subdivisions.
- Participation is still originated through Deferred Comp administration and then implemented in MAGIC.

Enrollment (Savings Plans)

Personnel No	631	Name	BN Unit Test -4 , HRBEN0001_Enrollmen...	
EE group	A RegExFtTLtdSalari...	Personnel ar	1001	Senate
EE subgroup	04 Adjutant General	Status	Active	
Start	04/05/2013	to	12/31/9999	
Plan	DCOM Deffered Compensation (457)			

Plan data	Administration	Regular contrib.	Bonus contribution	Benefi...
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General plan data

Benefit area	MS SoMS
Plan type	SA06 Def Comp 457
Benefit plan	DCOM Deffered Compensation (457)

Planning Parameters

EE Contr. Variant	ECCR Employee Contributio
ER Contr. Variant	
Vesting rule	
Investment Group	

MAGIC stores details of the savings plans in which the employee is enrolled. A separate record exists for each savings plan in which the employee participates.

Flexible Savings Plans

Mediflex

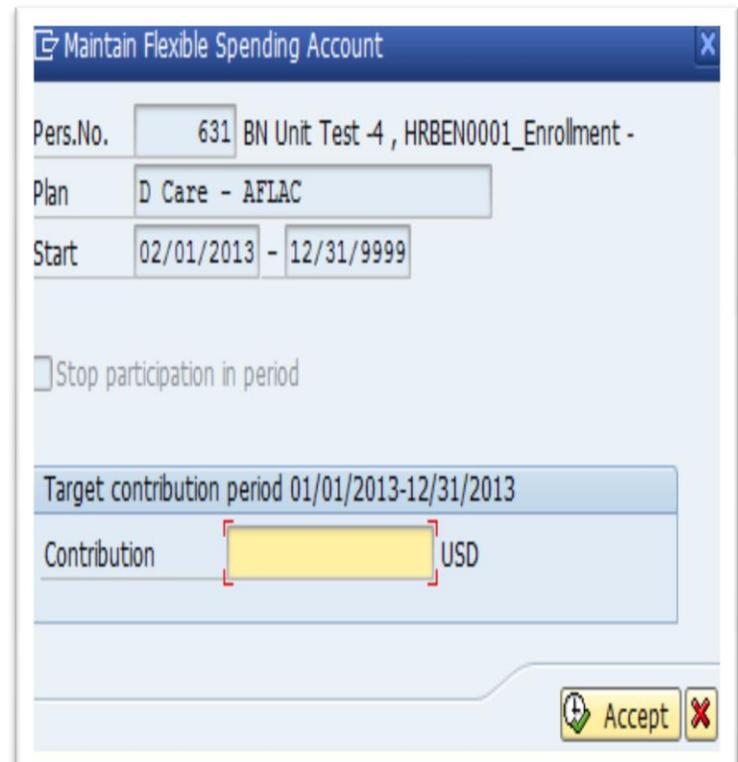
Enables participants to receive reimbursement for eligible medical expenses.

Careflex

Provides for the reimbursement of eligible employment-related dependent day care expenses.

There are two types of flexible saving plans:

- **Medical Expense Reimbursement Plan –**
Enables participants to receive reimbursement for eligible medical expenses. “Pre-tax” salary reductions are credited to a reimbursement account and are refunded to the employee as expenses are incurred. The Mediflex plan for 2013 allows employees to set aside up to \$2,500 per calendar year for unreimbursed qualifying medical expenses to be paid for with pre-tax dollars.
- **Dependent Care Reimbursement Plan –**
Provides for the reimbursement of eligible employment-related dependent day care expenses. The Careflex plan allows employees to set aside up to \$5,000 per calendar year for dependent day care expenses to be paid for with pre-tax dollars.



Maintain Flexible Spending Account

Pers.No. 631 BN Unit Test -4 , HRBEN0001_Enrollment -

Plan D Care - AFLAC

Start 02/01/2013 - 12/31/9999

Stop participation in period

Target contribution period 01/01/2013-12/31/2013

Contribution [] USD

Accept Cancel

Adjustment Reasons

Change Adjustment Reasons (0378)

Find by

- Person
 - Collective search help
 - Search Term
 - Free search

Personnel No	336	Name	Test , E134 Mee
EE group	C	RegExFtPermSalar...	Personnel ar 1701 Military Jackson
EE subgroup	20	Legislators	Status Active
Start	01/01/2013	to	02/01/2013
		Chng	01/30/2013 MK110612

Adjustment Reason Data

Benefit area	SoMS
Adjustment reason	<div style="border: 1px solid #ccc; padding: 2px;"> <p>New Hire</p> <p>Child Loss Coverage</p> <p>Death of Spouse</p> <p>Divorce</p> <p>Excluded Position</p> <p>Marriage</p> <p>New Child Addition</p> <p>New Hire</p> <p>Open Enrollment</p> <p>Separation</p> <p>Work Status Change</p> </div>

During the year, an employee may need to adjust his plan participation, for example, in the event of a new child. The system allows the HR Benefits Administrator to modify the employee's benefits by indicating the reason for adjustment.

Separation/COBRA

- During the separation process in MAGIC, the HR Benefit Administrator will need to delimit existing benefit plans for the employee.
- The separation process will trigger a COBRA event. A standard MAGIC report will be run to identify the employees that are COBRA eligible. HR reviews this report to verify COBRA notices to be printed and mailed to employees.

What is different?

Currently	In MAGIC	Benefits
<ul style="list-style-type: none"> • Benefit Administrators must update dental, vision and health rate changes for each employee. 	<ul style="list-style-type: none"> • The benefit central support will enter the new rates for the plan. • MAGIC will automatically update the employee's new rates based on validity dates. • MAGIC will provide an enrollment screen with a list of all the agency-specific plans for which the employee is eligible. 	<ul style="list-style-type: none"> • MAGIC will provide a more simplified process for maintenance of employee deductions.

Currently Benefit Administrators must update dental, vision and health rate changes for each employee; in MAGIC, the benefit central support will enter the new rates for the plans and the employees will automatically be updated with the new rates. Benefit plans will be developed for statewide benefits and agency-specific benefits. Current deducts will be set up as plans with agency-specific coverage level rates. For example, a SPAHRS vision deduct code with variable rate keyed by HR for Employee Only coverage, will be replaced with a MAGIC vision plan and HR will select Employee Only coverage, which will then apply the specified rate.