

HR News

Gunnison County

9/30/2017

2017 Edition, Volume 3

2018 Open Enrollment!

Open enrollment for 2018 benefits begins on October 20th and goes through Friday, November 10th. Coverage will be effective January 1, 2018 and will go through December 31st, 2018. All enrollment forms for 2018 coverage must be received by 5:00 pm on Friday, November 10th. To be eligible for health benefits, life insurance, AFLAC and Ace, you must be a full-time employee who works at least 30 or more hours per week or are a salaried elected official. To be eligible for retirement benefits through CCOERA you must work at least 20 hours a week.

Open Enrollment is the time to sign-up and/or change coverage for your 2018 Medical, Dental and Vision Plans, as well as Ace, Life Insurance and AFLAC coverage. It is the only time of the year to make changes without a qualifying event. A qualifying event includes:

- Marriage, death of spouse, divorce or legal separation
- Birth, adoption, placement for adoption or death of a dependent
- Termination or commencement of employment for you, spouse or dependent
- Relocation or increase in hours of employment by you or your spouse
- Your dependent child satisfies or ceases to satisfy the requirements for coverage because of age
- A change in the place of residence or work for you, your spouse, or dependent
- You or your spouse experiences an open enrollment event

Informational meetings for Open Enrollment will be held October 18th and 19th at the Fairgrounds in the Hartman Room. Meeting times on October 18th are 7:00 a.m., 10:00 a.m. and 2:00 p.m. On October 19th, meetings will be offered at 9:00 a.m., 1:00 p.m. and 3:00 p.m. Representatives from CoreSource, ELAP, CCOERA, Triad EAP and Aflac will be presenting and will be available to answer questions you may have on your benefit coverage.

New 2018 enrollment forms for healthcare benefits will be distributed via interoffice mail by October 20th. If you are currently enrolled in a Health Savings Account (HSA) or Flex Spending Account (FSA) for Medical or Dependent Care, you will need to enroll for the 2018 plan year. The newly designed enrollment forms will include FSA and HSA enrollment elections; no additional forms are necessary.

All other forms can be found at:

<http://www.gunnisoncounty.org/130/Human-Resources>.

We look forward to seeing you at our Open Enrollment Meetings!



In this quarter's edition, HR News offers information on 2018 Benefits Open Enrollment, 2018 Holiday Schedule, CoreSource Connect, and information on the 2017 Flex plan. On page 4 you will see a list of Gunnison County benefit providers and Box Canyon and Health Club Membership information under our "Benefits Buzz" section.

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Main number: 970.641.7623
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www.gunnisoncounty.org/hr

Dates to Remember

Upcoming Pay Dates:

Tuesday, October 31st
Thursday, November 30th
Friday, December 29th

Upcoming Holidays:

Friday, November 10th: Veteran's Day (Observed)
Thursday, November 23rd: Thanksgiving
Friday, November 24th: Day after Thanksgiving
Monday, December 25th: Christmas
Tuesday, December 26th: Day after Christmas
Monday, January 1st: New Year's Day



Below is the 2018 Holiday Schedule. Happy Holidays!

| | | | |
|-----------|---------------------------|-----------------------------------|---|
| Monday | January 1 st | New Year's Day |  |
| Monday | January 15 th | Martin Luther King Jr.'s Birthday | |
| Monday | February 19 th | Washington's Birthday | |
| Monday | May 28 th | Memorial Day | |
| Wednesday | July 4 th | Independence Day |  |
| Monday | September 3 rd | Labor Day | |
| Monday | November 12 th | Veteran's Day (Observed) | |
| Thursday | November 22 nd | Thanksgiving Day | |
| Friday | November 23 rd | Day after Thanksgiving |  |
| Monday | December 24 th | Christmas Eve | |
| Tuesday | December 25 th | Christmas Day | |

Flexible Spending Accounts

It's that time of year! As we enter the last quarter of 2017, remember to review how much you have left in your Flexible Spending Account to use for approved expenses in 2017. Examples of approved expenses include prescription drugs; hearing services including hearing aids and batteries; vision services (i.e. contact lenses, eye examinations and eyeglasses); dental services and orthodontia (braces); chiropractic services; acupuncture; and over the counter medications if you have a prescription from your physician.

It is your responsibility to determine which healthcare expenses are considered approved expenses.

For more information on Flexible Spending Accounts and to find reimbursement forms, visit our website at: <http://www.gunnisoncounty.org/130/Human-Resources>

Also remember, if you are enrolled in one of our health insurance plans you have most preventive care coverage at 100%. This means for many preventive services you will not have to pay a deductible, copay, coinsurance or other out of pocket expenses. Visit this link for a full listing of covered preventive care services: <https://www.hhs.gov/healthcare/about-the-aca/preventive-care/index.html>

Employee Information Change Form

Human Resources has a specific form for employees to use when updating their personal information. It is called the "Employee Information Change Form" and can be found on the County website under Payroll Forms.

Use this form to update your name, address, phone number, personal email address and/or emergency contacts.

The next time you are paid, please review the address on your paystub or paycheck to ensure that we have your most up-to-date address on file. Also, think about who you have listed as your emergency contacts. Have relationships changed, for example, did you get married? As always, if you have questions, please contact Human Resources.



Loneliness:

Helping those who are lonely

September was Suicide Prevention month. Feelings of loneliness have been found to contribute to the decision to end one's life. Chronic loneliness has been compared to cigarette smoking and obesity in how it affects our health. For example, loneliness can make the sufferer feel more cold; suppresses the immune system; increases

blood pressure and cholesterol levels; and affects our long-term health and longevity. The difference with loneliness is that friends and family can actually be the solution by reaching out and inviting lonely friends to events or initiate meaningful conversations and connections. The American Psychological Association (APA) points to studies which show that having deeper social connections is associated with a 50% drop in risk of early mortality. With a little effort, we can support people who are lonely, especially before they reach the level of suicide, just by simply reaching out.



TRIAD
Employee Assistance Program
(970) 242-9536
(877) 679-1100
Info@triadeap.com

CoreSource Connect – Advocacy Services

Effective September 1, 2017, CoreSource Connect replaced DirectPath as our benefit advocacy provider. CoreSource Connect provides member support 24 hours a day, 7 days a week. CoreSource Connect advocates are skilled at resolving all benefit questions and concerns. Get the most out of your benefits by contacting CoreSource Connect at 877-848-9984. Their number is also located on your new member ID card issued to all members in September.

Here's How CoreSource Connect Works



BENEFIT QUESTIONS & ISSUES

- Claim status and appeals
- Understand medical bills & explanations of benefits (EOB's)
- Pharmacy benefits
- Medical, Dental, Flex, COBRA, or Vision questions
- Employee Assistance Programs (EAP)
- Helping you get the most out of all your benefits
- Assisting with elder care issues for children of aging parents
- Eligibility
- ID Cards
- Voluntary Benefits
- Retirement Benefits
- Group Life and Health
- Pre-certification
- Negotiating out-of-pocket expenses



CLINICAL GUIDANCE & QUESTIONS



Registered Nurse

- Guidance & support with acute care issues
- Education on diagnosis and treatments
- Medical decision support to help direct you to appropriate level of care
- Assistance for pre- and post-doctor visits



- ▶ 24/7 BENEFITS NAVIGATION
- ▶ MEMBER ADVOCACY
- ▶ CLINICAL GUIDANCE

2017 EAP Webinar Calendar

| | Monthly Theme | Monthly Online Seminar | Description |
|----------|---|--|--|
| October | ENERGY BOOST An active approach to well-being. | Improve Your Health With Ergonomics and Frequent Movement: Available on demand starting OCTOBER 17th | Sedentary behavior is the fourth leading risk factor of death for people all over the world. Learn to incorporate frequent desk exercises and movement into your day. Additionally, learn proper ergonomic tips to help ease job stress and reduce chronic injury. |
| November | GRATITUDE ADJUSTMENT Appreciating all that is good. | The Mind-Body Connection: Available on demand starting NOVEMBER 21ST | Keeping the body relatively calm is crucial to well-being and optimizing health. Becoming aware of how your body feels when it is under stress is important to maintain a relaxed and calm state. |
| December | FUSION FORWARD Embracing a multicultural workplace. | Diversity in the Workplace: Available on demand starting DECEMBER 19th | Each member of the workforce brings unique skills, background, and experience vital to the successful organization. A diverse workforce is a rich source of creativity and problem-solving. |

Benefits Buzz



In our last newsletter edition, we shared information on the **Box Canyon Lodge** in Ouray. This edition we wanted to give you additional information including rates and blackout dates for the 2017-2018 season.

Here are the blackout dates for the discounted rates:

- ❖ *Thanksgiving Holiday (Friday & Saturday, November 24 and 25)*
- ❖ *New Year's Holiday (Friday, Saturday, and Sunday, December 29, 30 and 31)*
- ❖ *Martin Luther King Weekend (Friday, Saturday, and Sunday, January 12, 13, and 14)*
- ❖ *Ice Festival Weekend (Thursday, Friday, and Saturday, January 18, 19, and 20)*
- ❖ *President's Day Weekend (Friday, Saturday, and Sunday, February 16, 17 and 18)*
- ❖ *Memorial Day Weekend (Friday, Saturday, and Sunday, May 25, 26, and 27)*

The rates are \$53 per night Sunday through Thursday, and \$69 per night on weekends (Friday and Saturday) for a standard guestroom. These rates are in effect October 15th through May 2018.

Box Canyon is located at 45 Third Avenue in Ouray Colorado. For more information or to book a reservation, call (970) 325-4981.

Health Club Memberships

Gunnison County offers employees in full-time or regularly scheduled part-time positions the opportunity to become members of Colorado Fitness and/or Gunnison Community and Aquatics Center. Each club offers a different fee schedule. For 2018, to continue a membership or upon a new enrollment, employees must commit to an annual membership from January 1, 2018 through December 31, 2018. The membership fees will be paid through payroll deductions. To enroll or continue a membership, you must complete an Authorization for Payroll Deduction form. These forms are available on our website at <http://www.gunnisoncounty.org/267/Employee-Forms#HealthClubMemberships> and need to be received by November 10th along with all of your other 2018 benefit enrollment forms.

The fees for Colorado Fitness will not change for 2018 and are as follows:

Joining Fee: **\$99 per person** as a one-time joining fee from each new participating employee (and each additional family member) on the membership start date.

Dues: **Each Employee:** \$36 per month for membership on a monthly basis or \$400 for a one year membership.
Each Additional Family Member: \$18.00 per month for membership on a monthly basis or \$200 for a one year membership.

The Gunnison Community and Aquatics Center fees for 2018 have gone up slightly and are as follows:

Joining Fee: **None.** For all members (returning and new), a membership form must be completed and returned to the Gunnison Community and Aquatics Center by the beginning of 2018.

Dues:

| | | |
|---------------------------|---|--------------------------------------|
| ▪ Family: \$250.00 | ▪ Couples: \$230.00 | ▪ Youth Pair: \$199.00 |
| ▪ Adult: \$199.00 | ▪ Active Adult (62-69 Years): \$110.00 | ▪ 70+ Adult: \$85.00 |
| ▪ Youth: \$110.00 | ▪ Active Couples (62-69 Years): \$199.00 | ▪ 70+ Adult Couples: \$150.00 |

How to Contact Your Benefit Providers

CoreSource - Medical, Dental, Vision and Flexible Spending Account (FSA)
877-848-9984
www.coresource.com

Health Savings Account (HSA)
877.472.4200
www.mybenefitwallet.com

CVS/Caremark - Prescription Medications
866.818.6911
www.caremark.com

**CoreSource Connect
Advocacy Services
877-848-9984**

AFLAC - Supplemental Insurance
Tina Brudzinski – Claims Associate
970.596.7410
970.964.4414
tina_brudzinski@us.aflac.com
www.aflac.com

Lincoln Financial – Life, AD&D Insurance
800.487.1485
www.lfg.com

CCOERA – Retirement Programs
800.352.0313
www.ccoera.org

TRIAD EAP – Employee Assistance Program
877.679.1100
www.triadeap.com
User ID: gunnison, Password: county