

# HR HAPPENINGS

## Virtual Benefits Fair

Mark your calendars!

Join us at our virtual information session, **Wednesday, May 4<sup>th</sup> from 11am to 1pm**, to learn more about the benefits programs being offered during this year's open enrollment and what is changing for 2022-23.

Our benefits partners' will present a short introduction starting at 11 am and then each will be available for drop-in to answer questions in break-out rooms.

No RSVP required!

Benefits Partners:

- Summit Administrators
- Delta Dental
- Health Equity (HSA)
- Jorgensen Brooks (EAP)
- \*Marquee Health (Wellness)
- \*Tria Health (Pharmacy Specialists)
- Voluntary Benefits
  - Aflac (Accident, Hospital, Critical Illness)
  - Securian (Life Insurance)
  - LegalEase (Legal Insurance)
  - InfoArmor (Identity Theft)

Be on the lookout for more information, including the link to join!



April 22nd, 2022

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## Open Enrollment 2022-23

May 1 – May 31st  
Benefit effective date – July 1<sup>st</sup>

- This year, we will have a **PASSIVE** enrollment; that means if you want to keep your same benefits, there is nothing for you to do! **Important Exceptions:** If you want an FSA, you must reenroll. If you want to contribute to an established HSA (only available to those in the HDHP plan) you have to enter your 2022-23 contribution amount. If you are new to an HDHP plan, you will need to enroll in the HSA to receive the employer contribution.
- Dental and Vision benefits can now be continued for a child up to the end of the month in which the child turns age 26.
- The Trust will now partner with Delta Dental and utilize the Delta Dental PPO & Premier Networks. You will have the option to enroll in the Delta Dental Comprehensive Plan (In-Network & Out-of-Network coverage) or the Basic Plan (In-Network Only).
- The vision plan now provides a \$500 per-plan-year benefit per person to be **used for any** eligible expenses.
- New enrollment cards will be mailed out to those enrolled in plans – there will be one for medical/vision from Summit and one for dental from Delta Dental.
- Pet Insurance will no longer be offered. Those currently enrolled in this voluntary benefit will be notified by Nationwide of the change and will be direct billed starting in July

### Additional important information

- YC will continue to contribute \$120/month to all HDHP 2800 HSA accounts, including to employees who are covering their family members.
- Check your dependent coverage: if you had a dependent 'age out' of dental or vision; you can add them back to your plans until they are age 26!
- Review your beneficiaries: It's a good idea to review and update your beneficiary information during Open Enrollment; however, you can do this anytime in My Benefits.
- ASRS and ORP contributions on the standard retirement plan will change from 12.22% to 12.04% of gross compensation. ASRS LTD will change from \$0.19% to 0.18%.

For more information, attend one of our open enrollment information sessions:

Open Enrollment Info Sessions	Drop-In Session
<a href="#">Friday April 29: 2:00pm - 3:30pm</a>	<a href="#">Thursday, May 26: 11:00am -12:00pm</a>
<a href="#">Monday, May 2: 10:00am -11:30am</a>	<b>**There will only be one drop-in session this year! If you are unable to attend, please reach out to your business partner with questions.**</b>
<a href="#">Thursday, May 5: 1:00pm – 2:30pm</a>	

## Summer Hours

As a reminder, summer hours will begin the week of May 9th and will run through the week of August 1st. This means that employees will be off on Friday's May 13<sup>th</sup> through August 5<sup>th</sup>.

Please make sure to start discussing your work plan with your supervisor for the summer 36-hour work weeks.

Additionally, the college will be closed in observance of these holidays during the summer:

- Memorial Day, Monday May 30<sup>th</sup>
- Juneteenth Holiday, Thursday June 16<sup>th</sup>
- Independence Day, Monday July 4<sup>th</sup>

Questions? Please reach out to [askhr@yc.edu](mailto:askhr@yc.edu) and we will gladly assist you!

## Performance Evaluations Reminder

As a reminder, Faculty Evaluations are due by the end of April and staff evaluations are due the middle of June!

Have you been checking in?

Using Journal entries regularly?

Visit: [Performance Management at YC!](#) for great resources and training on how to complete this!

**Yavapai**  
COLLEGE

# Marquee – Wellness Challenge

## COMING SOON:

### STRESS LESS STRESS MANAGEMENT CHALLENGE MAY 9 – JUNE 5



## WHAT ARE THE BENEFITS OF A STRESS MANAGEMENT CHALLENGE?

Each week a theme will be emailed to guide participants to improve their stress response. Weekly themes will include strive for sleep, financial freedom, time well spent, and eat simply.

The goal is to complete at least 5 stress less activities per week!

Look for this challenge in 'My Wellness', found in your employee portal!



# Mental Health Awareness Month

May is right around the corner! Did you know that May is Mental Health Awareness month?

## YOU'RE STRONGER THAN YOU THINK!

1 in 5 Americans suffers from a mental health concern. Fortunately, you have access to resources to support your emotional wellbeing from the comfort of your own home! Animo is a digital behavioral health platform that provides personalized ways to help users address stress, depression, and anxiety.

I know we've been talking a lot about the health coaching opportunities that Marquee provides us with, but did you know that they also have digital resources to help strengthen our minds?

Learn more by visiting our Wellbeing at YC website linked below!

[Marquee - Animo Flyer](#)