



Benefits News



EMPLOYEE BENEFITS HAS MOVED!

Effective July 1st your Employee Benefits and Wellness Team is now part of Human Resources. Our physical location on the 4th floor of Courthouse Square has not changed, nor have Kathie and Leslie's phone numbers or email addresses. Justine Flora has stayed with Business Services as the Risk and Safety Manager while Michelle Shelton, Chief Human Resources Officer, now oversees the benefits and wellness programs!

Ms. Shelton is passionate about human resources. Most notably, the ability to create and implement positive changes that improve the workplace for all employees. She has extensive experience in human resources management in both public and private sector organizations. She has a bachelors degree from Willamette University and MBA coursework from Washington State University. She holds a senior certified human resources professional (SHRM-SCP) certification through the Society for Human Resources Management and a certified senior professional in human resources (SPHR) certification through the Human Resources Certification Institute. In addition, Ms. Shelton is a member of the SHRM Executive Network, which is an invitation only, CHRO thought leaders group. On a personal note, she is an avid water skier that also enjoys running, yoga and a good glass of wine.

Your Benefits Team:

Kathie Carter, Benefits Specialist
Leslie Martin, Benefits Specialist
Michelle Shelton, CHRO
Benefits Phone: 503-584-4700
Email: MCEmployeeBenefits@co.marion.or.us

SOCIAL DISTANCING:

We are open for business, however we are still teleworking part-time. To ensure someone is available if you need to see us in-person, please call to make an appointment. We are doing our best to maintain social distancing and have masks available if you need one.

COVID-19: Your Medical & Mental Health

PPE:

Every department has personal protective equipment (PPE) available for employees who need it. Please contact your supervisor, department rep or HR if you have any questions regarding PPE availability or options. Please refer to the dedicated Marion County Intranet Page which has up-to-date COVID-19 information for our employees: <https://intra.co.marion.or.us/BOC/Pages/COVID-19---Information-for-Employees.aspx>

Healthcare Access:

Both of our insurance carriers, PacificSource and Kaiser Permanente offer 24/7 nurse lines as well as tele-health options where you can see a doctor live, virtually, through your phone, tablet or computer. To access the nurse lines for your carrier call: PacificSource: 1-855-834-6150 or Kaiser Permanente: 1-800-813-2000.

Mental Health Access:

Cascade Centers EAP offers employees, and their immediate family members, access to six free counseling sessions per calendar year. They offer these services in person and via tele-visits, which is a great option during these times! Services used are completely confidential; we are not told who uses any of the services. You can reach the EAP at 1-800-433-2320 every day of the year, 24/7.

VOYA Appointments & 457(b) Plan Info

While Voya and Marion County are still not ready to open up the in person in-service days, Wendy and team are available to answer your questions via phone and e-mail! You can reach them at 503-937-0351.

Don't forget, you can enroll in the voluntary 457(b) Deferred Compensation Plan at any time, it is not tied to open enrollment. This plan allows you to contribute money on a pre or post tax basis to a 457(b) Plan administered by Voya Financial Services.

* The 457(b) Plan is pre-tax when deducted from your check, and you don't pay taxes until you start receiving payments, usually at retirement when you are in a lower tax bracket.

* Roth IRA is deducted post tax, so the taxes are taken care of when you begin to receive payments.

To enroll online visit: <https://enrollbyinternet.voyaretirementplans.com/>

Our 6-character group number is: 664174 and the 6-digit kit number is: 045-128

You can contact Employee Benefits to get a paper form if preferred.

Coming Soon.....

Keep your eyes open for an All County email announcing phone and Zoom appointment options with Wendy Stefani and her team!

Flexible Spending Account & Health Savings Account Updates!

GREAT NEWS! Due to Cares Act updates, the following new regulations are in place:

* Over the counter medications are now eligible for reimbursement in FSA and HSA plans. Vitamins will still require a prescription or letter of medical necessity if it is desired to be a qualifying expense. This change is retroactively effective to 1/1/20.

* Women's menstrual products were added as eligible expenses for FSA and HSA plans. This change is retroactively effective to 1/1/20.

Have a Dependent Daycare Account?

A question we have gotten over the past few months is "my daycare is no longer needed or available, due to COVID. Can I change my contribution?"

* YES! A change in cost is considered a qualifying event for dependent care account elections. The amount that has been withheld from pay to date cannot be reduced but you can stop future deductions. You will need to complete a change of status form within 30 days of the change. Once Daycare becomes available again you will need to complete another change of status form to start the deductions again.

To make a change, please click on this link which will take you to the correct form: [FSA Change Form](#)

CARRIER & BENEFIT PROVIDER CONTACT INFORMATION:

Kaiser Permanente:

Medical Appointments & Customer Service: 800-813-2000 Option 1

Dental Appointments & Customer Service: 800-813-2000 Option 2

More information can be found online: www.kp.org

PacificSource :

Customer Service: 888-977-9299 within Oregon

More information can be found online: <https://intouch.pacificsource.com/members>

Delta Dental (Moda): Customer Service: 888-217-2363

Professional Benefits Services:

FSA, COBRA & Retiree Plan Customer Service: 503-371-7622

Cigna:

Short & Long Term Disability Claim Services: 800-362-4462 Option 2 Life Insurance Services: 800-362-4462 Option 4

Accidental Death & Dismemberment Services: 800-362-4462 Option 7

Cascade Centers Employee Assistance Program: Available 24/7 at: 1-800-433-2320

HEALTHY LIFESTYLE PROGRAMS

Help your employees stay active from anywhere



No matter where your employees want to sweat it out, ClassPass has them covered. We teamed up with industry leader ClassPass to make it easier for your employees to stay active from anywhere. By supporting your employees' fitness goals, you're creating a work culture that promotes more energy, less stress, and improved focus.

What your employees get with ClassPass:

▶ Unlimited on-demand video workouts

Access to over 4,000 on-demand workouts at no cost on their phone or laptop. Video workouts include HIIT, strength training, cardio, yoga, barre, and more – all from the comfort of their living room.

▶ Livestreams of top-rated fitness classes

Reduced rates for real-time online classes from top studios and instructors from around the world. Classes include boxing, Pilates, dance, yoga, HIIT, barre, boot camp, prenatal, and more.

▶ In-person gym classes

Reduced rates for classes at some of the top gyms and fitness studios in their area. ClassPass partners with 30,000 gyms and studios around the world.

Healthy lifestyle programs can help your bottom line

Research shows companies that offer workforce health programs have:*



25% lower health plan costs



25% lower workers' compensation costs



25% lower disability insurance costs



25% reduction in employee sick leave

To get access to ClassPass, have your employees visit kp.org/exercise

*"Five Reasons Employee Wellness is Worth the Investment," Office of Disease Prevention and Health Promotion, U.S. Department of Health and Human Services, health.gov, May 17, 2017.



5 Ways to Indulge in a Staycation

If you've ever denied yourself time off because you couldn't line up a serious getaway, consider these five ways to take advantage of—and recharge during—a *staycation*:

- 1. Take a community-center class**—Explore “things to do” that are entirely local. You never know what new passion you'll find or new friends you'll make.
- 2. Schedule nothing**—Time for spontaneity. Relax: Wake up when you're done sleeping, do whatever sounds like fun in the moment, and indulge in not knowing what time (or day) it is.
- 3. Rummage through a closet or attic**—Get lost in a shoebox of old photos or recharge with a closet inventory.
- 4. Get lost in a hobby**—Free time can open a door to find your passions. Bust out your paints, guitar, or hiking boots—whatever activity brings you joy.
- 5. Be a tourist in your own town**—Find a walking tour for a deep dive into local history. Seek out unfamiliar parts of the city and see things differently (or for the first time).

**Want to
learn more?**

Get more details at
**PacificSource.com/
staycation**



Anytime, Anywhere



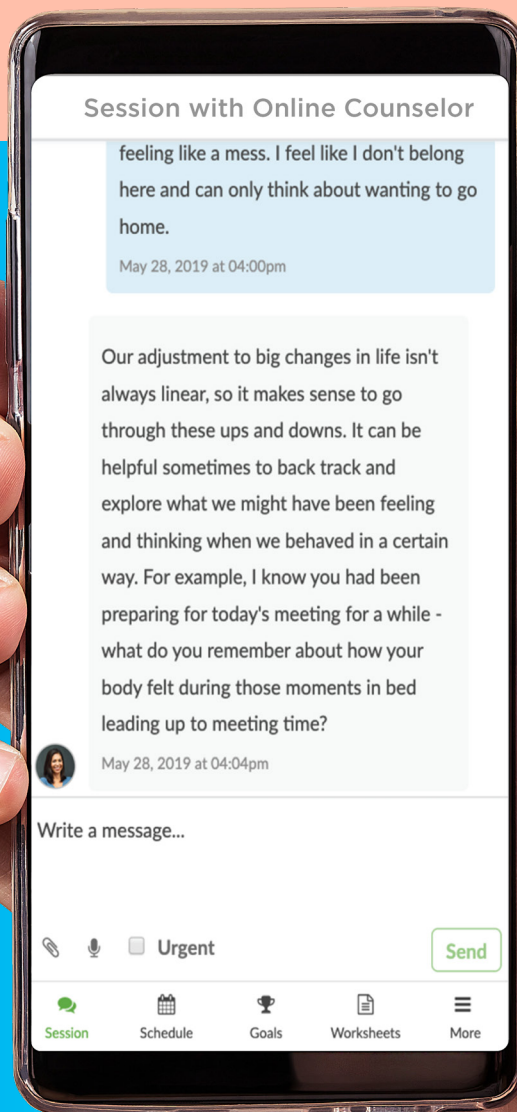
Private Online Counseling

IT'S PROFESSIONAL AND CONFIDENTIAL

All counselors are licensed, accredited professionals. You connect with your counselor in a safe and private online environment. Anything you share is confidential. Our program is HIPAA compliant.

IT'S CONVENIENT

Communicate with your counselor as often as you want and whenever you feel it is needed via text, phone, & video.



To Get Started:

Call Cascade at:
1-800-433-2320

Or contact online at:
cascadecenters.com/Schedule-an-Appointment

