

EMPLOYEE BENEFITS EDUCATION

**Plan Years
2018 -2022**

SUPPORT STRATEGIC GOALS FOR DISTRICT SERVICES

Priority #2: Organizational Excellence

- Improve quality and effectiveness of services and relationships

The benefits department will support this goal by implementing a 5-year plan for employee benefits education

- Touch on all the different benefits offered
- Engage employees in a variety of ways such as hosting health fairs, workshops, one-to-one meetings and offer open enrollment office hours

SPRING & SUMMER WORKSHOPS

- **FEBRUARY - MAY**

- Host Spring Benefits Fair at each campus; biometric screenings provided at no charge
- Provide medical plan overviews or deep dive sessions
- Retirement Savings Workshops (individual appointments made available to meet with the Retirement Plan Advisor from the Fringe Benefits Consortium to discuss retirement plans)
- Medicare workshop presented by VEBA

- **JUNE - AUGUST**

- Offer training programs on a variety of topics related to workplace and work/life issues from our Employee Assistance Program catalog
 - Two sessions each summer
 - Conducted by a training professional of the Optum EAP network

FALL WORKSHOPS

- **SEPTEMBER – DECEMBER**
 - Pre Open Enrollment workshops:
 - Flexible Spending Account
 - Dental, Vision, Long Term Care, Income Protection Plan, Life & Disability, Legal Plan workshops
 - Open Enrollment Information Fair
 - Open Enrollment Office Hours
 - Pension and Retirement Savings Workshops

5-YEAR PLAN FOR BENEFITS EDUCATION

2018	2019	2020
SPRING	SPRING	SPRING
MAR/APR: Retirement savings one-on-one MAY: Benefits Fair (Health & Wellness)	FEB: Medical (Plan Overview/Deep Dive) FEB: Medicare Workshop MAR/APR: Retirement savings one-on-one MAY: Benefits Fair (Fitness)	FEB: Medicare Workshop MAR/APR: Retirement savings one-on-one MAY: Benefits Fair (Farmer's Market)
SUMMER	SUMMER	SUMMER
Optum EAP Workshops Healthy Workplace: 1. Generations at Work 2. Creating a positive work environment	Optum EAP Workshops Workplace Stress: 1. Avoiding burnout 2. Managing multiple priorities at work	Optum EAP Workshops Eldercare: 1. All about eldercare 2. Navigating eldercare resources
FALL	FALL	FALL
Workshops Dental Vision Flexible Spending Account (FSA) PERS/STRS MEDICARE (VEBA) Open Enrollment Open Enrollment office hours	Workshops Long Term Care Income Protection Plans 403(b)/457(b) Open Enrollment Open Enrollment office hours	Workshops Hartford Life & Disability Voluntary Life Flexible Spending Account (FSA) PERS/STRS Open Enrollment Open Enrollment office hours

5-YEAR PLAN FOR BENEFITS EDUCATION

2021	2022
SPRING	SPRING
FEB: Medical (Plan Overview/Deep Dive) FEB: Medicare Workshop MAR/APR: Retirement savings one-on-one MAY: Benefits Fair (Women's/Men's Health issues)	FEB: Medicare Workshop MAR/APR: Retirement savings one-on-one MAY: Benefits Fair (Nutrition & Healthy Living)
SUMMER	SUMMER
Optum EAP Workshops Healthy Lifestyle: 1. Getting started 2. Making Healthy Choices	Optum EAP Workshops Wellness 1. Developing a Healthy Lifestyle 2. Busy Life, Healthy Life
FALL	FALL
Workshops Dental Vision 403(b)/457(b) Open Enrollment Open Enrollment office hours	Workshops Long Term Care Income Protection Plans Flexible Spending Account (FSA) PERS/STRS Open Enrollment Open Enrollment office hours

PRE OPEN ENROLLMENT WORKSHOPS

- Snapshot of District plan offerings
- Targeting education for all the years
- Alternate plan years for each benefit
- Focus on carrier specific benefit plans to showcase their value-added benefits

Plan Offering	2017	2018	2019	2020	2021	2022
Medical	X		X		X	
Dental		X		X		X
Vision		X		X		X
Life & Disability	X		X		X	
Supplemental Life and AD&D	X		X		X	
Long Term Care			X		X	
Legal Services			X		X	
Voluntary Insurance		X		X		X
Flexible Spending Account	X	X		X		X
Compensation Plans (403b/457b)	X		X		X	
PERS/STRS	X	X		X		X
Medicare	X		X		X	
Employee Assistance Program (EAP)	X		X		X	