

April - June 2019



COUNTY OF VENTURA HUMAN RESOURCES



Upcoming Events

Flexible Spending Accounts

According to IRS regulations, the grace period deadline to *incur* expenses for your 2018 Plan Year Health Care FSA was **March 15th**. Expenses for March 16, 2019, forward may only be submitted for reimbursement from your 2019 account.

The deadline for Chard Snyder to receive your claims for reimbursement from your 2018 Health Care FSA and/or Dependent Care FSA is April 15th, 2019.

Submit your claims to Chard Snyder via:

- your [Chard Snyder](#) account,
- the mobile app, or
- email a paper claim to: askpenny@chard-snyder.com



8th Annual COASTAL HOUSING PARTNERSHIP Home Buying Fair

Date: **TUESDAY, APRIL 30, 2019**

Time: 5:00pm - 8:00pm

Location: Pierpont Inn, Ventura

Admission: Free for County of Ventura employees and their guests

Parking: Free

Click here for [more information](#) or to [register](#).

Coastal Housing Partnership's 8th annual **Home Buying Fair** is the perfect event for prospective home buyers! Whether you're a first-time home buyer, a move-up buyer or just thinking about buying a home in the future, this fair is for you! Attendees can chat informally with real estate agents, lenders, residential builders and financial advisors in an efficient, no-pressure environment. Whether you can stay for 30 minutes or 3 hours, you'll walk away with important tools to help you be more prepared on your path to homeownership.



Family Care & Volunteer Resource

Fair
Thursday
May 30, 2019
10:00am-1:00pm
Ventura County Government Center
800 S. Victoria Avenue, Ventura
Main Courtyard

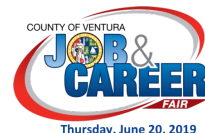
The WorkLife Program announces the annual **Family Care & Volunteer Resource Fair** for 2019.

If you are in need of information and resources on local services for families, children and seniors, this is the place to be!

Many of the organizations that are represented have volunteer opportunities and are in need of passionate people to make a difference!

Click here for more information on the [Family Care & Volunteer Resource Fair](#) or email: [WorkLife Program](#)

**County of Ventura
Job & Career Fair
slated for June!**



Thursday, June 20, 2019



For the third year in a row, CEO/Human Resources will be hosting the **County of Ventura Job & Career Fair** at the Government Center on June 20, 2019, from 10:00am - 1:00pm. All County agencies will be participating and open positions will be highlighted. Please help us spread the word to family and friends that may be interested in County employment!

A Learning Curve is Essential to Growth!



Two HAPPY LinkedIn Learners →❤️→❤️→❤️→

LinkedIn Learning is causing everyone to "Fall in Love with Learning!" Jessie Prater and Debby Rowan of CEO/HR are excited about the [LinkedIn Learning](#) program. They just completed the course "Being an Effective Team Member" and they learned how to identify the key characteristics of exemplary team members, increase self-awareness, become a more reliable teammate and make subtle changes towards a collaborative approach to teamwork. Applying what they have learned, they will now be sharing this knowledge with their team.



Win Prizes for Learning?? You bet!!

Employee Grace Ramos did! She is the first winner of the County LinkedIn Learning Monthly Drawing. Way to go, Grace!

Just like Grace, if you complete ANY course from the LinkedIn Learning catalog during months of March - June, you can enter the drawing and be eligible to win any one of these GREAT technology prizes:

- Echo Dot (3rd Generation) speaker for Alexa
- D-Link Full HD Wi-Fi Camera
- Fire TV Stick 4K for Alexa
- Roku Streaming Stick+
- Ecobee Switch+
- RHA A650 Wireless Earbuds
- Amazon Fire HD 8 Tablet

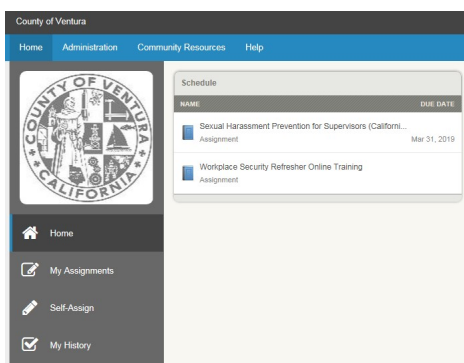
To be eligible each month, you must complete one (1) new course from the LinkedIn Learning catalog.

How To Enter the LinkedIn Learning Monthly Drawing:

- Complete one (1) LinkedIn Learning Course
- Look for the **ME** icon at the top of the page and select Learning History from the dropdown menu
- Find your completed course and click Download certificate
- Open the link for your certificate, print, scan or save the pdf
- Email the certificate with employee ID to:

Training.Administration@ventura.org

What You Need to Know About TARGET SOLUTIONS



Target Solutions is an online learning management system, and a provider of e-Learning classes. Several County agencies and departments utilize Target Solutions for their compliance related training needs. The online versions of Workplace Security Refresher and Discrimination Prevention Refresher can be accessed by all regular County Employees through Target Solutions.

Our CEO HR Learning & Development team currently also uses this platform to assign Workplace Security Refresher & Discrimination Prevention Refresher training. Each month, we track training completion and record the data into VCHRP training summaries.

We are proud to bring the convenience of online mandatory training to you!

Knowledge is Power - Putting Your Statements to Work



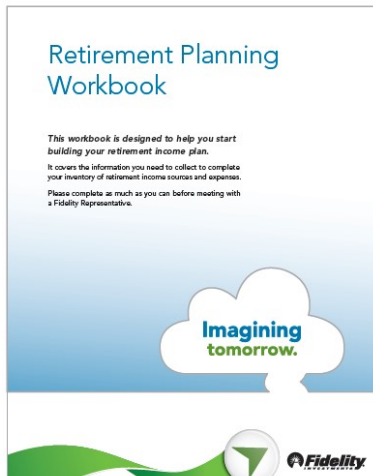
Are You Facing a Retirement Income Gap?

As a general rule, most retirees need between 70%-85% of their pre-retirement income to retire comfortably. Greater longevity can mean a longer duration in retirement and a greater potential for a money shortfall. As you begin taking the step toward planning for your future and a comfortable retirement, you will need to review your sources of retirement income and expenses to identify any income gaps.

To assist you in identifying potential income gaps, you will soon receive your personalized **2018 Annual Benefit and Total Compensation Statements**. The Annual Benefit Statement provides you with an estimate of your monthly pension benefit from the Ventura County Employees Retirement Association (VCERA), as well as projections for your 401(k) Shared Savings and Section 457 Plan, based on your balance and contribution amounts as of 12/31/2018. The Total Compensation Statement details the value of the compensation and benefits that you receive as a County employee. Experts recommend that you plan to replace 70%-85% of this pre-retirement income.

These valuable statements are great tools to assist you in determining how much you will need to maintain your lifestyle in retirement and where you stand in achieving that goal.

Retirement Income Gap Finder



Take these quick and easy steps to determine if you have a potential retirement income surplus or shortfall. The included [Retirement Income Planning Workbook](#) is a great resource to help you get started on building your retirement income plan.

Step 1: CALCULATE your estimated retirement income

Sources of retirement income include your defined benefit pension plan with VCERA, personal savings including your Deferred Compensation Plans and Social Security for non-safety employees. Refer to your Annual Benefit Statement for your estimated monthly VCERA pension benefit and 401(k) and 457 plan savings. To obtain an estimate of your Social Security benefit, visit www.ssa.gov. Be sure to include all sources of income including other pensions, IRA's and personal savings.

Step 2: ESTIMATE your annual retirement expenses

Calculate your current expenses and adjust them based on how you picture yourself living in retirement. Be sure to factor in both essential and lifestyle expenses.

Step 3: DETERMINE if you have a Retirement Income Gap

Total Retirement Income	-	Total Annual Retirement Expenses	=	Retirement Income Gap
\$		\$		\$

Potential Income Surplus

If the result is positive, then you are currently on track to cover your retirement expenses. However, you may want to consider adding more income protection to help ensure your plan won't be derailed by market downturns or rising healthcare costs.

Potential Income Shortfall

If the result is negative, then you're likely to face a [Retirement Income Gap](#). You need to reposition your existing assets to generate additional income to cover your retirement expenses. If your replacement looks to be lower than your needs, consider increasing your contributions to the 401(k) Shared Savings & Section 457 Plans by logging into www.netbenefits.com/ventura or calling 800-343-0860.

Questions about your Benefits?



Who Do I Contact?

Throughout the year, employees might have a need to contact their health insurance plans. Please reference the ["Who Do I Contact?"](#) page for important contact information. This page contains all the County sponsored health plans, third-party administrator information for the healthcare and dependent care flexible spending accounts, leave of absence contacts and deferred compensation (401k and 457 plans) information. Comprehensive health insurance plan information can be found on the [Employee Health Plans](#) page.

Worker Safety and Health

Wildfire Regions

The occurrence of wildfires has had a major impact in our county over the past two years. For employee safety and health, it is important to remember the following recommendations during a wildfire:

- Stay indoors, if possible - close all windows and doors, limit vigorous outdoor activities and smoke exposure.
- Reduce indoor air pollution - use air scrubbers, ventilation dampers and HEPA filters.
- Stay hydrated.
- If outside work is required - consider the duration of the time spent outside, the physical exertion level and pre-existing medical conditions of the employees.
- Implement respiratory protection when the environment is questionable.



Keeping track of local air quality data is imperative when considering outdoor work requirements. For up-to-date air quality reports, check the [Ventura County Air Pollution Control District](#) and [AirNow](#).

Supportive Options for Emotional Health



The County of Ventura offers many options for employees to receive emotional support. The **Employee Assistance Program (EAP)** provides 5 free sessions of confidential counseling by licensed mental health professionals. This service is for benefited county employees and their dependents. Some agencies offer a Peer Support program, including Fire, Sheriff, Probation, and Children & Family Services. A Peer Supporter is a coworker who has been trained to listen and support, and then refer to a mental health professional, as necessary. Fire and Sheriff's Departments also have Chaplains, ordained members of the clergy, who donate their time to support the community and the departments where they are assigned. Additionally, the Ventura County Critical Incident Stress Management (CISM) Coalition is composed of First Responders, Mental Health Professionals, and Medical Personnel who are called on to provide group debriefings after a traumatic incident.

EAP can be reached at (805) 654-4327, and CISM at (805) 795-7752.

Work Healthy, Live Well

WELLthy Reward\$ Cash Incentive Program for 2019

Due to the success of the **Wellness Cash Incentive Program** ("WELLthy Cash"), the number and amount of cash awards has been increased!

The program has different achievement levels: Bronze (one thousand awards of \$100), Silver (one hundred awards of \$500)

and Gold (twenty-five awards of \$1000). The first 1,125 employees who complete the Personal Wellness Profile are guaranteed to receive at least \$100 cash in their November paycheck. Participate in a variety of programs and wellness activities to earn points; the more you do, the more you can earn – up to \$1000! To learn more about the program, please visit the [Wellness website](#) and click the "WELLthy Reward\$" icon (as seen to the right).



County Employee Bowling Tournament

The County held its first ever employee bowling tournament on February 2, 2019, at Buena Lanes in Ventura. A great time was had by all with over 100 employees across 25+ teams participating in the inaugural event! Feedback from the bowlers was very positive and they reported having fun while spending time with colleagues outside of work and forging new relationships with fellow employees. Even though everyone who participated was a winner, at the end of the day, the teams below held the top three standing:

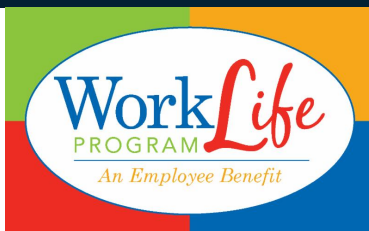
- 1st Place (2112 pins) - **Why Nots**
 - David Valenzuela, Julie Stuart, Richard Paschal and Kathy Ax
- 2nd Place (1724 pins) - **King Pins**
 - Marcelino Decierdo, Steve Haggard, Charleen Arimura and Marilyn Villegas
- 3rd Place (1461 pins) **I Can't Believe It's Not Gutter**
 - Michelle Fredette, Scott Emerick, Sueann Eccles and Jennifer Shepardson



The **Million Step March** WELLtrek Challenge is a step-only challenge to walk or run 1 million steps by August 30th. The Challenge initiated on February 4th, but you can still register and join the challenge as long as you start logging steps on the WELLtrek platform by Monday, May 6. The first 200 people to reach 1 million steps will receive a cool polo shirt, and everyone who completes the challenge will earn 50 points toward the WELLthy Reward\$ program, automatically catapulting challengers to the Silver status!

To join the challenge, log into your [WELLtrek](#) account or create one!

Keeping Your Balance with WorkLife



The WorkLife Program provides resources to help you care for the most important people in your life! Visit the [WorkLife webpage](#) to access resources on child care discounts, positive parenting, lactation accommodation, elder care



Get kids to LISTEN
without
Nagging, Reminding, or
YELLING.

Online Positive Parenting Benefit

You knew parenting wouldn't be easy, but no one told you it would be like this! If you're tired of the exhausting power struggles, the meltdowns, the fights and the guilt, now is the time to make a change! Learn how to break the cycle and be the parent you've always wanted to be!

Watch a [free 60 minute webinar](#), exclusive for County employees, that gives you some tools to reduce the yelling and the nagging. You will

support group, housing benefits,
and new baby resources.

discover an exciting new benefit, just for regular County employees, that
will help you feel more confident and successful as a parent.



***Thinking about Buying a
Home? Attend a Free Home Buying
Seminar!***

May 14 & June 25

5:30pm - 7:00pm

Government Center, HOA, Ventura

Whether you are a first-time home buyer, move-up buyer or getting back into the housing market, the information provided will give you the tools you need to be a more informed buyer. For more information and to register for an upcoming seminar, visit the [Coastal Housing Partnership](#) website.