



Special Announcements & Resources

InSync Newsletter: Quarter 3
July - September 2022

Medical Benefits



Take the Survey

Look for the annual Health Insurance Feedback Survey that will soon arrive in your County e-mail account. County Benefits thoroughly reviews the survey responses to guide our work with our health plan partners to provide options that best meet the needs of our employees. We look forward to your feedback as we approach a new plan year.



COVID-19 Resources

CEO-HR is happy to provide a one-stop-shop for COVID-19 resources for County employees. Please visit the special [COVID-19 page](#) on our website to discover COVID-19-related forms, FAQs, charts, and more.

Complaint Resolution and Misconduct Hotline

We believe employees should be able to voice concerns about tough workplace issues like harassment, discrimination, or discourteous workplace

behavior. When appropriate, employees are encouraged to first discuss concerns with their supervisors, then their agency/department HR representatives. If resolution is still not reached, more information and online reporting are available on the [Complaint Resolution Webpage](#).



24-Hour Employee Misconduct Hotline - 1 (800) 684-6523

*Calls and online reporting can be anonymous so there is no fear of retaliation.
Human Resources is committed to compliance and your participation is essential.*

WELLthy Reward\$

Are you new to the County, or new to using VC-WELL's wellness programs?

Employees earning a WELLthy Reward\$ cash award for the first time this year will receive a one-time \$50 bonus.

[Visit our website](#)



Health Care Foundation for Ventura County ([HCVC](#))



WeGive Employee Giving

A platform by which all County employees can come together to invest locally in their health care. Ventura County is a place where people work, live, and play together, and by supporting the Health Care Foundation, we send a powerful message that we value a healthy community. Your donations support the Health Care Agency to ensure everyone has an opportunity to be healthy and well.

Where are WeGive dollars directed?

Your donations go directly to the greatest and most urgent needs in medical equipment. Check out [WeGive 2021 Video](#), or [PDF](#) to learn more.



COUNTY of VENTURA

Health Care Agency

5851



Sign up today!

Simply email ac.payroll@ventura.org from your work email stating how many hours you want to donate with the following statement completed with your details:

"I, (employee name) (Employee ID#), wish to donate (# up to 40) hours to HCFVC."

To learn more please visit:

[HCFVC.org](https://www.hcfvc.org)

or contact Amy Towner
(805) 652-3361
Amy.Towner@ventura.org

HR Divisions

Deferred Compensation



WOMEN
AND
WELLNESS

RETIREMENT INCOME PLANNING FOR HER

*Helping you demand more from
your money*

Retirement Income Planning for Her

Wednesday, July 20, 2022 @ 12pm

With busy family and work lives, many women struggle to carve out time to plan for their retirement. Join Fidelity for a live educational webinar, designed for women investors, where you will learn strategies and tips to help you manage your financial future with confidence.

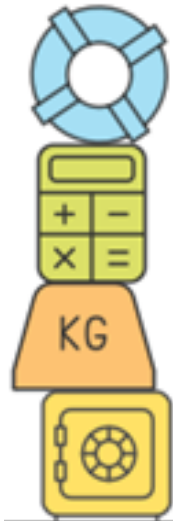
Register

Feel more confident
about your finances



Financial Check-Ups

Meet Your Match



How
does
your
financial
wellness
stack
up?



NetBenefits.com/financialwellness

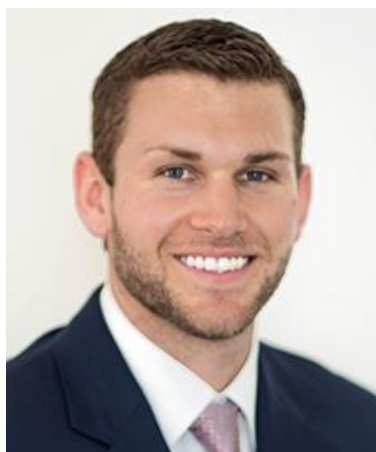
Financial wellness shouldn't feel like a balancing act. In under 10 minutes, take the financial wellness checkup, get your scores, and next steps to help improve your financial status.

Call Fidelity Investments at 800-798-2363 for your next steps over the phone.

Take the Check-Up

1 in 5 people contributing to a 401(k) are not saving enough to get their full company match. Make sure you don't leave money on the table. Consider increasing your savings rate to meet your match today. To find out what you need to contribute in order to capture your full match, take a look at the [2022 Plan Year brochure](#) to identify your bargaining unit and the corresponding match.

To increase your 401k contribution, log on to [Netbenefits](#) or call Fidelity at 800-343-0860.



Andrew Kremer

*Dedicated Fidelity Retirement Planner
for County of Ventura Employees*

858-349-6877

Andrew.kremer@fmr.com.

If you have concerns or questions about your retirement savings, you may want to utilize the services of the County's dedicated Fidelity Retirement Planner, Andrew Kremer, to assist with developing or reviewing your current retirement plan.

Other sources of information and assistance are available through Fidelity's phone-based representatives (800-343-0860) and on the NetBenefits website (search under "Tools").

Employee Assistance Program - EAP

Summer is here! It's a perfect time to get outdoors, get some exercise, and spend time with friends and family. With our busy lives, it can be tempting to put off self-care, however it is a very important part of emotional health. A good strategy to make sure we take care of ourselves is to schedule time-off and fun activities in advance so that it receives the same attention as work-related tasks.

Spending time in nature, in reflection, exercising, or tending to relationships is essential to well-being, and can even boost productivity. Take a moment to look at your schedule and check-in with yourself about your current state of mind and health. What can you do to fully enjoy this season?

If you would like more strategies on self-care, or if you would like to talk about other issues, whether personal or professional, remember that the Employee Assistance Program is here for you! We are available for in-person, video, or telephone appointments. Please visit our website, or give us a call for more information - (805) 654-4327.

Elder care support and resources are available via Zoom.
Join us on the last Wednesday of each month, from 12:00 p.m. - 1:00 p.m.
[Click here for more information.](#)



Visit our website

950 County Square Drive, Suite 200
Ventura, CA 93003
805-654-4327

Wellness Program - VC-WELL



6th Annual WELLtrek Golden Sneaker Inter-Agency Competition

Join the fun and help your agency/department win a Golden Sneaker trophy: <https://vcwelltrek.walkertracker.com/>. The competition goes from 6/27/22 to 10/16/22. This year's event has been extended to 16 weeks, to determine which agencies have what it takes to go the distance. Good luck to all agencies!

3rd Annual Employee Bowling Tournament

On April 23rd, 38 teams descended on Buena Lanes in Ventura for fun, camaraderie, and to see who could knock down the most pins! Cosmic bowling was introduced for the first time and was an instant hit. Congratulations to the Alley Rats who had the highest team average. Visit the [wellness events page](#) to see pictures of all the teams.



Wellness Screenings

For your convenience, wellness biometric screenings are now available at various County sites through September. Click the "register" button below for more information and registration.

Register

Beware of Burnout

Are you experiencing "burnout?" According to the American Psychological Association, burnout is defined as "physical, emotional or mental exhaustion, accompanied by decreased motivation, lowered performance, and negative attitudes towards oneself and others." [Click here](#) to learn about recognizing the signs and what to do if you have burnout.



Risk Management

Did you know Valley Fever and COVID-19 share many of the same symptoms?

August is Valley Fever Awareness Month. Watch this short [video](#) to learn about Valley Fever's symptoms and testing protocol:

Symptoms

- Fever
- Cough
- Fatigue
- Body aches

What should I do if I have symptoms?

- Isolate yourself from others
- Report your symptoms to your employer
- Contact a health care provider right away

Testing protocol

- Laboratory tests are needed to determine whether symptoms are caused by Valley Fever or COVID-19
- Valley Fever is usually diagnosed with a blood test
- Diagnosing COVID-19 usually involves a nose or throat test sample

For more Valley Fever information, click [here](#).

Learning & Organizational Development

Make a Virtual Impression

Remote work offers both benefits and challenges for today's professional environment. How you present yourself on camera in a virtual setting, whether distance working or participating in a video meeting, makes a real difference in the impressions you will make and the outcomes you will achieve.

A 2021 survey of 61,000 Microsoft employees found that teleworkers may have a harder time acquiring and sharing new information, which could have long-term implications for productivity and innovation.

Video conferences can offer many benefits, but it is also important to preserve the authenticity and engagement that may be easier to build and maintain in person. Improving on-camera presentation skills could play a significant part in developing your professional success.

In her LinkedIn Learning Blog article [How to Give a Good Presentation on a Remote Call](#), Rachel Parnes discusses how to make your digital presentations more impactful and engaging than ever.

Our recommended LinkedIn Learning video course from Cassandra Worthly, *Engaging Your Virtual Audience*, illustrates the three components of authentic



1. How to understand, harness, and develop energy in your presentation, while also avoiding burnout.
2. How to connect authentically with yourself, your virtual audience, and your environment.
3. How to structure content to really make an impression.

Click here to watch this 35-minute course and learn how to make an effective impact, from a distance:

[View Course](#)



*If accessing this information from our Intranet site ([MyVCWeb](#)) please follow these steps:

1. Go to MyVCWeb and click on "Training" located at the bottom right of the page.
2. This will take you to the **Learning & Organizational Development** webpage. Click on the (**LinkedIn Learning**) icon at the bottom of the page.
3. This will take you to the LinkedIn Learning webpage. Click anywhere in the Playlist section (on the second page) and it will take you to the Playlists.

For any questions, please contact us directly at Training.Administration@ventura.org

WorkLife Program



Through your employer's* membership with the Coastal Housing Partnership, a non-profit organization, you are eligible to receive generous savings and benefits when purchasing a home, refinancing a mortgage, or renting an apartment.

Make Your Home Ownership Dreams Come True!

Coastal Housing Partnership has helped more than 11,000 local employees achieve the dream of home ownership.

Let them help YOU on your path to home ownership! The webinars can guide you through the home buying process and their [cost assistance program](#) can reduce your closing costs by 50% or more.

Upcoming Webinars:

- **Steps of the Home Buying Process:** Tuesday, July 26, 12 – 1 (your path to home ownership)
 - To register, please go to: <https://coastalhousing.org/webinars/>
- **Not a home buyer?** The Coastal Housing Partnership hosts a rental search service that provides information on available rentals in Ventura and Santa Barbara counties.
 - For more information, go to: <https://coastalhousing.org/rental-search-site/>

**Access to this benefit applies to County of Ventura employees.*



COUNTY of VENTURA

Human Resources



Thank you for reading this edition of InSync.

[Please complete our brief survey to assist us in publishing the best newsletter possible.](#)

County of Ventura | 800 S. Victoria Avenue, Ventura, CA 93009

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