



Special Announcements & Resources

InSync Newsletter: Quarter 3
July - September 2023

Save the Date: 2023 Career and Resource Expo



You are invited to the 2023 *Career and Resource Expo*, hosted by CEO-Human Resources. This event will take place on August 2, 2023, from 11:00 a.m. to 2:00 p.m., in the outdoor courtyard between the Hall of Justice and the Hall of Administration at the Ventura County Government Center.

The *Career and Resource Expo* offers a unique opportunity to explore a wide range of roles that are vital to supporting the mission of the County of Ventura. Whether you are interested in Safety, Legal, IT, Social Services, Health Care, Infrastructure, Environmental Science, or other areas, this event will provide valuable insights into the diverse career paths available within our County. Explore job openings, network with professionals, and access valuable resources to fuel your career growth.



We look forward to seeing you there.

Complaint Resolution and Misconduct Hotline

The County of Ventura believes 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](#).



*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\$ Ends Soon

Don't miss out on your chance to get a cash award, worth up to \$450, before the program ends 8/31/2023. It's not too late if you haven't started, just complete a biometric screening and online health risk questionnaire for 100 points to earn a \$100 award. First time WELLthy Reward\$ earners will receive a one-time \$50 bonus! For more details, click the button below to visit our website.

[Click here](#)

HEALTH CARE
FOUNDATION
FOR VENTURA COUNTY



WeGive Golden Football Challenge Results Are In: Three Divisions Score Winning Touchdowns to Take Home Trophies!



Ambassador coaches led the WeGive Employee Giving campaign to victory for three county divisions who won the first Golden Football trophies offered by Health Care Foundation for Ventura County (HCFVC). The winning teams registering the greatest participation (based on staff size) include the **County Executive Office, County Clerk-Recorder and Registrar of Voters Office, and County Library**. Special acknowledgements go out to Simone Seydoux and Michelle Ascension, Linda Garcia and Nancy Schram, and Maggie Han and Dr. Sevet Johnson for their enthusiastic leadership.

100% of WeGive Employee donations are invested back into vital medical equipment, programs, and services that provide care to over 95% of County employees and their families. HCFVC is your resource

for philanthropic giving and investment in a healthy and vibrant Ventura County community where quality health care remains available to all despite the ability to pay.

Getting ready to retire soon? HCFVC is here to help you plan forward and protect your family's future. To learn more or receive a free estate planning guide, contact Amy Towner at Amy.Towner@ventura.org or 805-652-3361.

Benefits

More Ways to Use your FSA

Using a Flexible Spending Account (FSA) is a great way to reduce your taxable income. However, the amount deferred must be spent each year as any unused amount cannot be refunded to you. You already know that a health care FSA can be used for medical expenses, over-the-counter items, dental care, and vision care but it can also be used for a variety of other items. Visit the FSA store online at <https://fsastore.com> for a list of eligible health care products that range from surprisingly eligible hi-tech devices to pain relievers and sunscreen. You can even place an order using your Chard Snyder debit card and the items will be shipped to your door.

Maximizing Your Dental Coverage

A healthier smile can be an important step to maintaining your overall health. Your MetLife dental insurance covers 100% for dental cleanings and other preventive care that helps you avoid costly problems in the future. Plus, going to the dentist regularly can help prevent problems that have been linked to diabetes or heart disease. Now that's something to smile about.

For details on the MetLife dental plan, including deductibles, co-payments based on services provided, and plan maximums, refer to the plan details in the Benefits Handbook, and the dental plan information provided on our benefits website at <https://hr.ventura.org/benefits>.



Take the Survey

Look for the annual Health Insurance Feedback Survey arriving soon in your County email 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.

Health Care Agency - HR



The Health Care Agency - Human Resources team has been out in the field recruiting for top talent throughout the spring season. Recently, the HCA-HR team hosted five hiring events and open houses stationed at Ventura County Medical Center and Ventura County Behavioral Health. The HCA-HR team has also hosted the Public Service - College Intern program and is hosting the Summer at the County - High School Intern program under Recruitment Manager Sabrina Anderson. By hosting these events and programs, the HCA-HR team hopes to create a talent pipeline of established professionals to enter the healthcare field, and beyond.

Deferred Compensation



Announcing the New Deferred Compensation Website!

Deferred Compensation (DC) has a new online presence. The new DC website provides employees with easy access to forms, links, tutorials, and helpful tools. We have everything you need to confidently plan and save for your retirement in one place. Visit us at dc.ventura.org.



401(k) Day – September 8, 2023

National 401(k) Day is September 8, 2023. It is estimated that 79% of Americans work for an employer that offers a 401(k) plan, however, only 41% take advantage of the benefit. The County of Ventura offers a 401(k) plan to full-time, regular employees with a regular work schedule of at least 40 hours per pay period and to regular UAPD members regardless of work schedule. National 401(k) Day serves as a reminder to review your contribution election. Are you contributing enough to get the full match that is available to you? To check on the matching table for your



bargaining unit, take a look at the [Plan Year Brochure](#). It's easy to review your 401(k) contribution amount, just log into your Fidelity [NetBenefits](#) account.

Keep an eye out for an email from Deferred Compensation in late August announcing a special National 401(k) Day incentive.

Retirement Planning 101 Workshop

A successful retirement does not happen by accident. It takes planning and preparation, in addition to hopes and dreams.

To assist you in creating a plan for retirement, Deferred Compensation is partnering with the Ventura County Employees' Retirement Association, Fidelity Investments, County of Ventura Human Resources-Benefits, the Social Security Administration, and the Ventura County Area Agency on Aging to present a comprehensive pre-retirement planning workshop.



The *Retirement Planning 101: What You Need to Know* workshop is recommended for County employees who are **5-7 years from retirement**. The workshop is scheduled for Friday, September 15, from 8:30 a.m. - 1:30 p.m. Spouses/domestic partners are welcome to attend. Registration is required for both employee and spouse/domestic partner. Registration will open for the September workshop in late August. Keep an eye out for an email from Deferred Compensation in August or check on the [Deferred Compensation website](#) for the registration link.

Employee Assistance Program - EAP

Summer is a Great Time to Get Healthy

There are many benefits to getting outside. Research shows that the time we spend outside can have a very beneficial impact on our mental health. Researchers from Arizona State University found that setting aside just 20 minutes a day to stroll outside and get some sun exposure or sit in a place that puts you in contact with some aspect of nature can significantly lower your stress hormone levels. Other benefits associated with being outside in green spaces include: lower risk of depression and faster psychological stress recovery. Studies have shown that being in nature can restore and strengthen our mental capacities, increasing focus and attention.

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. We also offer an Elder Care Support Group. Please give us a call for more information at (805) 654-4327.



Visit our website

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

Wellness Program - VC-WELL

7th Annual WELLtrek Golden Sneaker Inter-Agency Competition

Join the fun and help your agency/department win the coveted Golden Sneaker trophy: <https://vcwelltrek.walkertracker.com/>. The 16-week competition goes from 7/10/23 to 10/22/23, to determine which agencies have what it takes to go the distance. Good luck to all agencies.



5th Annual Employee Softball Tournament

Get your colleagues to create a team and join the fun on Saturday, September 30, at Camino Real Park in Ventura. With enough teams, we will have two divisions: one for teams with experienced players – COMPETITIVE; and one for teams with little to no experience – RECREATIONAL. Agencies who haven't had a team in the tournament are encouraged to field a team this year (Courts, APCD, Auditor-Controller, Fire Department, Tax Collector, VCERA, District Attorney, County Counsel, Public Defender, Information Technology, and Library). Please email Wellness if you plan to field a team: Wellness.Program@Ventura.org.



Wellness Screenings

For your convenience, wellness biometric screenings are now available at various County sites through August. Go to the [wellness profile webpage](#) to schedule an appointment.



4th Annual Employee Bowling Event

On April 8, VC-WELL held its annual bowling event at Buena Lanes for fun, camaraderie, and to see who could knock down the most pins. A mixer event was held for the first time that randomly assigned individual employees to a lane for each game and was an instant hit. Congratulations to the Beer Barons who had the highest team average. [Visit the wellness events page](#) to see pictures of all the teams.



Visit our website

Wellness.Program@ventura.org
805-654-2628

Make Your Home Ownership Dreams Come True!

Coastal Housing Partnership provides an array of housing benefits for County of Ventura employees. They have helped more than 13,000 local employees achieve their dream of home ownership.

COASTAL HOUSING PARTNERSHIP

Whether you are purchasing a home, seeking home buying education, refinancing a mortgage, or looking for a new rental, check out how they can help you reduce your costs. www.coastalhousing.org

- **Lender Panel - Navigating the Home Buying Process** - Wednesday, July 19, Noon – 1 p.m.
 - Hear from three local lenders about what's involved in obtaining a home loan and how the current market has changed. Topics discussed will include how to improve your credit score, how much of a loan you can afford and how to buy a home with less than a 20% down payment. And there will be time to get your questions answered.
 - [Register in advance for this webinar](#)
- **Understanding Your Coastal Housing Partnership Benefits** - Tuesday, July 25, Noon – 1 p.m.
 - Member employees, join us for a 30-minute webinar to learn about housing benefits available to you through Coastal Housing Partnership. Benefits include savings when purchasing a home, refinancing a mortgage, or renting, and home buying education. All member employees are eligible for these benefits, regardless of income or length of employment. There is no charge for you to use these benefits and you do not need to be a first-time home buyer. There will be time for Q&A.
 - [Register in advance for this webinar](#)

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*

Risk Management



COUNTY of VENTURA

COUNTY EXECUTIVE OFFICE
Risk Management

Safety Data Sheets and Chemicals in the Workplace

California employers are required to communicate any hazards associated with chemicals used or stored in the workplace to employees. This requirement is met by maintaining a safety data sheet (SDS) for each of these chemicals.

An SDS is a written document concerning a hazardous chemical that is prepared and provided by the product manufacturer. An SDS contains valuable information regarding the identified chemical hazards, ingredient information, first-aid measures required to treat exposure, fire-fighting measures, handling/storage requirements, disposal and transportation considerations, and more. SDSs must be readily accessible to employees, therefore most County SDSs are stored online. MSDSOnline is a web-based electronic database that keeps each SDS automatically updated and allows employees to search for and add items utilized in their workplace. The County's MSDSOnline inventory can be found here: <https://chemmanagement.ehs.com/9/ebinder>. Please contact your Agency/Department Safety Officer for more information about chemicals used in your agency/department.



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.](#)

