

Benefits

Register Now: Health Plan Presentations



In order to provide you with as much information as possible about the changes to the health plan for FY22, a number of information sessions, both virtual and in-person, will be available over the next few months. A list of dates and times are now available.

These sessions have been staggered throughout the month at different times during the day in order to provide you with the flexibility to get the information you need to make the best decision possible for you and your family.

Visit the **Health Plan Presentations** page to learn more.

Review the Plan Design Matrix



If you have not already done so, please visit the **New Plans page** and read the **Plan Design Matrix**. This document offers a complete breakdown on deductibles, out-of-pocket maximums, premium contributions, co-insurance and co-payments, and pharmacy tiers and costs.

The Plan Design Matrix also offers a breakdown of the embedded deductible, a new feature for FY22 which changes the way a deductible is met when two or more individuals are covered.

This and other documents on the New Plans page provide opportunities for you and your loved ones to learn about the plans and make the best choices for you by the time Open Enrollment arrives in May. Please take the time to review these documents, and watch for both the FY22 Decision Guide and ALEX in the coming months.

EAP Online Seminar: Reframing Your World



Discover the practical ways to reframe your perspective to live a more present and positive life.

This seminar is available for viewing any time during the month of February. To view this and other online seminars, visit www.EAPHelpLink.com (company code: **South Dakota**).

To learn more about the benefits the Employee Assistance Program can provide you and your family at no cost, please visit the **EAP Page** on the BHR website.

Follow Benefits on Social Media

Follow the benefits division on social media for all the latest on the new health plans, beneFIT, the employee assistance program, and other important updates to the South Dakota State Employee Benefits Program.



Follow Benefits on Facebook



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Complete Your Health Screening, Be Rewarded



In addition to providing you with an accurate snapshot of your health, completing a health screening can help you earn the \$500 incentive. You and your covered spouse (if applicable) must each complete your health screenings by April 1, 2021, to qualify for the employee incentive.

The incentive will be based on the health plan you select during open enrollment in May:

Low Deductible Health Plan - receive reimbursement of up to \$500 in a Health Reimbursement Account (HRA) to offset costs during the plan year.

High Deductible Health Plan - receive the State contribution of \$500 into a Health Savings Account (HSA), if eligible based on IRS rules. Employees who do not qualify for the HSA can choose one of the Low Deductible Health Plans and receive the HRA or choose a High Deductible Health Plan and decline the HSA.

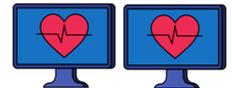
The health screening qualification can be completed in one of two ways:

1.) participate in one of the events that were offered between July – January 2021, or

2.) schedule an annual wellness preventive exam with your primary health care provider, complete the health care provider form with your physician, follow the instructions on the form and submit to Total Wellness.

If you and your covered spouse (if applicable) have not already completed a health screening and wish to earn the employee incentive, visit <https://benefit.staywell.com> to get started.

Get Motivated with Monthly E-Learning Sessions



Every month a new e-learning session is unveiled on the beneFIT well-being portal. Each session provides helpful information, along with a fun game or quiz to check your learning, and a calendar to track your progress towards the related health goal.

Current sessions include:

- Energy Balance
- Beverages
- Fats
- Strength Training
- Fruits and Vegetables
- Stress Management
- Portion Sizes
- Heart Health
- Healthy Sleep

New this month is the Healthy Sleep session where you can learn how sleep affects our health and work performance and identify ways to improve your sleep. Work towards the goal for this session to sleep eight hours per day at least 10 days this month while tracking your sleep on the calendar provided.

Go to benefit.staywell.com and get started. If you haven't already created a new account since July, you'll need to do that. After you create an account, you can then complete sessions on the My StayWell app. Search for "My StayWell" in the App Store or on Google Play.

QUESTIONS? Contact the StayWell HelpLine at **1.800.721.2749** or SOSDwellness@staywell.com.

Training and Development

Microsoft Classes Available for February and March

The Bureau of Human Resources and the Bureau of Information and Telecommunications have teamed up to offer free virtual training classes on several Microsoft 365 applications.

Upcoming classes for February and March:

- Mastering Teams Meetings – Feb 17
- Microsoft Word – Feb 18
- Microsoft Excel L200 – Feb 23
- Outlook L200 – March 2
- Getting Started with Teams – March 4
- Microsoft OneNote L100 – March 9
- Advanced Teams Tips and Tricks – March 10
- Live Events for Organizers – March 11
- Power BI – March 16 & 18
- Microsoft OneNote L200 – March 24
- Power Automate – March 25 & 30



Classes range from 60 to 90 minutes, and will be presented through Microsoft Teams. [Click here to register.](#)

Training Tuesdays - February 16

Join us for the next Training Tuesday on February 16 for **Change is Good...You Go First** by Karen McCullough.

Today, change is more complex, more frequent, and more overwhelming than ever before, and you may be suffering a dose of change fatigue. You may not be able to control the changes going on around you, but you can control how you respond. Now is the time for a personal operating system update, and Karen can help! She is ready to share tools and rituals that will help you not just survive but thrive in this ever changing world.

These virtual presentations will be held the third Tuesday of each month at 10:00 a.m. CT, and will cost \$30 per person.

Upcoming Training Tuesdays:

March 16 – Laurie Guest:
Customer Service

[Click here to Register.](#)



2021 Agents of Change Conference

This year's conference theme is Adapting to and Anticipating Change. In addition to an exciting presentation from keynote speaker Amy Leneker, participants will have the opportunity to attend multiple sessions dealing with lean concepts and continuous improvement methods. The goal of this conference is to show how these methods can help you adapt to and anticipate changes in your department.

Date: April 20 – 22, 2021
Location: Virtual – Zoom
Cost: Free!

A list of all sessions is available on the BHR website. [Click here to register.](#)



ACES Due February 28

Reminder: All ACES documents and discussions need to be completed by February 28. Please send your completed documents to the Bureau of Human Resources.



LEADERSHIP IQ

Twenty new online masterclasses from Leadership IQ are now available. The classes are designed for leaders at all levels. This month's featured classes include:

Heal Employee Burnout in Just One Week – Employee burnout damages productivity, increases mistakes, and generally makes people miserable. Those willing to make a few research-backed interventions can reduce your employees' burnout in as little as a week.

Managing Narcissists, Blamers, Drama Queens, and More – Discover the Big Five difficult personalities that drive the most conflict in organizations. Among other things, this course offers specific scripts for dealing with each of those five personalities.

Taking the Pain Out of Performance Reviews – Discover five ideal ways to make performance reviews honest, constructive, motivating and fulfilling in this new Leadership IQ course.

Classes range in price from \$30 to \$50 dollars each. [Click here to view all masterclasses from Leadership IQ.](#)



Spring Classes Available Now

New training opportunities are now available on the Master Training Calendar. [Click here](#) to see a complete list of new classes or to register.

Choosing to Have a Great Day at Work (Virtual)
Feb 18, 9:30 a.m. - Noon, CT

Diffusing Difficult Customers (Virtual)
March 4, 9:30 a.m. - Noon, CT

Time Management: Focusing in an Unfocused World (Virtual)
March 18, 9:30 a.m. - Noon, CT

Communication Counts (Virtual)
April 1, 9:30 a.m. - Noon, CT

Interview & Selection
March 23, Pierre, 9:00 a.m. - Noon
April 13, Sioux Falls, 9:00 a.m. - Noon

Documenting Discipline
March 23, Pierre, 1:00 p.m. - 4:00 p.m.
April 13, Sioux Falls, 1:00 p.m. - 4:00 p.m.

Effective Writing
March 10, Rapid City, 9:00 a.m. - 4:00 p.m.
March 24, Pierre, 9:00 a.m. - 4:00 p.m.
April 14, Sioux Falls, 9:00 a.m. - 4:00 p.m.

[Click here for Benefits](#)