

THIS JUST INDIRECT

Volume 48 / Nov Issue



OPEN ENROLLMENT

'Tis the season to renew your insurances!

Based off employee feedback from last year and agreements with vendors, **open enrollment will be MANDATORY for all FULL-TIME staff.**

Please leave some time between **December 4th and 5th between 8-4pm to go to the Lyons Community Center** to discuss all the options that are available to you.

Head Start employee appointments will be made for you, so ratio is not an issue, but all other staff, please call Nelly at x3117 to reserve your time slot.

Reach out to HR with questions!

JANELLE'S JOTS AND THOUGHTS

As we enjoy this unseasonably warm fall, we are busier than usual at Finger Lakes Community Action. In anticipation of the construction at the main office being complete by the end of the year, and the sale of our building on Canal Street in Lyons, we have been initiating the change of many offices.

Moving MANY people while continuing to complete "business as usual", has been challenging but reminds us on a daily basis how large we are growing!

With that being said, I am so very proud of how flexible, kind and efficient our staff has been during this time. Thanks to all who have moved on a literal dime, vacated their offices so others had space or just chipped in to help in general.

As we move into the holiday season, I hope your family is blessed with health and happiness.

-Janelle



FLCA Board Member Judy M. led discussions around transportation needs and solutions in Wayne County. Thanks to Craft 120 for hosting this morning meeting that gathered DSS, Public Health, RTS, and multiple FLCA departments to find solutions for Wayne County residents.

LONGEVITY

Just in time for Christmas, longevity bonuses will be issued on Friday, November 8th! This is based on the previous year's annual salary (excluding bonuses) at a percentage that increases the longer you've been with the agency.

Years of Service	% of prior year's Base Wage
One -- Four	.5 %
Five - Nine	1%
Ten - Fourteen	1.5%
Fifteen -- Nineteen	2%
Twenty - Twenty-four	2.5%
Twenty-five +	3%

Please remember that the "cut-off" for this is Oct 31 of the prior year. If you were hired 11/1/23 or after your bonus will come next year!!

HEALTH INSURANCE

Speaking of open enrollment – which will be happening 12/4 + 12/5 from 8-4 both days at the Lyons Community Center – we are excited to announce a new broker who will be working for us: Conciliarium.

We've been working with them for the last few months about health insurance. After several discussions regarding the best option for employees for now and the future, the decision was made to move back to a traditional group plan, since there was virtually no difference between the ICHRA and group plan in terms of price – and that was the draw in the past. While this plan we've chosen boasts more stability as far as spikes go in the future, it is still at a 24.75% increase to the single plan. (Breakdown comparison at the bottom of this newsletter.)

We have more plans in the future to continue our fight against the always on-going battle against health care rises, so there is hope!

ANNUAL EVALUATIONS

It's coming up on the end of another year of employee evaluations! In January your supervisor will be completeing them, in February they should be reviewed with you, and in March they should end up in HR for filing.

We're changing up the process slightly, so now all employees who have worked in the same position for 5 or more years and/or have been supervised by the same person for 5 or more years do NOT need an evaluation unless requested.

NEW FACES:

OCT:



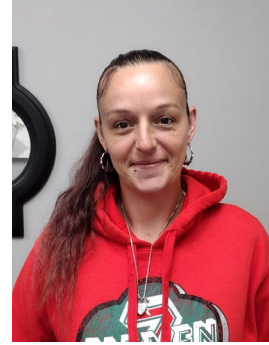
McKenna Figueroa – Head Start



Hannah Tompkins – Healthy Families



Julie Steffler – Healthy Families



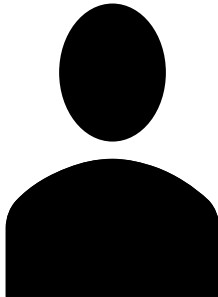
Amie Rothenburgh - Healthy Families



Electra Laird – Head Start



Wanda Strawser - Indirect



Karen Conception - Head Start



Kim Bulman – Community Schools

NOV BIRTHDAYS:

Jay Roscup	11/1	Janelle Desens	11/17
Kaitlyn Long	11/2	Larissa Johnson	11/17
Adam Morrison	11/3	Alaura Morahan	11/17
Jody Degraff	11/4	Tiffany White	11/19
Gabriel Cardin	11/4	Tammy Smith	11/23
Dylan Peters	11/7	Samuel Robinson	11/26
Christina Durham	11/10	Holly Horn	11/29
Alysa Martinez	11/12	Nina Bishop	11/29
Dashawn Smith	11/14	Jessie Gile	11/30
Brendon Reed	11/16	Alexis Joslyn	11/30

NOV CAP-AVERSARIES:

Bridget Bennett	11/08/2018	6 years!	Emmalea Burnell	11/19/2004	20 Years!!!
Eliza Reed	11/08/2023	1 Year	Dylan Peters	11/19/2020	4 years
Jocelyn Eller	11/14/2023	1 year	Lara Duckett-Scoville	11/26/2012	12 years!
Colleen Peno	11/18/2019	5 years	Stanley Degroff	11/29/2023	1 year

SPOTLIGHT EMPLOYEE:



BRIDGET BURNUP

Coordinator
Community Schools

ABOUT BRIDGET:

I have worked for our agency for about 18 months, since April 2023. I love to cook, anything on the water, and family time. People may be surprised find out that I love exploring old buildings/structures/anything abandoned, and spiders are no issue for me! If I could have any superpower, it would be the ability to heal others.

My favorite song is Blackbird by the Beatles, and I'm currently binge-watching anything North Sea-related. No reason for that whatsoever, I'm just hooked on the videos! One thing on my bucket list is hiking the Inca Trail to Machu Picchu (Peru).

SPOTLIGHT PROGRAM:

Community Schools Program

Issues of poverty, trauma, and transience create hardships that students and their families find extremely difficult to overcome. Students cannot learn and grow if their most basic needs – food, shelter, and personal safety – are not being met. A school cannot even begin to teach skills and academics until our students and families are taken care of. It is unrealistic to expect a school – any school – to provide for every need facing our communities.

Community Schools start with the idea that a school cannot be all things to all people. Services to assist families in overcoming their challenges are available throughout our communities. Literacy, mentoring, tutoring, food pantries, mental health services, physical health services, legal services, and financial guidance (to name a few) are offered by many agencies and organizations. A school cannot, and should not, recreate and duplicate these services. Doing so is beyond their abilities, skill sets, and finite resources.

A community school partners with service providers, welcoming them and weaving them into the fabric of the students', families', and community's daily lives.

Finger Lakes Community Action

Wayne County
Individual Plans
Current, Effective: 1/1/2024

Wayne County
Experience Rated
Alternate 6, Effective: 1/1/2025

	Mixed Carriers					Excellus			
	Platinum Standard	Gold Standard	Silver Standard	Bronze Standard	Bronze Standard HSA	Signature Hybrid - 25	Signature Deductible 3000	Signature Deductible 3500	Signature Deductible 37500
Primary Care Office Visit	\$15	\$25 after ded.	\$30 after ded.	\$50 after ded.	subj. to ded. & coins.	\$25	subj. to ded.	subj. to ded.	subj. to ded.
Specialist Office Visit	\$35	\$40 after ded.	\$65 after ded.	\$75 after ded.	subj. to ded. & coins.	\$40	subj. to ded.	subj. to ded.	subj. to ded.
Deductible S/F	NA	\$600 / \$1200	\$2100 / \$4200	\$4600 / \$9200	\$6100 / \$12200	\$1500 / \$3000	\$3000 / \$6000	\$5500 / \$11000	\$7500 / \$15000
Deductible / OOPM Design	NA / EMB	EMB / EMB	EMB / EMB	EMB / EMB	EMB / EMB	EMB / EMB	AGG / AGG	AGG / AGG	AGG / AGG
Coinsurance	0%	0%	0%	50%	50%	20%	0%	0%	0%
Hospital Benefits/Inpatient	\$500	\$1,000 after ded.	\$1,500 after ded.	\$1,500 after ded.	subj. to ded. & coins.	subj. to ded. & coins.	subj. to ded.	subj. to ded.	subj. to ded.
Outpatient Benefits	\$100	\$100 after ded.	\$150 after ded.	\$150 after ded.	subj. to ded. & coins.	subj. to ded. & coins.	subj. to ded.	subj. to ded.	subj. to ded.
Emergency Room Care	\$100	\$150 after ded.	\$500 after ded.	\$500 after ded.	subj. to ded. & coins.	\$500	subj. to ded.	subj. to ded.	subj. to ded.
Urgent Care	\$55	\$60 after ded.	\$70 after ded.	\$75 after ded.	subj. to ded. & coins.	\$40	subj. to ded.	subj. to ded.	subj. to ded.
Out of Network Coverage	No	No	No	No	No	Yes	Yes	Yes	Yes
Rx	\$10/\$30/\$60	\$10/\$35/\$70	\$15/\$40/\$75	\$10/\$35/\$70 after ded.	\$10/\$35/\$70 after ded.	\$10/\$35/\$70	\$5/\$35/\$70 after ded.; Preventive Rx Rider	\$5/\$35/\$70 after ded.; Preventive Rx Rider	Covered at 100% after ded.; Preventive Rx Rider
Out of Pocket Maximum S/F	\$2000 / \$4000	\$5900 / \$11800	\$9450 / \$18900	\$9450 / \$18900	\$7150 / \$14300	\$6000 / \$12000	\$5000 / \$10000	\$6000 / \$12000	\$7500 / \$15000
Notes	Incentives: ThriveWell Rewards - \$400/\$200 Subscriber/Spouse								

Monthly Rates	Enrollment	Plan	Rates	Plan	Rates	Plan	Rates	Plan	Rates	Plan	Rates	Plan	Rates	Plan	Rates				
Single			\$1,101.91		\$904.89		\$716.25		\$548.77		\$548.77		\$993.36		\$920.60		\$760.99		\$684.60
EE/Spouse			\$2,203.82		\$1,809.78		\$1,432.50		\$1,097.54		\$1,097.54		\$1,986.71		\$1,841.19		\$1,521.98		\$1,369.20
EE/Child(ren)			\$1,873.25		\$1,538.31		\$1,217.63		\$932.91		\$932.91		\$1,819.83		\$1,686.53		\$1,394.13		\$1,254.19
Family			\$3,140.44		\$2,578.94		\$2,041.31		\$1,563.99		\$1,563.99		\$3,032.71		\$2,810.57		\$2,323.31		\$2,090.08
Plan % Increase vs Current													-9.85%		28.53%		38.67%		24.75%
Plan % Increase vs Renewal													-21.08%		11.30%		14.83%		3.30%