

HUMAN RESOURCES

March 2022

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HR Key Events Calendar



March 14-20
Spring Break

March 22
Florida Retirement System
(FRS) Workshops

April 8
Faculty Focus

May 12
Commencement Ceremony

May 30
Memorial Day

Health Advocate Employee Assistance Program (EAP)

HealthAdvocate™

The Employee Assistance Program (EAP) through Health Advocate is a short-term, confidential counseling and crisis intervention service. As worldwide crises such as the current conflict between Russia and Ukraine continue to unfold, College employees and their families can access needed support at no cost on the following:

Emotional Support

- Talk to an EAP professional for strategies to help families cope with uncertainty.
- Help with anxiety, stress, fear, and how to talk with children.
- Tips to stay positive and productive.

Information and Resources

- Connect to military and civilian resources.
- Access local, state, and federal agencies.

The Health Advocate staff follows detailed protocols and complies with all government privacy standards. All medical and personal information is strictly confidential and privacy protected. Visit [Health Advocate](#) to find helpful information on a wide range of topics. Contact the 24-Hour CARELINE at 877-240-6863 or send an email to answers@HealthAdvocate.com with questions.

My Life at FSCJ Podcast

This series provides employees with a more enriched understanding of the inclusive, engaging, and rewarding culture here at FSCJ. This month's [episode](#) features Dr. Jeffrey Smith, Instructional Program Manager, who speaks with Mark Lynn, a member of the HR Talent Acquisition Team, to share his story and how he strives to positively impact students and colleagues he works alongside. Employees interested in sharing how their story positively impacts the success of the College can contact [Talent Acquisition](#) to learn more. Listen to previous podcast episodes by clicking [here](#).

Non-Operational Days

Employees are not required to request leave (and supervisors should not approve absence requests submitted) for non-operational days. Upcoming non-operational days include seven Spring Break days, March 14 – 20.

2022-23 Operating Calendar

The 2022-23 Operating Calendar is now available and has been placed on the [Human Resources](#) web page under HR Quick Links. The official College holidays are noted per District Board of Trustees' Rule 6Hx7-2.15.

Wellness Chatter

2022 FSCJ Employee Wellness Program

The 2022 FSCJ Employee Wellness Program is supported by the Florida College System Risk Management Consortium (FCSRMC) and Florida Blue. Program highlights include an online health assessment, and the opportunity for full-time employees with Florida Blue insurance to earn up to \$140 in gift card rewards by completing specific wellness activities and events. Unlike last year, the online health assessment is not required, however, employees will earn \$40 in rewards for completion. [Click here](#) to view more details about this year's wellness incentive plan.

Employee Wellness Fair Recap

On February 25, HR and the Wellness Club hosted the 2022 Employee Wellness Fair. Over 200 employees attended this event featuring more than 25 vendors, health screenings, wellness education, door prize drawings, and live entertainment.

The North Florida School of Special Education provided healthy lunch options via their Berry Good food truck and nearly 100 employees added to their experience by completing an on-site biometric screening.

The fair concluded with live entertainment provided by FSCJ's very own Mitessa Jones, Instructional Program Manager at North Campus, followed by the door prize drawings.

Congrats to the door prize winners!

- Virginia Berg (AO)
- Kerry Burns (AO)
- Tabitha Butler (AO)
- Marcus Gotay (DNT)
- Ernestine Hall (URC)
- Patrick Krug (DWC)
- Ashley Maddox (DNT)
- Glenda McBurnie (AO)
- Laura Pitois (URC)
- Lisa Reine (AO)
- Terry Starks (DNT)
- Jaqwaris Striggles (DNT)
- Barbara Summers (STH)
- Dawn Swed (AO)

Florida Blue Better You Newsletter

View the Florida Blue [March](#) Newsletter for wellness highlights.

Florida Retirement System (FRS) Workshops

The Florida Retirement System (FRS) offers free financial planning workshops for FRS-covered employees via webcast. Register now to attend upcoming webcasts on March 22.

Understanding Your Benefits Under the FRS Pension Plan

March 22
10 a.m. - 11:30 a.m.

[Register Now](#)

Social Security and Your Retirement

March 22
1 p.m. - 2 p.m.

[Register Now](#)

Protecting Yourself and Your Loved Ones

March 22
2:30 p.m. - 4 p.m.

[Register Now](#)

Retirement Savings Plans

The College offers employees the opportunity to save by investing in a 403(b) or a 457(b) deferred compensation or Roth plan. All employees are eligible to participate and can choose to contribute through one or both plan providers (AIG or TIAA). Multiple plan options are available allowing employees the ability to select the plan that best fits their needs. Enrollment or plan changes can be made at any time. To enroll in a savings plan email benefits@fscj.edu.

Florida Retirement System (FRS) Reemployment After Retirement

Members are considered retired when they have terminated all employment with all FRS-participating employers, established an effective retirement date through the application process, and cashed or deposited a benefit payment. If participating in DROP, retirement is complete once employment is terminated with the FRS-participating employer. If returning to work for an FRS employer within six (6) months after retirement, retirement benefits are then void and benefits received to date must be repaid. For months 7-12 following retirement, members may not receive both a salary and a retirement benefit.

There are no limitations on receiving retirement benefits while working for an FRS-participating employer after you have been retired for 12 calendar months or longer. An Investment Plan member who terminates employment with an FRS-participating employer and receives any distribution from his or her Investment Plan account (including a rollover) is considered a retiree. Click [here](#) for additional information regarding reemployment or call 1-844-377-1888 to speak with an account representative.

myIMPACT Reminder

Professional and Career employees should complete a Check-in task with their supervisor in March. Check-ins are meetings between supervisor and employee regarding the employee's performance progress, individual development plan and goals with pre-determined questions. These questions serve as a guide to facilitate conversation between the supervisor and employee, but conversation is not limited to these questions. Check-ins show as a task on the supervisor's dashboard in myIMPACT.

Training and Organizational Development

To view current course offerings, please log into [myLearning](#).
