

FALL 2020

Jefferson County Line



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CO.JEFFERSON.TX.US

2021 Annual Enrollment October 15 – 30, 2020

Annual Enrollment Guides will be distributed to employees by October 15, 2020. All enrollments and changes must be completed through the UHC OnlinEnroll portal.

How to enroll:

- Read all of the information in your Annual Enrollment Guide.
- On or after October 15, 2020, log on to OnlinEnroll (link can be found on the first page of the Risk Management page of the County website, under Quick Links).
- If you are not making any changes to Medical, Dental, or participating in one of the 2021 Flexible Spending Accounts, you do NOT need to enroll.
- Due to COVID 19, Annual Enrollment meetings will not be held this year. More detailed benefit's information can be found on the Risk Management page of the County website at <https://co.jefferson.tx.us/riskman/RMIndex.htm>

Employee Assistance Program
1-800-324-4327

United Health Care
1-877-844-4999

Express Scripts
1-800-282-2881

Deferred Compensation
1-877-677-3678

Risk Management
409-835-8672

Employee Health
409-784-5881

2021 Benefits

It's Time for Annual Enrollment!

October 15 - 30, 2020



This is your once-a-year opportunity to make changes to your benefits, without a Qualifying Event. During this Annual Enrollment period you can:

- ✓ Add, cancel, or change your coverage
- ✓ Add or remove eligible family members
- ✓ Enroll in the Health Care and/or Dependent Care Flexible Spending Accounts

What You Need to Know

- ✓ There are Medical benefit plan changes effective January 1, 2021
- ✓ Read all of the information in your Annual Enrollment Guide
- ✓ Starting on October 15, 2020, log on to OnlinEnroll (link can be found on the home page of the Risk Management page of the County website) to review coverage, make changes or enroll
- ✓ If you do not wish to make changes or participate in a Flexible Spending Account (FSA), your 2020 benefits will roll over to 2021, with the exception of any FSA elections
- ✓ If you want to participate in either of the 2021 Flexible Spending Accounts, you must enroll
- ✓ If you are adding dependents, you must submit your supporting documentation (marriage license, birth certificates, etc.) by October 30, 2020
- ✓ Follow the instructions in the Annual Enrollment Guide to make changes or enroll
- ✓ If you need assistance with enrolling, there is a Benefits kiosk in the Risk Management Department
- ✓ Due to COVID 19, Annual Enrollment meetings will not be held this year. More detailed benefit's information can be found on the Risk Management page of the County website at <https://co.jefferson.tx.us/riskman/RMIndex.htm>

DON'T FORGET!
The deadline to enroll
is October 30, 2020





Jefferson County Employee Health Clinic

What a year 2020 has been so far!

Unfortunately, we still have Flu season on the horizon. It is extremely important that we all strive to stay as healthy as possible. It will be difficult to distinguish those symptoms of Covid-19 and similar flu symptoms. Many of you take the influenza vaccine annually and I applaud you for that. If you are one of the skeptics regarding vaccines, I urge you to educate yourself and reconsider the benefits of taking the flu vaccine.



How do vaccines work?

Vaccines work to prime your immune system against future “attacks” by a particular disease. There are vaccines against viral and bacterial pathogens, or disease-causing agents.

When a pathogen enters your body, your immune system generates antibodies to try to fight it off. Depending on the strength of your immune response and how effectively the antibodies fight off the pathogen, you may or may not get sick.

If you do fall ill, however, some of the antibodies that are created will remain in your body playing watchdog after you’re no longer sick. If you’re exposed to the same pathogen in the future, the antibodies will “recognize” it and fight it off.

Vaccines work because of this function of the immune system. They’re made from

a killed, weakened, or partial version of a pathogen. When you get a vaccine, whatever version of the pathogen it contains isn’t strong or plentiful enough to make you sick, but it’s enough for your immune system to generate antibodies against it. As a result, you gain future immunity against the disease without having gotten sick: if you’re exposed to the pathogen again, your immune system will recognize it and be able to fight it off. The influenza vaccines are not a live virus. They will not give you the flu.

<https://www.historyofvaccines.org/content/articles/top-20-questions-about-vaccination#1>

As soon as the Influenza vaccine arrives we will send out the dates, times and locations where we will be administering them.

Please call Employee Health for an appointment or with any questions regarding your health care concerns.

(409) 784-5881

Leslie Riggs, RN, FNP-C





Commissioner Everette “Bo” Alfred Hosts COVID-19 Test and Community Giveaway

“This event was held in place of the 18th Annual Health Fair”



Jefferson County Precinct # 4 Commissioner Everette “Bo” Alfred hosted the COVID-19 Test and Community Giveaway. This event was held in place of the 18th Annual Health Fair at **Cathedral of Faith Baptist Church** on September 19, 2020. About 400 people drove through the event. There was a food and appliance distribution, blood pressure and blood sugar checks, Covid-19 tests, flu shots, and much more. The U.S. Census Bureau and voter registration was present.

Commissioner Alfred wishes to thank the corporate sponsors, community partners, vendors, volunteers, and outstanding medical professionals who made this event possible.

What's Happening at the Ben?

An update from your friends at the Ben J. Rogers Regional Visitor's Center

Happy Fall everyone! We are so excited for the change in seasons, and hopefully cooler weather that will come with it. There are many great things going on at the Visitors Center. One of which is our floor is finally complete and every day we get closer to reopening.

Due to COVID-19, we now have safety precautions in place for our visiting guests. Even though there are some changes and things don't look the same, we are still striving to have a warm and welcome environment for those who come by.

Every year the Visitor's Center staff assists the Vietnam Veterans Chapter 292 in hosting a Veteran's Day observance on November 11th. This year, the group also plans to unveil a new Veteran's Memorial. So please keep an eye on all of our social media platforms so we can update you accordingly regarding this event.

BIG NEWS!!

A huge congratulations to Senior Travel Counselor, Jessie Davis for being awarded the Certified Tourism Executive status. This award is given to tourism partners attending Texas Travel & Tourism College for 3 years and successfully completing her approved capstone project. We are very proud of her and look forward to seeing her ideas put in to action!!

We look forward to seeing everyone when we reopen.



Follow Us on Social Media:



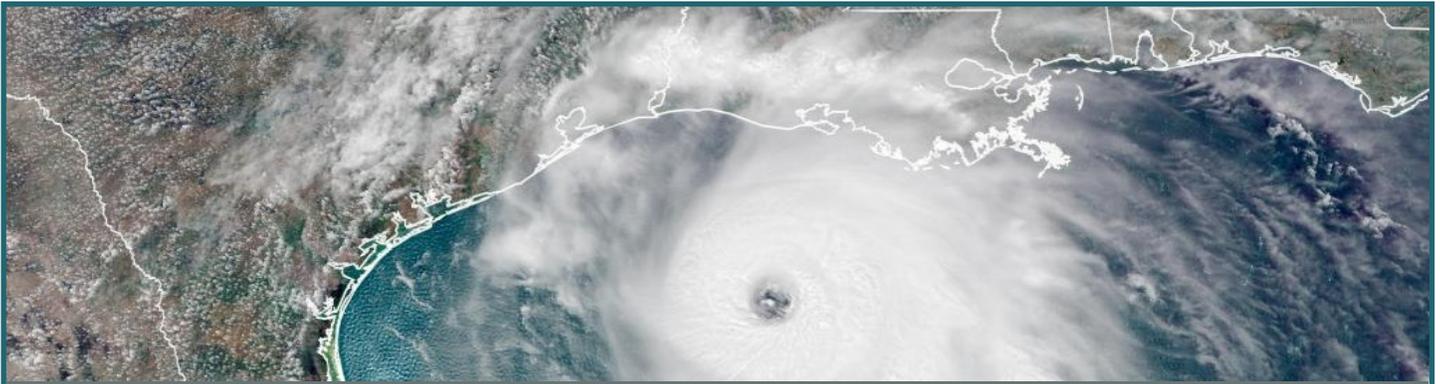
Ben J. Rogers Regional Visitors Center



@BRVisitorCenter



Benjrogersvisitorscenter



Hurricane Laura left a great deal of damage in Texas and Louisiana. Many homes flooded, were wiped out or condemned and unlivable. All of the Jefferson County Constables participated in THE CONSTABLES CARE HURRICANE LAURA RELIEF EFFORT in collaboration with the Jefferson County Constable's Association.

On September 9, 2020 Constable Jevonne Pollard, Constable Christopher Bates and the Precinct One Deputies and Clerks went to Orange County to deliver necessities such as food, water, diapers, wipes, baby formula and clothing to the families that were affected by Hurricane Laura. Items were donated by the Constables and staff and several citizens of Jefferson County. They also assisted an elderly resident impacted by the storm with chainsaw work to remove fallen trees and debris in her yard.



CONSTABLES CARE

HURRICANE LAURA RELIEF EFFORT

Items Needed

- Water
- Diapers
- Wipes
- Baby Bottles
- Formula
- Baby Toys
- Pacifiers
- New Baby Socks
- Baby Blankets

In collaboration with The Jefferson County Deputy Constables Association



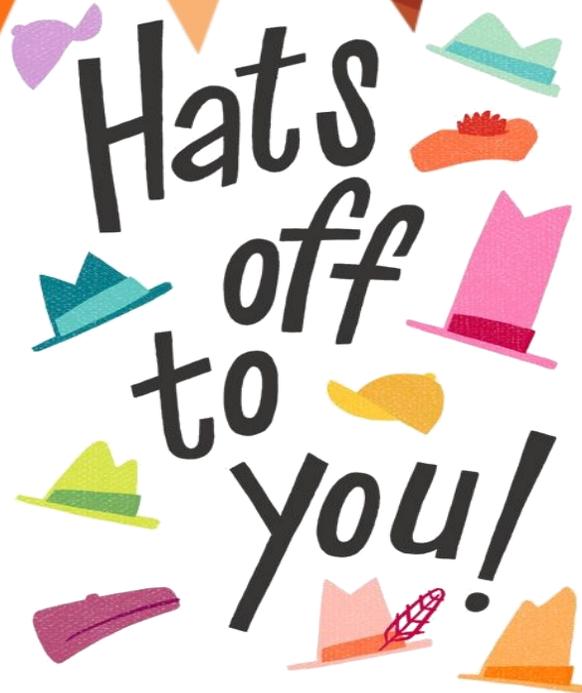


"Rise to the Occasion"

People are almost certain to face times of crisis at some point in life and it seems that everyone was sure to recognize this sombering fact in the wake of COVID-19. Moving forward during a time of emergency is critical to success and numerous leaders across the world can likely applaud their organizations for how they responded to the demands as a result of this pandemic. I am proud to attest to the fact that not only did the great staff of Jefferson County Adult Probation rise to the occasion, but they have been remarkable in doing so during this time of uncertainty. Our staff has taken initiative, remained fluid and adapted, overcoming every obstacle that has presented itself thus far. Staff has further remained disciplined, diligent and mindful of our responsibilities to this community and the people we serve. Professionalism has been a constant while creativity and teamwork have been integral in our success, as well as to those that we supervise. Our team of professionals are not often included when one references "First Responders", but I would certainly argue differently. They help motivate individuals that have been sentenced to a term of supervision to initiate positive lifestyle changes and often times are the sole source of guidance and support when clients need assistance. They tirelessly work in an effort to safeguard our community and with little to no recognition, it seems. This dedication has continued without interruption during this pandemic and has been of immeasurable benefit to Jefferson County, Texas, and for that, they have earned much needed respect and appreciation.

Proudly,

Jerry Johnson,
Director of Community Supervision &
Corrections



On June 25, 2020, Constable Christopher Bates was elected to the position of 3rd Vice President for the Justices of the Peace and Constables Association of Texas. With this appointment, Constable Bates became the First African American to hold this position. He is looking forward to one day becoming the President of JPCA. The Justices of the Peace and Constables Association is the largest organization of elected county officials in the State of Texas.

Happy Fall y'all

REMINDERS FOR RETIREMENT

Contact Verence Rosales in Human Resources, to schedule your appointment to retire.

(409) 839-2391

- Bring your driver's license to your appointment.
- Bring your beneficiary's drivers license along with his/her social security number.
- Bring a check for direct deposit purposes.
- Employees may bring their beneficiary at the time of their appointment.



*We wish all of the retirees continued happiness and success in their future endeavors.
Congratulations!*

HAPPY RETIREMENT!

June Retirements

Judy Murrell
Cheryl Swallow
Sammy Mills

July Retirements

Vanessa Bottley

August Retirements

Mark Deshotel
Bryan James
Joey Hill

September Retirements

Essline Knox
Sharon Streetman



Please join us in welcoming our newest employees of Jefferson County:

County Clerk: Elisabeth Johnson, Rachel Shaubeger, Kevin Cooper

Dispute Resolution Center: Dena Tullier

District Attorney: Brevin Jackson

District Clerk: Diane Herrera, Jennifer McLarty

Health & Welfare: Susan Anaya, Jessica Salgado

Mosquito Control: Amy Hadnot

R&B Pct. 1: James Hawkins, Cody Lee

R&B Pct. 4: Cori Minix

Sheriff: Marcus Arriola, Howard Mozley, Michelle Allen, Elizabeth Bevlaqua, Lachunria Blackwell, Stephanie Jones, Darrion King, Matthew Munselle, Alyssa Nickerson, Jimieka Petry, Dashwamequa Townsend, Telisa Trimble, Geneva Wolf

Tax Office: Lynda Crochet,



Are you in Pain?

NCS can resolve most problems in less than 4 treatment sessions (sessions are 15 minutes long). This treatment is not available anywhere else in the area and in the past, was only available to professional athletes.

If you are enrolled in the County United Healthcare Medical Plan, you are eligible for FREE On-Site treatment with NCS.

What do we treat?

- ✓ Sciatica
- ✓ Neck Pain
- ✓ Elbow Pain
- ✓ Knee Pain
- ✓ Other Pain
- ✓ Back Pain
- ✓ Wrist Pain
- ✓ Foot Pain
- ✓ Ankle Pain
- ✓ Leg Pain
- ✓ Shoulder Pain
- ✓ Migraines
- ✓ Hip Pain

Treatment Locations

Beaumont:

Monday	1:00 pm – 5:00 pm	Risk Management Conference Room
Tuesday	10:30 am – 12:30 pm	215 Franklin Street, Suite 202
Wednesday	1:00 pm – 5:00 pm	Beaumont, TX 77701
Thursday	10:30 am – 12:30 pm	

Mid-County:

Tuesday	8:00 am – 10:00 am	Airport Conference Room/Jerry Ware Terminal
Thursday	8:00 am – 10:00 am	5000 Jerry Ware Drive
		Beaumont, TX 77705

Make an Appointment

Go to: www.nmcsonline.com/SETGEBP

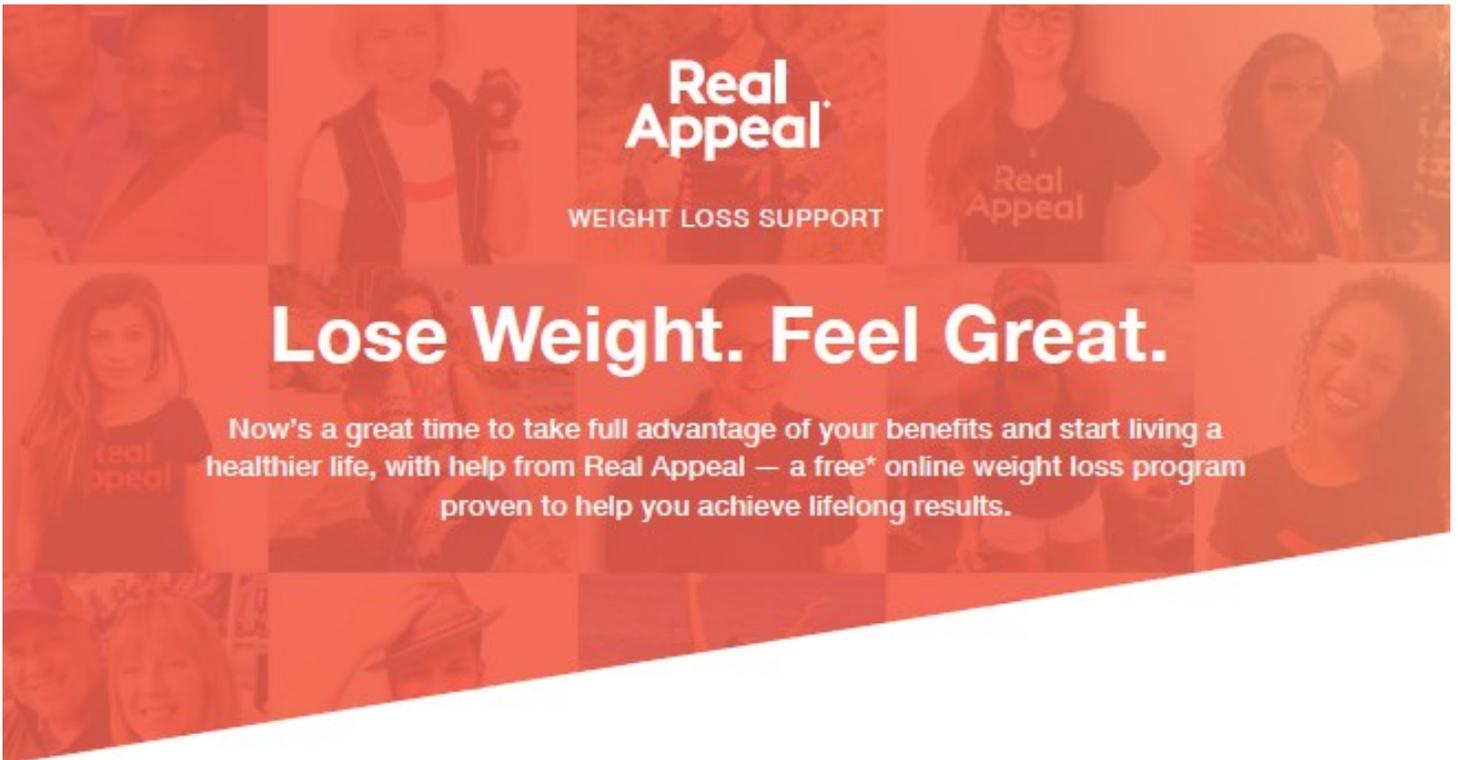
- Select “Create New Account” and complete the on-screen form
- Complete your brief medical questionnaire
- Select “Appointment” and chose your preferred date and time – Please schedule your first 4 appointments (cannot be on consecutive days)

Eligibility

- Must be enrolled in the United Healthcare Medical Plan
- Covered dependents are eligible (13 years of age or older – *parent must attend if child is under 18*)
- Missed appointments without notifying NCS, may be subject to a \$50 no-show fee through a payroll deduction

Questions?

Contact us at support@ncshealing.com or call 817-380-4183



Make the Change You've Always Wanted, for Free

Real Appeal is available to you and your eligible family members at no additional cost as part of your company's health benefits plan.



Small steps. Lasting change.

Set achievable nutrition, exercise, and weight loss goals, then track your progress from your daily dashboard.



Support and guidance. Committed to you.

Stay focused on your goals with online group sessions led by coaches and a caring community of members.



Tools and resources. Delivered to your door.

You'll receive a Success Kit with weight and food scales, exercise tools, food guides, and more.

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enroll.realappeal.com

A Real Appeal Success Story



Amanda
Greenville, SC

25
lbs. lost

"Real Appeal taught me how to balance food and exercise without going to extremes. I saw progress every single day."

Real Appeal members who attended four or more sessions during the program lost 10 pounds on average. Talk to your doctor before starting any weight loss program.

*Real Appeal is offered at no additional cost to members as part of their medical benefits plan, subject to eligibility requirements.
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YOUR EAP NEWS

COUNSELING SERVICES ♦ LEGAL/FINANCIAL CONSULTATIONS ♦ ONLINE WORK/LIFE AND WELLNESS

FREE & CONFIDENTIAL

Use “Distancing” to Think Calmly Under Pressure



There is another kind of distancing worth knowing about: “distancing” as a job skill, and a means of functioning well under pressure. Distancing is the mental task of separating oneself emotionally from severe interactional stress

(e.g., a verbally irate customer) so you maintain focus on a task. (Navy Seals learn this skill.) To develop the distancing skill, take a deep breath when under pressure; acknowledge the situation (“Okay, the pressure’s on. I can do this.”); challenge yourself to be calm and visualize calmness; and focus on positives and the temporary nature of the event. Employers value workers who can perform well under pressure. Now you know how to do it.

Kid Solutions to Coping with COVID

“Back-to-school” means something dramatically different this fall, but coping well with changes requires discussing them together as a family. After school, ask the kids how things are going, but expect the usual “hmm fine.” To identify hidden worries, like bullying or social skills gaps that are causing distress, use open-ended questions that can’t be answered with yes, no, or fine. Work on solutions together. Try brainstorming as a family or a group, or one on one with your child. You’ll be surprised at the solutions kids imagine for solving their problems, ones that fit perfectly with their circumstances.



When Tragedy Strikes at Work

There are best practices for coping with tragedy in the workplace, and communication is crucial for all of them.

1) Share all appropriate information. It facilitates healing discussions among workers. 2) Don’t judge others’ reactions. There is no “correct” way of reacting to tragedy. Each person is unique, and the reasons why are complex. 3) Use counseling resources and self-help groups. They can speed your way to a healthful return to your pre-tragedy emotional state. 4) Even if you feel no support is needed, consider a “check-in” that can help keep you from overlooking a reaction that later interferes with social or job functioning. 5) Because tragic events can adversely affect focus and performance, give it time, and be patient with people.



Benefits of Brisk Walking

“Walk faster and live longer” is a popular health tip. Now, research seems to support it. A three-year study of 92,000 people found that those who walked briskly for seven minutes daily within a 12-minute walk had a 30% lower likelihood of death. A two-minute brisk walk within a 35-minute stroll lowered risk of early death by 21%! If you don’t have an easy exercise program, it’s likely not a problem of capability. Instead, it is a problem of motivation. Overpower your resistance by identifying something you truly enjoy, and combine it with the exercise routine—music, books on tape, or mind-blowing educational content you’ve always wanted to hear or study. Let your doctor approve any exercise program, but find one that makes an impact like this one!



Reduce Squabbles to Increase Productivity



Working remotely is the new normal for many employees. This change is requiring millions of workers to adapt. However, when family time increases, so can domestic stress. Add social isolation mandates, and you have a recipe for increased bickering and family squabbles. Have you experienced this "quarantine quarreling"? Has it affected your work productivity? We're all familiar with bickering. It's about the small stuff: "Whose turn is it to walk the dog?" and "How come no one put the wet laundry in the dryer?" Reducing bickering begins with understanding it is normal. Feeling less guilty about it can help you focus on intervention strategies. The inevitable is fewer incidents of its occurrence, fewer interruptions of your job, and more instances of members of your family communicating healthily. Even children can learn conflict resolution skills, and all can build the resilience necessary to cope with twists and turns in how the world responds to the pandemic. To these ends: 1) Have regular family meetings to discuss the need for a private, quiet workspace. Refresh and reinforce agreements about the rules to keep your remote workspace a productive one. 2) Take planned breaks to attend to family needs, which don't vanish while you are working. Even 30 minutes spent attending to chores will reduce frustrations or resentments attributed to your being "always unavailable." 3) Decide on definite work hours, if possible. Inertia often makes it easier to keep working after hours than to switch gears in favor of work-life balance. 4) Plan events on a family calendar so that everyone can look forward to and anchor themselves on them. This increases resilience and the ability to be more patient in the present. 5) Exercise with family members. The positive effects of exercising together are well documented in research. There is perhaps no more efficient way to accomplish three important goals at once—improving health, managing stress, and building bonds with those you love.

Find the Answer with This Brainstorming Tool



Brainstorming is powerful stuff. A group of people gather to find a solution by generating ideas without filtering, qualifying, judging, or feeling embarrassed about wild ideas. This resource does the same thing—you don't need others to use this "fast idea generator" tool. Find it at www.nesta.org.uk/toolkit/fast-idea-generator. The worksheet prompts you to think differently in order to help you create ideas to solve problems.

Tips for Making Better Impressions at Work



Embrace these overlooked work habits to impress company leadership: 1) Put away the smartphone before the meeting begins. You might be producing good work as you're tapping away, but phones are also fun, leisurely browsing devices. Many managers who have to compete with your phone might assume you're indifferent, but they may not remark on it. 2) Bring more solutions to the table along with problems you identify. This solution-oriented mindset will elevate your reputation. 3) Focus on quality in your work, rather than quantity. Make it a part of who you are, but resist the temptation to direct others in noticing it. They do. 4) Show excitement for the job, focus on the positive, be willing to tackle tough assignments, and see opportunities in disappointment.



Call your Employee Assistance Program

Free & Confidential Assistance

HELP STARTS HERE



1-800-324-4327
Hablamos Español
1-800-324-2490



www.4eap.com



info@ieap.com

CRISIS COUNSELING 24/7



Interface EAP

Your employer has contracted with Interface EAP to provide you an Employee Assistance Program.

Services under your EAP are available to you, spouse and eligible dependents under the age of 26.