

RISK MANAGEMENT AND INSURANCE UPDATE



RISK MANAGEMENT NEWS & ANNOUNCEMENTS

January 7, 2022

BENEFITS NEWS

Aetna's Tips for Building Healthy Habits

Habits are things we do without even thinking. And most people have more than they realize. Our brains like habits because they free our minds to think about other things. Sometimes, we develop good and bad ones by mistake.

In this article, Aetna shares simple ways to make healthy changes.

Flexible Spending Account Reminders:

If you were enrolled in a Flexible Spending Account (FSA) in 2021, remember that effective January 1, 2022, you should no longer use your FSA card to pay for **2021** expenses that you owe. **Your FSA card should only be used for new expenses that are incurred in 2022.**

After January 1, you must submit a manual claim form to receive reimbursements for previous 2021 expenses.

Please note that the Internal Revenue Service requires PayFlex to verify that all expenditures are actual eligible expenses. If you have used your FSA card and PayFlex requested documentation for the transaction, you must submit the information by the deadline they provided. If documentation isn't sent, they may **suspend** your PayFlex Card and **report** any unverified amounts as taxable income.

WELLNESS NEWS

District Wellness Webinars

Below are upcoming District Wellness Webinars. By participating in the live class, employees can earn credits to PLN and Limeade. For more information and full list of webinars and recordings, visit District Wellness Campaigns. Registration is required.

1/11 @ 5:30pm - Mason Jar Soups - Registration

1/19 @ 5:30pm - Speak Positives, Words Matter - Registration

1/25 @ 5:30pm - Making Budgets Work - Registration

WELLNESS NEWS

Important Limeade Information

The Limeade program ends February 14, 2022. Participants can continue to earn points and reach new levels through 2/14/22. However, all preventative exams must be completed in 2021.

All self-submitted exams must be entered by January 16, 2022 (Dental, vision, skin cancer screening, flu shot, and covid-19 vaccine). If you are missing points for the automatically submitted exams (annual physical, well woman's exam, mammogram, and colonoscopy), please contact Limeade support at 888-984-3638 or support@limeade.com to report missing points.

Preventative exams completed between Jan. 1, 2022 – Dec. 31, 2022, will count in the next wellness plan year. These self-submitted exams should be entered in the Limeade system after January 16, 2022. For more information, please visit pcsb.org/limeade.

[Directions: How to Self-Submit Exams](#)

[Directions: How to Check Your Point History](#)

Employee Assistance Program – Goals versus Resolutions

Many people set “New Year’s Resolutions” this time of year and most resolutions usually last only a few weeks. So this year, consider committing to “New Year's Goals and Dreams.” While they sound similar, the mindset and approach to achieving them is different. Resolutions are just a wish of what you want to have happen. Goals involve intention setting, planning, preparing, and taking REALISTIC action. Goals provide a direction to follow to achieve the desired outcome. [The attached article provides 15 steps for goal setting success.](#) And remember, the EAP is available 24/7 at 800-848-9392 to assist you with life coping skills.

EMPLOYEE DISCOUNTS

[Pinellas County Schools Main Discount Page](#)

- [PerkSpot](#): travel discounts, tickets & entertainment, local offers and so much more. Company code: PCSB
- [Tickets at Work](#): exclusive discounts, special offers and much more. Company code: PCS
- [Amalie Arena & Yuengling Center Events](#)
- [T-Mobile Discounts & 20 Best Workout Apps for the New Year!](#)