

WINTER 2024

Merrimack County Human Resources Newsletter



MESSAGE FROM THE DIRECTOR

Warmer weather is just around the corner and is a great time to start considering positive life changes. Merrimack County's health insurance coverage through HealthTrust provides the Slice of Life program to assist employees in making healthy life style changes. Log on to HealthTrust at www.healthtrustnh.org for more information.

Merrimack County Fitness Center is open 24 hours a day, 7 days a week to all employees who wish to join. The cost is \$10 per month (2 payroll deductions of \$5 per month) and is located in the McLeod Building. Application for the Fitness Center is located in your NEOGOV employee portal to sign up!

LifeResources, which is Merrimack County's member assistance program, is also available should you wish to get on track with your finances, personal mental health or may need help in finding a resource to establish a will. LifeResources can provide confidential counseling and is a referral source to our employees and family members living in the same household as the employee. Reach out to LifeResources at 1-800-759-8122. Your call is free, confidential and it is available 24 hours a day, 7 days a week.

Take a moment to just breathe in the fresh air and do some relaxation techniques! You will be better for it and your work relationships will be as well.

As always, the HR Team is available should you have any questions or need direction.

Sara

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ARE YOU CONSIDERING RETIREMENT?

Are you a full-time employee, age 60 or older? If so, there are many options to consider before retirement regarding your NHRS Pension Benefit, and health and dental options through Merrimack County. Click or scan the QR Code below will provide important information regarding your NHRS benefit, forms, and guidelines that will take you through this important step.



Scan OR Click!



Please reach out to Human Resources to discuss your County Health or Dental benefits at retirement.

Kelly Lacasse at 603.796.6863 or klacasse@merrimackcounty.net

NHRS PRE-SELECTION OF SURVIVORSHIP OPTION BENEFIT

Are you a full-time employee, over the age of 60? Pre-selection allows an eligible member to elect a maximum Survivorship Option for a beneficiary(ies) in the event of the member's death while eligible to receive a monthly pension benefit and before filing an application for Service Retirement. If a member dies while a pre-selection is in effect and if the beneficiary named on the Pre-Selection Before Service Retirement form is the same as the beneficiary named under the Designation of Death Beneficiary(ies) Pre-retirement form, then the member's designated beneficiary(ies) may choose to receive either the Survivorship Option or the lump sum payment under the Ordinary Death Benefit or Accidental Death Benefit, whichever applies.

This is not an automatic benefit. Eligible members must submit a Pre-Selection Before Service Retirement form to NHRS to activate this benefit. Please contact HR for more information and how to obtain the form.



UNUSED FSA FUNDS

Did you receive notification that you have unused FSA Funds remaining from 2023? You have until March 15, 2024 to expend any unused funds before forfeiting the balance. Log into your Benefit Advantage Portal to view your balance.

PARKING LOT SAFETY

It has come to our attention that drivers are forgetting that our parking lot runs by the rules of the road. Here are some friendly reminders for all employees, on all campuses.



PARKING LOT
SAFETY TIPS

The Boscawen Campus has a posted speed limit of 15 mph, SLOW DOWN!

Stop at all stop signs and crosswalks, if someone is waiting.

Watch for pedestrians! We have employees AND residents walking all over the campuses, they ALWAYS have the right of way!

Wear proper footwear for the weather.

Eyes up!!! Put your phone/device in your pocket and watch where you're walking.



Payroll Policy Reminder

Merrimack County's payday is Thursday. Management made the decision to no longer allow employees to receive paper payroll checks prior to Thursday of payday effective December 1, 2022. All employees who receive a paper payroll check will be able to pick up their payroll check at their work location on Thursday of payroll week.

Employees who choose to use direct deposit as their means of payment typically see their payroll checks deposited into their account by Wednesday of payroll week. The County has advertised and notified employees of the availability of direct deposit to encourage employees to move to direct deposit.

Currently there are employees who continue to receive payroll checks. The County will continue to issue paper payroll checks to those employees who require it; however, the checks will not be released until the morning of Payday.

MERRIMACK COUNTY'S OWN 40 UNDER 40 WINNER!



Shaylen Roberts **Merrimack County Attorney's Office**

College/post grad degrees: Undergrad: Bachelor of Science in Social Work from Skidmore College in Saratoga Springs, N.Y. (2008); Graduate degree: Master of Social Work from the Silberman School of Social Work at Hunter College (formerly known as CUNY Hunter School of Social Work - CUNY stands for City University of New York) (2009). Subsequently passed the licensing exam in New York to be a Licensed Master Social Worker (LMSW) but I put my social work license in inactive status when I went to law school. Doctorate: J.D. New England Law Boston (2018); subsequently admitted to the New Hampshire Bar upon passage of the bar exam in 2018.

What motivates you to give back to your community?

Generally, in both my legal and social work careers - the opportunity to help empower those who feel as they do not have a voice, to find theirs. If I am able to provide a victim of crime with an emotionally safe space and a transparent explanation about what the criminal justice process entails so that they feel able to make an informed decision that helps their healing process - I feel as though I have done my job. Our community is full of amazing people and their stories of strength and resilience are so motivating - you just have to listen.

What advice would you give your 22-year-old self?

Just keep going and trust your instincts. When you get knocked down, even if you have to lay on the ground for a little while - get back up - and keep going. Just because someone is older than you or has been doing something longer than you have does not automatically mean they are right or that they know more or know better. 'Street smarts' are a lot more valuable than 'book smarts.' Your gut should be your guide - listen to it always, but not blindly.

What would make New Hampshire more attractive to young professionals?

Lack of affordable housing and available childcare are two of the biggest factors that drive young professionals away from our state. This, in turn, greatly affects the opportunity to diversify (which is sorely needed) and to build successful and positive communities. Additionally, more public transportation and a direct manner of traveling from Manchester to New York City (i.e., a train) wouldn't hurt.

Do you see yourself living and working in New Hampshire at age 55-plus?

Yes. I am so grateful for the past six years of working as an Assistant County Attorney - as a public servant in New Hampshire. It has allowed me to see and understand so much about our state, its systems, and into the hearts of those who live here. My role has helped me identify, in my opinion, where we are doing well and where we can improve. I have met incredible people along the way who have supported, taught, and helped me. This motivates me to stay and work to help keep New Hampshire improving, welcoming, and the place we want to be.

Volunteer activities: Former member of the Board of Waypoint and member of their Children's Lobby from 2019-23. I am not currently involved in volunteer work due to my workload but I have worked in public service since graduating college in the social work and legal fields.

Last major achievement: Selected as one of WZID's 20 Outstanding Women in New Hampshire in 2022. Accepted into the 2024 Class of Leadership New Hampshire - which is a fantastic program for professionals in the Granite State looking to get involved and foster their communities.

Create Your Secure Enrollee Portal (SEP) account and log in often!

HealthTrust's SEP is the doorway to all your benefit resources including coverage documents (Subscriber Certificate, Cost-Sharing Schedule, Rx Summary), ID cards, provider directories, a secure Message Center, single sign-on buttons to Anthem, CVS Caremark®, Delta Dental and other vendor partner websites, HealthTrust 360 program information and countless other resources. Covered family members age 18 and older can each create an SEP account. (See a brief video on our home page at healthtrustnh.org for easy how-to steps.)

SECURE LOGIN
Access the SEP, SMP, and WCP

HealthTrust

Access secure coverage information and resources by logging in below:

COVERED INDIVIDUAL (SEP)	MEMBER GROUP (SMP AND WCP)
Email	Email
Password	Password
LOGIN	LOGIN

NEW USER

FORGOT YOUR PASSWORD?

HealthTrust



Let's do this together!

Ready for some fun?

Join the Slice of Life Wellness Program offered by HealthTrust today to help you get active, eat healthier and live your best life.

Join the Slice of Life Wellness Program today! Download the *Virgin Pulse* app or visit www.healthtrustnh/sso/virginpulse.

*The amount of any cash and the value of any other wellness incentive rewards received from HealthTrust are taxable to the recipient for federal income tax purposes.

HealthTrust

Slice of Life
WELLNESS PROGRAM

Powered by:  pulse

Earn up to
\$475* Pulse
Cash per
year!



Confidential Emotional Support

Our highly trained clinicians will listen to your concerns and help you or your family members with any issues, including:

- Anxiety, depression, stress
- Grief, loss and life adjustments
- Relationship/marital conflicts



Work-Life Solutions

Our specialists provide qualified referrals and resources for just about anything on your to-do list, such as:

- Finding child and elder care
- Hiring movers or home repair contractors
- Planning events, locating pet care



Legal Guidance

Talk to our attorneys for practical assistance with your most pressing legal issues, including:

- Divorce, adoption, family law, wills, trusts and more
- Need representation? Get a free 30-minute consultation and a 25% reduction in fees.



Financial Resources

Our financial experts can assist with a wide range of issues. Talk to us about:

- Retirement planning, taxes
- Relocation, mortgages, insurance
- Budgeting, debt, bankruptcy
- WellthSourceSM digital financial education and planning tools



Online Support

GuidanceResources® Online is your 24/7 link to vital information, tools and support. Log on for:

- Articles, podcasts, videos, slideshows
- On-demand trainings
- "Ask the Expert" personal responses to your questions



Well-Being Coaching

Connect today with one of our certified personal coaches. Their one-on-one services are available over the phone or via video link and cover a variety of issues, including:

- Tackling burnout and work-life balance
- Developing self-compassion and resiliency
- Improving sleep and more



Interactive Digital Tools

Our digital self-care platform offers interactive Computerized Cognitive Behavioral Therapy (CCBT) tools and resources. Log on for:

- Guided programs for anxiety, depression, mindfulness, sleep, stress and more
- Personalized, guided resources and motivational support
- Secure access through GuidanceResources® Online

Contact Us...
Anytime, Anywhere
No-cost, confidential solutions to life's challenges.

LifeResources offers someone to talk to and resources to consult whenever and wherever you need them.

The LifeResources Employee Assistance Program (EAP) is available to employees and retirees of Member Groups that offer HealthTrust medical coverage and their eligible dependents and household members.

Call: 800.759.8122 | **TRS:** Dial 711

The LifeResources toll-free number gives you direct, 24/7 access to a GuidanceConsultantSM who will answer your questions and, if needed, refer you to a counselor or other resources.

Online: Log in to your account on HealthTrust's Secure Enrollee Portal and click on the LifeResources button. You can also visit guidanceresources.com or download the apps listed below and enter the Web ID – **LIFERESOURCES** – to create your username and password.

App: GuidanceNowSM (EAP)

App: Koa Foundations (CCBT)

Log on today to connect directly with a GuidanceConsultantSM about your issue or to consult articles, podcasts, videos and other helpful tools.

**24/7 Support,
Resources &
Information**




GuidanceResources®
Online



KOA Foundations
(for CCBT resources)

HAVE A QUESTION? HERE IS HOW TO CONTACT US:



we are here
to help



ASHLEY SHORTT, HR GENERALIST
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KEVIN CHEVALIER, HR GENERALIST
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Who is the new face in HR?

In September of 2023 the Human Resources Department welcomed Emily Gagnon as our new Recruiter for the County.

Emily comes to us with many years of experience and we have enjoyed having her as part of our team!



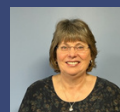
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