



Healthy Happenings

October 2021
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2022 FSA Limits

- Health Care FSA: \$2,750
- Dependent Care FSA: \$5,000

2022 HSA Limits

- Employee: \$3,650
- Employee + Dependent(s): \$7,300
- Catch Up (age 55+): \$1,000

FALL ANNUAL ENROLLMENT IS COMING SOON

Fall Annual Enrollment runs November 1 – 19, 2021 and is your opportunity to enroll or re-enroll in a Flexible Spending Account (FSA) for calendar year 2022.

Use pre-taxed dollars to pay for qualified out-of-pocket health care expenses such as: medical, vision and dental deductible and co-pays, prescription medications, dependent care and parking. Health Care and Dependent Care FSA participation require you to re-enroll every year.

You can make changes to your Health Savings Account (HSA) contributions at any time during the year. If you do not make any HSA changes during Fall Annual Enrollment, your current biweekly deduction will carry forward to the new year. See new limits for calendar year 2022. Deductions may vary due to rounding, bi-weekly limits, and certain life events that may occur during the plan year.

Visit the [Employee Self-Service \(ESS\) Portal](#) beginning November 1, 2021 to get started. Changes will be effective **January 1, 2022** and will be reflected in the **January 7, 2022** paycheck.

Additional information including eligibility can be found on the [2022 HSA/FSA Annual Enrollment](#) webpage.

Contact Employee Benefits at 520-724-8464 or email hrbenefits@pima.gov if you have any questions.

HEALTHY HABITS ANYTIME WEBINAR

Looking to Maintain Healthy Habits During the Holidays?

The holiday season can be tough to maintain (or begin) healthy habits. Yet, the rewards are great! You're invited to the "Healthy Habits Anytime" webinar on Wednesday, November 3, 2021 at 11:30am. In this interactive webinar, Sandra Schrock, Ph.D., CEO of Levelhead, will share practical, science-based lessons to help you successfully establish or maintain healthy habits - especially during this upcoming holiday season. Sandra will share tips to create positive behavior change that improves sleep routines, limits stress eating, reduces stress, and more. All employees who attend will earn 10 Healthy Lifestyle Activity Points. Register in advance [here](#).

Learn more about Levelhead [here](#). Sign up for Levelhead [here](#).



October 2021

On-Site flu shots for all Pima County employees, spouses, domestic partners and dependents 18 years or older covered on the Pima County medical plan.

Schedule your appointment today!

pcflushots.as.me/

For more information and to view the schedule, visit the [Flu Shot](#) webpage.

COVID-19 VACCINATION INCENTIVES & DISINCENTIVES

Employees that do not have their "I'm Vaccinated" badge issued to them from Employment Rights will be subject to a \$45.51 per pay period medical premium surcharge beginning in November.

To avoid this surcharge, employees who are fully vaccinated must complete the ["I'm Vaccinated" Badge Request online form](#). Fully vaccinated means having received both doses for the brands that require two doses and a single dose for the brands that require one dose. Employees must provide accurate information when filling out the form. Misspelled names, incorrect EINs, using different contact information from what was provided when you received the vaccine, and picking a different Department from the one in which you are actually employed will likely cause delays in the processing of your information and distribution of your "I'm Vaccinated" card. Do not complete the form more than once.

In addition to avoiding the \$45.51 per pay period medical premium surcharge, employees that are fully vaccinated will also receive 50 Healthy Lifestyle Activity Points to be applied as a discount to the medical premium deduction in the following plan year.

For more information:

- [COVID-19 Vaccine Incentives, Requirements, and Disincentives FAQs](#)
- [COVID-19 Vaccine Information & Registration](#)
- [COVID-19 Employee Resources](#)