



June Premium Holiday

Beginning FY22, all employees will have a “pay as you go” benefit premium schedule. This means beginning July 1, 2021 coverage for all employees will begin on the first of the month, and employees will pay premiums in the current month. Coverage will end on the last day of the month of employment termination. Eligible new employees will begin receiving benefits the first month following their date of hire.

To align all current employees with this eligibility structure, there will be a premium holiday for June pay dates (June 1 and June 16, 2021 for Central employees, and June 30 for Board of Regents), for the following benefits:

- Health premiums
- Dental
- Vision
- Short-Term Disability
- Accident
- Hospital Indemnity

A premium holiday is a suspension of premiums for the employee for a given month. The money that would normally be collected from an employee’s paycheck will not be deducted for one month. (**Please note:** You will not see “double deductions” the following month.)

Premiums and contributions will be collected for Supplemental Life insurance, Long Term Care, health savings accounts, and flexible spending accounts.

When Will I Receive the State’s Contribution for Completing the Wellness Incentive?

Employees who met the wellness qualification and enrolled in the Washington or Lincoln high deductible health plans will see the State’s contribution on the first pay day following the start of the plan year. If you’re paid every two weeks, your funds will be available in your account with Discovery Benefits/WEX mid-July once you have agreed to the terms and conditions of your HSA. If you are paid monthly, your funds will be available mid-August.

Employees who elected the Jefferson or Roosevelt low deductible plan can expect to see their available funds in their FY22 HRA on or after July 15, 2021 for Central employees or on or after July 31, 2021 for Board of Regents employees.

Employees new to the High Deductible Health Plan will not see their funds deposited into their HSA until they have logged into their HSA account on the Discovery Benefits/WEX website and accepted the terms and conditions and met US Patriot Act requirements for identity verification. An email from Discovery Benefits/WEX about your HSA or HRA will arrive soon to explain the HSA enrollment process.

As a reminder, you only qualify to receive the State contribution to your HSA or HRA account if you completed the wellness qualification by April 1, 2021 and selected a High Deductible Health Plan with an HSA during Open Enrollment, or if you were hired on or after July 1, 2020 and elected a HDHP with an HSA.

Spend Your FSA Money

If you elected to switch from the Low Deductible Health Plan to the High Deductible Health Plan with Health Savings Account (HSA) during Open Enrollment, you are encouraged to spend your remaining Medical Flexible Spending Account balance (if applicable) before June 30, 2021.

A list of qualified medical expenses for your FSA [can be found here](#).

New Health Plan ID Cards

Mid to late June, you will receive two new health plan ID cards from Wellmark in the mail to your home address. These cards will only list the name of the employee. The names of covered spouses and dependents will not appear on the card. You may request additional cards by calling the number on the back of the card.

If you have questions, please contact the Wellmark help line: **1.800.846.9183**.

The New Employee Assistance Program

Beginning July 1, our Employee Assistance Program (EAP) will be administered by Guidance Resources and ComPsych. The EAP will continue to provide State of South Dakota employees, their dependents, and their household members with support for personal and work-related issues, including:

- Stress and Anxiety
- Relationship/marital conflicts
- Depression
- Alcohol and/or drug abuse
- Grief
- Legal concerns
- Financial issues
- And more.

Services are strictly confidential and available 24 hours a day, 7 days a week. Whether you need short-term counseling from a highly trained clinician, practical assistance for your most pressing legal and financial issues, or tools and resources to improve your work-life balance, the EAP is available to help. Information on accessing these services will be emailed to all employees in late June.

The state’s current EAP Program with KEPRO will continue until June 30, 2021. You may contact them at EAPHelpLink.com (Company Code: SouthDakota) or by calling **800.713.6288**.

The Lunch and Learn is Back

The June Lunch and Learn presentation will provide an overview of Wellmark Blue Cross Blue Shield of South Dakota. This is an excellent opportunity learn more about our new third-party administrator and ask questions of the experts about the medical, prescription and care management benefits for you and your family.

[Click here to register for this upcoming presentation.](#)

EAP Online Seminar

Addressing Anxiety in an Uncertain World: Learn how to recognize and manage anxiety to actively combat the physical and mental effects in a practical way.

This seminar is available for viewing any time during the month of June. To view this and other online seminars, visit www.EAPHelpLink.com (company code: SouthDakota).

[Click here for Training & Development](#)



Training Tuesday - Positive Conflict

June's Training Tuesday session from speaker and CEO Kit Welchin focuses on the often difficult nature of conflict in the workplace. During this session, Kit will use his experience to detail the possibility of positive conflict, and how it can benefit you and your team in the workplace.

Having a high degree of technical skills is not enough to ensure a successful career. A person must also possess a high degree of interpersonal communication competence. Acquiring conflict resolution skills can strengthen your confidence and increase the likelihood that you will walk away from the situation with satisfying outcomes. During this session you will learn:

- the five laws of communication
- how to effectively express feelings verbally and nonverbally
- surefire conflict resolution skills
- fourteen characteristics of effective listening
- the potentially constructive nature of conflict



**POSITIVE
CONFLICT**

Training Tuesdays are 60 to 90-minute virtual presentations held on the third Tuesday of each month. [Click here to learn more and register.](#)
Cost: \$30 per applicant.

Upcoming Training Tuesdays: July 20 – Burnout

Register for Crucial Conversations

Crucial Conversations is back with virtual and in-person sessions! Crucial Conversations teaches skills for handling critical discussions between two or more people where the stakes are high, opinions vary, and emotions run strong.

These conversations – when handled poorly or ignored – lead to strained relationships and dismal results. This course will help you speak and be heard, make the highest-quality decisions, then act on the decisions with unity and commitment.

Virtual and In-person classes are both available. Descriptions of each course are available on the Crucial Conversations page.

In-person class will take place June 29 through July 1. Virtual classes will take place across five days from June 14 – 24.

To learn more and to register, please click here.

Leadership IQ Classes

There are 20 Leadership IQ classes available for virtual leadership training. The classes are designed for leaders at all levels. This month's featured classes include:

Leading a Remote Team Online – This two-hour masterclass is loaded with the specific scripts, processes, and checklists to ensure that your remote employees are productive, accountable and engaged.

The Secrets of Killer Virtual Presentations – Even good presenters may not know how to make great virtual presentations. Learn how to adapt your face-to-face skills to meet the needs of today's virtual meeting spaces in this one-hour masterclass.

Giving Tough Feedback Without Making People Angry – According to a Leadership IQ study, 81% of managers have avoided confronting a subordinate about inappropriate behavior, even when a customer or the organization suffered as a result. Learn more in this one-hour masterclass.

We Want to Hear From You!

Do you have a favorite class you'd like to see again? Do you have ideas for a new class you think we should be offering? Your input will help determine the training courses we offer in the future.

[Click here to give us your opinion!](#)



**WE WANT
YOUR IDEAS!**

Microsoft Classes for June

The Bureau of Human Resources is offering free virtual training classes on several Microsoft 365 applications. All classes are presented through Microsoft Teams. Classes for June include:

- Advanced Tips and Tricks for Teams – June 3
- Excel 200 – June 8
- Getting Started with Teams – June 9
- Mastering Teams Meetings – June 17
- One Drive 200 – June 23
- Outlook 200 – June 24
- Power Automate – June 29
- PowerBI Fundamentals – June 30

To view class times or register, please click here.

Save the Date

The BHR Leadership Conference is returning to the Ramkota Hotel & Conference Center in Pierre. The 2021 conference will be Tuesday, September 28 and will feature exciting speakers, breakout sessions, and other fun activities for leaders at all levels. More information about the program and how to register will be coming soon!

[Click here for Benefits](#)