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Human Resources Advisor - February 2021

1 message

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Thu, Feb 18, 2021 at 4:29 PM

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Alex's Advice

February is all about Financial Wellness! There are a number of financial wellness events and webinars available to our employees that are coming up in the next couple of weeks.

Financial wellness is top of mind for 2021 and Concordia Plans has great resources for our employees. You can visit the [Concordia Plans](#) website to register for several upcoming Financial Wellness Webinars.

In addition to the information on Concordia Plan's website, during the week of February 22nd, Concordia Plans will be hosting Financial Wellness sessions for our employees. You can view one of the webinars or schedule a 1:1 appointment with the Financial Educator. Please see the information below for details regarding the events.

Personal Finance & Retirement Essentials

Laura Scheer, Financial Educator from Concordia Plans will be hosting virtual office hours **February 22 — February 26** to discuss financial wellness and preparing for retirement.

Whether you're just starting your career, close to retirement, or somewhere in-between, learn how you can create healthy financial habits and get on-track for retirement in one (or all!) of our virtual group presentations:

- Monday, February 22 at 11:00 AM: **Personal Finance** ([Register here](#))
- Tuesday, February 23 at 2:00 PM: **CPS Financial Benefits** ([Register here](#))
- Wednesday, February 24 at 11:00 AM: **Preparing for Retirement** ([Register here](#))

Concordia Health Plan members can earn Vitality Points™ for meeting with a CPS Financial Educator or attending a presentation! Log into your Vitality™ account for more information.

If you have any questions, please contact Laura Scheer at laura.scheer@concordiaplans.org.

Laura Scheer, CEBS

Financial Educator

Personal Finance, Retirement Savings, Financial Coaching

Schedule an individual appointment with Laura by clicking [here](#)!

Laura joined CPS in March 2011. She is a Certified Employee Benefit Specialist and financial coach with extensive knowledge in church retirement plans, and spent several years overseeing the administration of the CRSP 403(b).



Another financial wellness resource for employees is the website for [Public Service Loan Forgiveness](#). If you are employed by a U.S. federal, state, local, or tribal government or not-for-profit organization, you might be eligible for the Public Service Loan Forgiveness Program. Check it out to see whether you might qualify.

TAX FORMS - Update on Form 1095c

We have received some questions regarding when form 1095c, Employer-Provided Health Insurance and Offer of Coverage, forms will be received. Please note that the due date to furnish form 1095c to individuals is March 2nd and all employees will receive this per the deadline.

KEY DATES: BREAKS, GRADUATION, LAST DAY OF CLASS

Spring Break – March 1-7

Easter Break – March 31 to April 5

Last Day of Classes – April 30

Graduation Ceremonies – April 30 & May 1

Training

If you were unable to attend one of the Digital Wellness training sessions, it will be assigned to you via Safety Skills with a timeline of two weeks for completion (two week from the date the training is assigned). You will receive an email from system@safetyskills notifying you that you have been assigned a training topic. To view your assignments, you will click on the link in the email, or copy and paste it into your browser. If you have forgotten your login information, you can click the 'forgot login or password' link on the login page or contact Alex Miller for assistance.

Hiring Managers Training - This will be a refresh training of the hiring process for any manager that hires for open positions. A few processes have been updated and as we enter a busy hiring season, I would like to provide an efficient overview of the process. This will not be the full Manager Series training, but a good update on the hiring process in general.

Thursday, March 18th from 3:00-4:00pm **or** Monday, March 22nd from 9:00-10:00am.

A calendar invite with Zoom link will be sent out to all hiring managers for both dates and times. This training is optional and you may decline the invitation for the day/time that does not work for you.

Wellness

Have you heard about our Employee Assistance Program? The EAP is designed to provide confidential assistance to employees that may need help with any work or life challenge that may arise. The EAP will be hosting the following webinars in February and March:

- FEB. 24 The Power of Purpose
- MAR. 10 Financial Setbacks? Regroup and Rebuild
- MAR. 24 Manager's Guide to EAP (This Webinar is for managers who are responsible for supervising others.)

Most webinars are one hour in length with a Q&A session at the end. All “live broadcasts” take place on Wednesdays--(2 pm ET/ 1 pm CT / 11 am PT).

Replays are kept online for about 2 years and financial topics for 1 year.

Registration information, PowerPoint presentations and handouts can be accessed by clicking on the link: www.cigna.com/eapwebcasts<<http://www.cigna.com/eapwebcasts>> [or you can also access on myCigna under the EAP section].

Recipe

TATER TOT SAUSAGE BREAKFAST CASSEROLE

Author: [Stephanie @ Plain Chicken](#)

Yield: 6 people

Prep Time 10 mins | Cook Time 1 hr | Total Time 1 hr 10 mins



Tater Tot Sausage Breakfast Casserole - great make-ahead recipe! Sausage, cheddar cheese, tater tots, eggs, milk, garlic, onion, and black pepper. Can refrigerate or freeze for later. Great for breakfast, lunch or dinner. Everyone loves this easy breakfast casserole!!

Ingredients:

- 2 lb hot breakfast sausage
- 1 (30-32oz) bag frozen tater tots
- 1 tsp salt
- 1/2 tsp pepper
- 1/4 tsp garlic powder
- 1/4 tsp onion powder
- 1-1/2 cups shredded cheddar cheese
- 1/2 cup mozzarella cheese
- 8 eggs
- 2 cups milk

Instructions:

1. Preheat oven to 350°F. Lightly spray a 9x13-inch pan with cooking spray.
2. In a large skillet, cook sausage until no longer pink. Drain fat.
3. In a large bowl, toss together tater tots, cooked sausage and cheeses. Pour into a lightly greased 9x13-inch pan.
4. Whisk together eggs, salt, pepper, garlic powder, onion powder and milk. Pour over tater tot mixture.
5. **Cover and refrigerate at this point if baking later.**
6. Bake uncovered for 60 - 70 minutes, or until eggs are set.

Notes:

Can make casserole in advance and refrigerate or freeze for later.

If baking after refrigerating, you may need to add a few minutes to the cooking time.

To bake after freezing, thaw completely and bake as directed above.

To reheat casserole after freezing, thaw completely. Cover casserole with aluminum foil and bake at 350°F for 30 to 40 minutes, until heated through.

Office Hours

HR Hours of Operation

8:30 a.m – 4:30 p.m.

RT 900

Questions or comments regarding the Human Resources Advisor can be directed to Alex Miller: amiller1@csp.edu or 651-641-8224



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