



KEY HIGHLIGHTS INSIDE THIS ISSUE

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- How to Stay Connected
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POSITION 7 RECRUITMENT, FULTON COUNTY 401(A) DEFINED CONTRIBUTION PLAN COMMITTEE

This notice is to inform you that Position 7 of the Fulton County Defined Contribution Plan Administrative Committee (the “Committee”) is vacant. The Committee is accepting applications from active and retired 401(a) Defined Contribution Plan participants who are interested in serving. All current active employees and retirees who are members and have

an active Fulton County 401(a) Defined Contribution Plan account with Empower Retirement (formerly Mass Mutual) are eligible to serve in this position on the Committee. The selected candidate will serve the unexpired term which will end 12/31/2025.

In general, the duties of the Committee include:

- To meet quarterly to carry out the Committee’s administrative and investment responsibilities with respect to the Plan
- To construe the Plan in order to answer any questions that may arise
- To select, monitor, evaluate and/or remove investment options under the Plan in accordance with guidelines established by the Committee
- To select, monitor and/or remove certain service providers for the Plan
- To decide on all questions relating to the eligibility of employees to participate in the Plan
- To take any action appropriate to ensure that the Plan assets are invested for the exclusive purpose of providing benefits to the Participants and their beneficiaries in accordance with the Plan Document

For details, please refer to Article IX of the Defined Contribution Plan Document which can be accessed on the County’s website, visit, <https://www.fultoncountyga.gov/for-employees/employee-benefits>.

Please express your interest, along with a resume in writing to Ryan Avery, Pension Administrator by emailing ryan.avery@fultoncountyga.gov OR mail to Fulton County Department of Finance, Attn: Ryan Avery, 141 Pryor Street S.W., Suite 7001, Atlanta, GA 30303. Deadline to submit notification of interest is **Wednesday, April 20, 2022**.

Fulton County Department of Finance
Employee Benefits | Payroll | Pension | Wellness

Phone: 404-612-7605

Email: employeebenefits@fultoncountyga.gov



FULTON COUNTY 457(B) DEFERRED COMPENSATION PLAN ROTH OPTION

Did you know that the 457(b) Deferred Compensation Plan allows for both Pre-Tax (before tax) and Roth (after tax) Contributions?

- **Roth 457(b) Deferred Contributions Compensation**

Allowing you to benefit from tax-free withdrawals in retirement.

How the Roth 457(b) Works

1. A percentage of your pay can be contributed to your 457(b) plan as a Roth contributions.
2. Roth contributions are made on an after-tax basis and will not reduce your income taxes for the year (unlike pre-tax contributions).
3. Roth contributions and associated earning can be withdrawn tax-free if the requirements for qualified distributions are met.

Qualified Tax-Free Distributions

Distributions of Roth assets will be tax-free if:

- A period of five years has passed since January 1 of the year of your first Roth contribution.
- You are at least 59½ years old.

Maximize the Amount You Can Save Through Pre-Tax & Roth 457(b) Contributions

The Fulton County 457(b) Deferred Compensation Plan offers different ways for you to save for your financial future. To help you make the most of your opportunity to save in the plan, it's important to know how much you can save.

The limit on the amount you can save each year is set by the IRS and depends on the type of contributions you elect to make and your age. The table below shows the contribution limits for 2022:

Pretax and Roth combined contribution limit under age 50	\$20,500
Pre-Tax and Roth combined catch-up contribution limit age 50 and older <i>(you are eligible for catch-up contribution if you reach age 50 anytime during the calendar year)</i>	\$ 6,500

**The pre-tax plus the after-tax Roth contributions cannot exceed the IRS contribution limit for the calendar year.*

Determine if 457(b) Roth account contributions are right for you

For further assistance in getting started, contact John Harris, your dedicated Client Engagement Manager from Empower, at empower@fultoncountyga.gov. To get started call (404) 612-9048 or email empower@fultoncountyga.gov.



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SUMMARY OF FULTON COUNTY BENEFIT PROGRAMS & PLAN CONTACTS

PLAN/SERVICE	ADMINISTRATOR	PHONE	EMAIL/WEBSITE
Benefits Team Payroll Team Employee Wellness	Fulton County	404-612-7605	employeebenefits@fultoncountyga.gov payrollunit@fultoncountyga.gov employeeewellness@fultoncountyga.gov
ANTHEM MEDICAL PLANS			
Anthem HSA Plan Anthem POS Plan Anthem HMO Plan	Anthem	800-474-2227	anthem.com
Prescription Drugs	IngenioRx	800-474-2227	
Prescription Drug Mail-Order Program		833-270-6379	
Specialty Pharmacy		833-255-0645	
Health Savings Account (HSA Plan)	Anthem Act Wise	800-474-2227	actwise.anthem.com
Flexible Spending Account (FSA Plan)	Ameriflex	888-868-3539	myameriflex.com
KAISER MEDICAL PLANS			
Kaiser HMO Plan	Kaiser Permanente	404-239-6940	my.kp.org/fulton
OTHER BENEFITS			
Accident Plan	Aflac	800-992-3522	aflac.com
Critical Illness Plan			
Hospital Indemnity Plan			
Whole Life Insurance			
Aetna Dental PPO Plan Aetna Dental HMO Plan	Aetna	877-238-6200	aetna.com
Employee Assistance Program	Anthem	800-999-7222	anthemeap.com (password: Fulton)
Transit Partners	Marta Cobb Linc GRTA Gwinnett Express	404-612-7605	payrollunit@fultoncountyga.gov
EyeMed Vision PPO Plan	EyeMed	866-723-0513	eyemedvisioncare.com
Life Insurance	MetLife	800-638-5000	metlife.com
Long-Term Disability Insurance			
Short-Term Disability Insurance			
Legal Plan			
Employee Purchase Program	Purchasing Power	888-923-6236	FultonCountyGA.PurchasingPower.com
RETIREMENT PLANS			
401(a) Defined Contribution	Empower	800-743-5274	retiresmart.com
457(b) Deferred Compensation			



EMPLOYEE WELLNESS NEWS

National Sleep Awareness Week – March 13 to March 19, 2022

As Daylight Saving Time begins, a public campaign is underway to educate and encourage the public to prioritize sleep to improve health and wellbeing. Check out Anthem's tips for better sleep habits.



Improve your sleep habits for better health

When you sleep, your mind and body are hard at work on your overall health. For example, certain stages of sleep allow us to learn and remember. Sleep also helps us fight infection and prevent heart problems and diabetes. If you're dealing with a conflict or change, sleep can help you control your emotions. Having enough sleep helps lower stress, improve your mood, and keep your weight healthy.

Over time, lack of sleep can hurt your health and relationships and cause accidents behind the wheel or on the job. The good news is you can learn new habits to improve your sleep.



How much sleep do you need?

Individual sleep needs vary, so observe how you feel during the day. If you find it hard to do simple activities or stay alert, you may need more sleep. Here are basic guidelines for different age groups:

- **Infants and children:** Newborns sleep up to 18 hours a day. As they grow older, they need less sleep.
- **Adults:** By age 20, sleep needs range from 7 to 9 hours each night.
- **Older adults:** People 65 and older need about 7 to 8 hours each night.





Healthy habits for better sleep

Sleep loss is often a result of bad sleep habits, illness, or sleep disturbances. It's also possible your bedroom might be too bright, too warm, or too noisy, making it hard for you to sleep. Try to set aside enough time to sleep each night. Here are tips to help you sleep better:

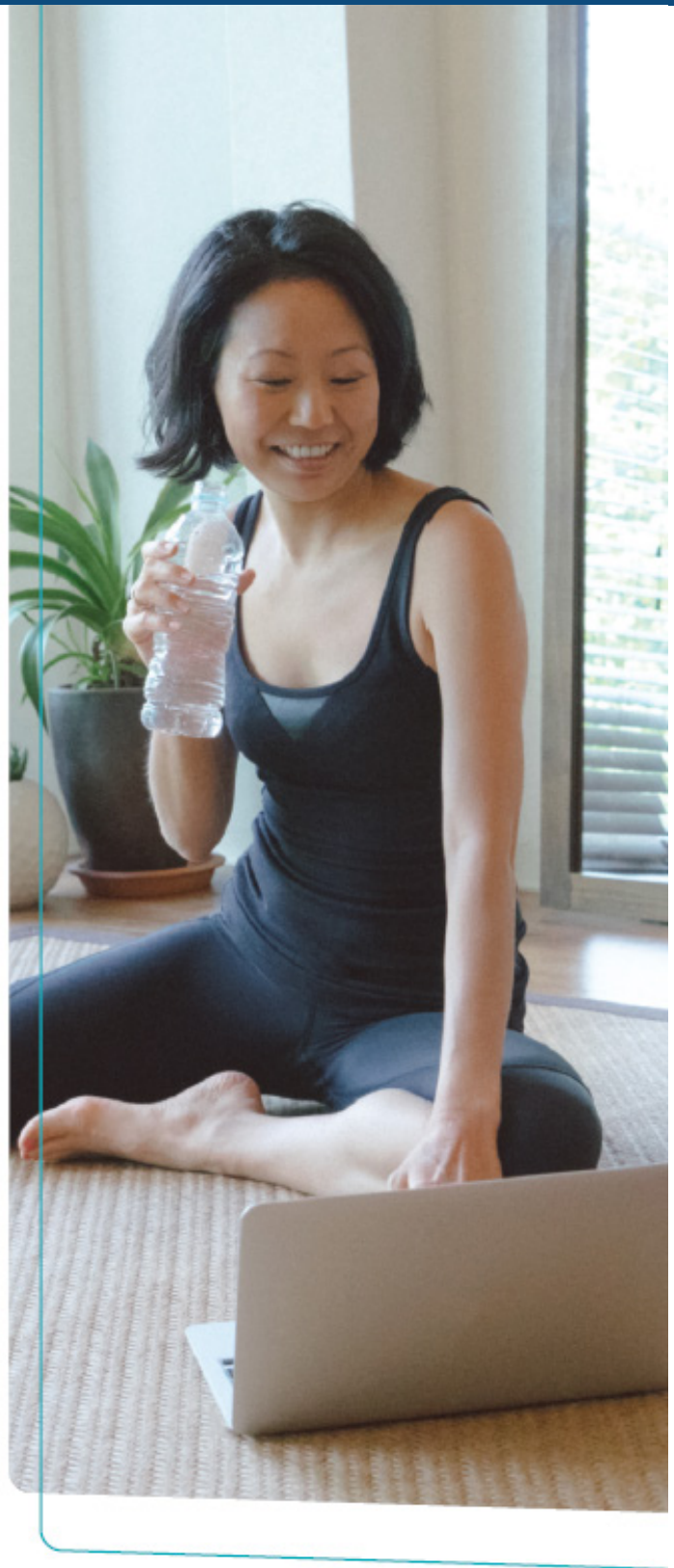
- **Be consistent with your sleep schedule.** Go to bed at the same time every night and rise at the same time every morning, including weekends. Don't nap after 3 p.m. or longer than an hour.
- **Exercise early.** Give your body at least two hours to relax before bedtime.
- **Skip or limit the following:**
 - **Caffeine and nicotine:** They stimulate the body and can take up to eight hours to wear off.
 - **Alcohol:** A drink may make you feel sleepy, but it prevents deep sleep.
 - **Large meals and drinks at night:** Too much food can cause indigestion and prevent sleep. More drinks also mean more trips to the restroom.
- **Talk to your doctor about certain medicines.** Certain heart, blood pressure, asthma, and cold medicines can delay or disrupt sleep, so ask your doctor about your options.
- **Relax before bedtime.** Try listening to music, reading, or taking a bath.
- **Go outside during the day.** At least 30 minutes of natural sunlight a day can help you sleep better at night.
- **Do something if you can't fall sleep.** After 20 minutes, do something relaxing, like reading a book, until you feel tired. Stay away from smartphones and tablets, which emit blue light and can keep you awake.



Consult your doctor

Even with good sleep habits, it may still be a struggle to have enough quality rest. Your doctor can recommend solutions, or arrange for a sleep study to find out if you have a sleep disorder.

Something as simple as sleep can really make a huge difference in your health.



Source:
Beacon Health Options website: Sleep (accessed February 2021); achieveinsomnia.net.
Centers for Disease Control and Prevention: Sleep and Sleep Disorders (accessed February 2021); cdc.gov/sleep.

Anthem Blue Cross and Blue Shield is the trade name of: In Colorado: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc. Copies of Colorado network access plans are available on request from member services or can be obtained by going to anthem.com/networkaccess. In Connecticut: Anthem Health Plans, Inc. In Georgia: Blue Cross Blue Shield Healthcare Plan of Georgia, Inc. In Indiana: Anthem Insurance Companies, Inc. In Kentucky: Anthem Health Plans of Kentucky, Inc. In Maine: Anthem Health Plans of Maine, Inc. In Missouri (including 10 counties in the Kansas City area): RightChoice® Managed Care, Inc. (RIT), HealthyAdvantage® Life Insurance Company (HALIC), and HMO Missouri, Inc. RIT and certain affiliated administrators manage HMO benefits underwritten by HALIC and HMO benefits underwritten by HMO Missouri, Inc. RIT and certain affiliates only provide administrative services for self-funded plans and do not underwrite benefits. In Nevada: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc. In New Hampshire: Anthem Health Plans of New Hampshire, Inc. HMO plans are administered by Anthem Health Plans of New Hampshire, Inc. and underwritten by Matthew Thornton Health Plan, Inc. In Ohio: Community Insurance Company. In Virginia: Anthem Health Plans of Virginia, Inc. (trades as Anthem Blue Cross and Blue Shield in Virginia, and its service area is all of Virginia except for the City of Fairfax, the Town of Vienna, and the area east of State Route 123. In Wisconsin: Blue Cross Blue Shield of Wisconsin (BCBSWI), underwrites or administers PPO and indemnity policies and underwrites the out of network benefits in PDS policies offered by CompCare Health Services Insurance Corporation (CompCare) or Wisconsin Collaborative Insurance Corporation (WCIC). CompCare underwrites or administers HMO or PDS policies; WCIC underwrites or administers Well Priority HMO or PDS policies. Independent licensees of the Blue Cross and Blue Shield Association. Anthem is a registered trademark of Anthem Insurance Companies, Inc.



KAISER PERMANENTE VIRTUAL HEALTH EDUCATION WEBINAR

Connect with Kaiser Permanente experts for monthly virtual health education webinars. The webinars are available to all employees. Email Employee Wellness to register at employeeewellness@fultoncountyga.gov. Finding More Margin in Your Day: Get tips to lessen time stress, create healthier boundaries and build more self-care and downtime into your day - Thursday, 3/31/2022 from 12:00 to 1:00 p.m.



KAISER PERMANENTE YOGA EVENT @BATTERY ATLANTA

Join KP yoga instructors for Yoga @Battery Atlanta every Monday from 6:30 to 7:30pm. The free sessions start on Monday, February 28th and will run through October 24th. If you don't wish to be there in person, you can watch lessons online. Registration is required. Go to batteryatl.com/events to register and learn more.



TOBACCO CESSATION PROGRAM

If you attested that you were a tobacco user during open enrollment and pledged to enroll in a cessation program, you must complete the tobacco cessation program requirements with your respective medical carrier (Anthem or Kaiser Permanente) by May 31, 2022, to avoid the \$50 monthly tobacco-use surcharge. Information is being mailed to the respective employees with details about the tobacco cessation program requirements.



EARN/KEEP YOUR WELLNESS CREDIT IN 2023

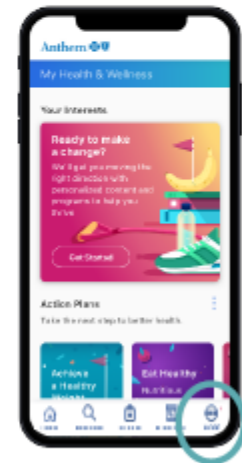
Earn/Keep Your \$240 Annual Wellness Credit for Plan Year Beginning 1/1/2023 Fulton County employees enrolled in the County's medical coverage and new employees hired through 9/14/2022 are required to complete 3 biometric screening/annual wellness exam with their current medical provider by 12/31/2022. Instructions for each medical plan provider are listed below.



2022 Wellness Credit New App!



Sydney Health



Focus on your well-being and earn your 2023 Annual Wellness Credit!

Your whole health matters, and we want to reward you for taking care of it. Fulton County and Anthem BCBS have partnered to use Anthem's new app Sydney Health and Anthem.com to, connect you with easy-to-use digital health and wellness tools that can help you stay your best.

Don't wait, use your Sydney Health app or Anthem.com. to learn more.

- Check Claims
- See benefits
- Get your ID card
- Manage health care accounts
- Find a doctor
- Community Resources
- Team Challenges
- Virtual Visits and Virtual Chat with a doctor
- Estimate Cost
- My Rewards
- Click to connect with Anthem member services and care teams, schedule a call back from member services etc.
- Wellness Programs like ConditionCare, Future Moms and many more!
- A hub to access other Fulton County programs and services

2022 Eligible

Active Employees & pre-65 retirees (non-Medicare) enrolled in an Anthem medical plan.

How you earn:

Submit your 2022 Physician Form by 12/31/2022

How you get your 2022 Physician Form:

Anthem.com or Sydney Health app.
Tip: you can use the same user name and password for Anthem.com & Sydney Health!



Open the Sydney Health app. Select **MORE** on the bottom navigation bar, then select **My Health Dashboard**, then click **My Rewards** then click **Get Physician Form**.

OR Go to **Anthem.com**, select **MyHealth Dashboard**, then select **My Rewards**, click **Get Physician Form**.
(see p. 2 for more information)

In addition to all the insightful wellness resources, Fulton County will incentivize you \$240 in 2023 for submitting your 2022 completed Physician Form by 12/31/2022.



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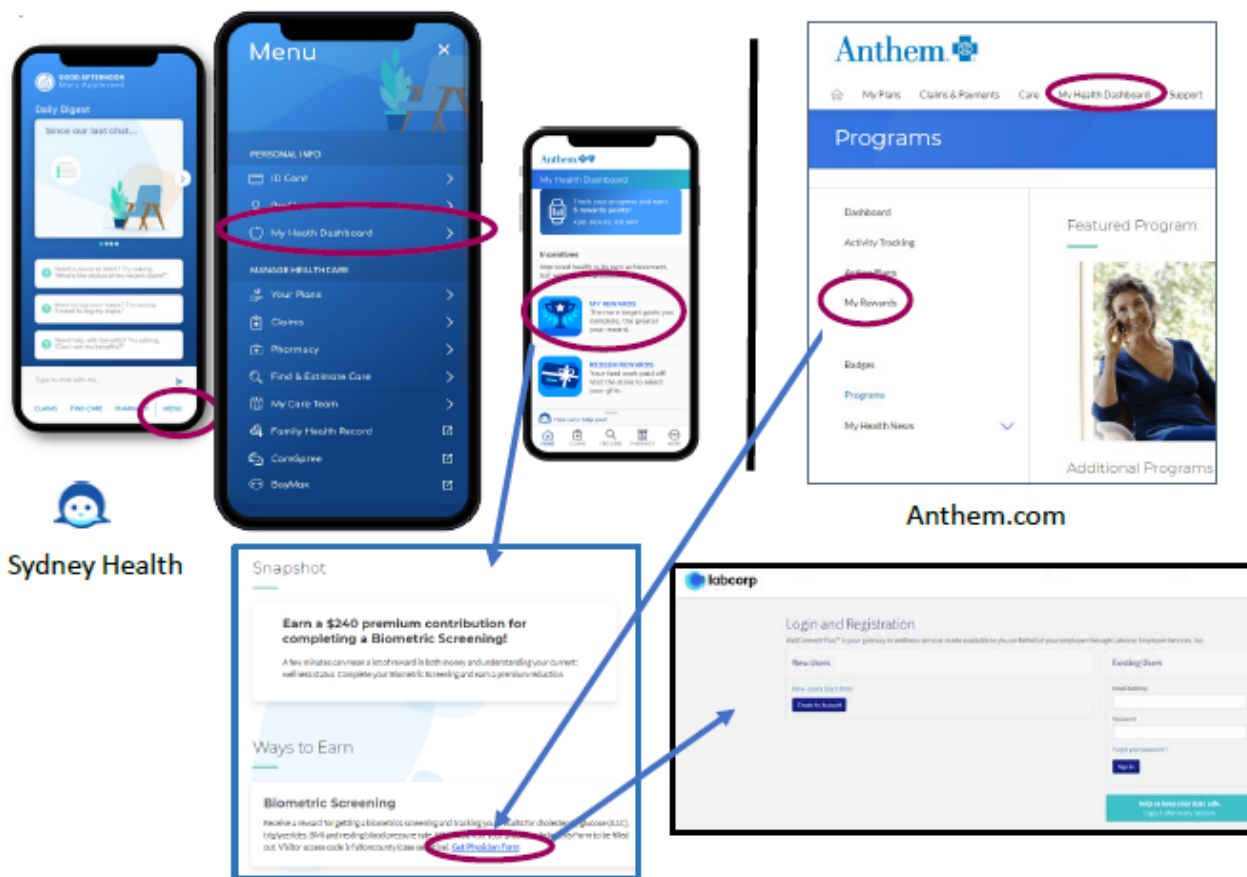
Let's Get Started!

Don't Miss Out: You can open the Sydney Health app or go to [Anthem.com](https://www.anthem.com) using the same username and password.



Open the Sydney Health app. Select **MORE** on the bottom navigation bar, then select **My Health Dashboard**, then click **My Rewards** then **Get Physician Form**.

OR Go to [Anthem.com](https://www.anthem.com), select MyHealth Dashboard, then select My Rewards, select **Get Physician Form**.



It's worth restating! In addition to all the insightful wellness resources, Fulton County will incentivize you with **\$240 for the year 2023!** To qualify for the incentive, you must submit the 2022 physician form, **no later than 12/31/2022.**

Existing Users: simply log in

New labcorp Wellconnect users: Create an Account: enter the Visitor Code: **fultoncounty** (case sensitive) to create an account and download your personalized physician form.

For any wellness credit related questions, contact Fulton Employee Wellness at employeeewellness@fultoncountyga.gov or 404-613-7354
 For physician form / labcorp WellConnect assistance: 1-844-251-6524.

Fulton County's wellness credit reward eligibility applies to active employees and pre-65 retirees (non-Medicare). Members must be active on the plan and activity must take place during the plan effective year. Product availability may vary.

Sydney Health is offered through an arrangement with CareMarket, Inc. ©2020-2021. Screen shots shown above are subject to change. Anthem Blue Cross and Blue Shield is the trade name of: Georgia Blue Cross Blue Shield Healthcare Plan of Georgia, Inc. Independent licensees of the Blue Cross Blue Shield Association. Anthem is a registered trademark of Anthem Insurance Companies, Inc. Fulton GA MEM 1/2022



Don't lose out on your easy-to-earn/keep wellness credit!

Welcome to your wellness program! To earn/keep your \$240 annual wellness credit for plan year beginning 1/1/2023, eligible employees enrolled in medical coverage with Kaiser Permanente must complete the "healthy activities" outline below. Here is how:

Here's how:

1. Visit kp.org/engage and sign on with your <http://kp.org> user ID and password
2. Accept the Wellness Program Agreement or you won't be eligible to earn rewards.
3. Be up to date with your biometric screening:
 - Your non-fasting biometric screening includes: blood pressure, hemoglobin A1C, cholesterol and body mass index.
 - If you are already scheduled for a physical, a biometric screening will be included.
 - Or you can schedule a nurse visit appointment for biometric screening only by calling 404-365-0966.
 - If you have a routine appointment already scheduled, please ask your doctor to include your biometric labs.

***Eligible employees include current employees and new permanent employees hired by 9/14/2022. Return to the site as often as you would like to track your progress. You must complete ALL activities by 12/31/2022.**



EMPLOYEE ASSISTANCE PROGRAM (EAP) RESOURCES

Even if you don't enroll in Fulton County medical plan coverage, you and your eligible family members have access to the Employee Assistance Program (EAP), administered by Anthem of Georgia. The EAP provides 100% free, confidential, short-term assistance and counseling to help individuals resolve a variety of personal concerns. Your free EAP resources include:

- Toll-free telephone consultations and crisis management with a licensed mental health professional
- Up to eight face-to-face or video counseling sessions to address personal and/or work-related problems, including stress, depression, anxiety, health and wellness
- Legal services, including a 30-minute phone or in-person consultation with an attorney, as well as a 25% discount off normal attorney fees if additional services are required.
- Customized resources and referrals for childcare and senior care
- Access to the Anthem website with a library of articles on mental health, stress management, relationships, substance abuse, financial resources and more.

EAP services are available 24 hours a day, seven days a week. Call 800-999-7222 or visit anthemeap.com (Enter Company Code/ Password: Fulton)



ANTHEM AND KAISER PERMANENTE DIABETES PREVENTION PROGRAMS

Fulton County continues to partner with Lark to offer a valuable benefit to Anthem (BCBSGA) medical plan members. Additionally, Kaiser Permanente offers its members Omada. Both programs are innovative programs designed to help participants lose weight, adopt healthy habits and reduce risk of developing type 2 diabetes. Simply go to your designated medical plan providers' program link below to take a simple one-minute quiz to learn your risk of diabetes. For those who are currently enrolled in one of the programs and are still considered pre-diabetic, your program will continue.

- Kaiser Permanente /Omada: omadahealth.com/kpfultoncounty
- Anthem / Lark: lark.com/anthem/dpp

TOTAL BRAIN MENTAL HEALTH & FITNESS PROGRAM

Total Brain helps you understand and train your brain to improve your mental health and fitness. Total Brain is available to all employees. To get started visit TotalBrain.com/Fulton. For questions visit, totalbrain.com/support.



ENJOY A HEALTHY MEAL FROM KAISER PERMANENTE

Cilantro Lime Chicken and Fajita Vegetables

Prep time: 15 minutes Cooking time: 20 minutes

Ingredients:

1 ½ lbs. boneless, skinless chicken (or other boneless protein)	2 tsp. onion powder, divided
1/2 onion	1 tsp. smoked paprika
1 bell pepper	1 tsp. cumin
1 zucchini	1 tsp. chili powder
1 squash	1 tsp. oregano
Juice from 2 limes (2 to 3 Tbsp)	1 bunch cilantro, divided
Zest from 2 limes	Salt (optional)
2 tsp. garlic powder, divided	Black pepper
	1 1/3 cups cooked brown rice

Directions

1. Preheat oven to 350° F. Prepare pan with foil and/or cooking oil spray.
2. Slice chicken breasts into 2" wide strips and transfer to a bowl. Season chicken breasts liberally with salt, black pepper, 1 tsp. onion powder, 1 tsp. garlic powder, 1 Tbsp. lime juice, the lime zest and ½ bunch cilantro. Mix using tongs.
3. Transfer chicken to the prepared pan and bake in the oven for 10 minutes.
4. Meanwhile, cut onions and peppers into ½" strips and transfer to another mixing bowl. Slice zucchini and squash in half lengthwise, then place cut-side down on the cutting board. Cut them into 1" thick half-moon pieces. Transfer to the bowl with the onions and peppers.
5. Season vegetables with salt, black pepper, remaining onion and garlic powder, cumin, smoked paprika, chili powder and oregano.
6. Carefully, remove the chicken pan from the oven. Using tongs, arrange chicken on one side of the pan and add the seasoned vegetables to the other side of the pan.
7. Return pan to the oven for an additional 15 to 20 minutes. (Time will vary depending on the thickness of chicken), or until chicken is no longer pink inside.
8. Serve chicken and vegetables with the brown rice.



Nutrition: Servings: 4 Calories 372 | Total Fat 6g | Saturated Fat 2g | Trans Fat 0g | Cholesterol 131mg | Sodium 131 mg | Total Carbs 24g | Dietary Fiber 4g | Total Sugar 4g | Protein 53g

Tips: You can use any vegetables you like! You may have to adjust the cooking time by a few minutes if you want to include vegetables like sweet potatoes. If you have leftovers, reheat in a skillet on the stove. This will prevent the chicken from becoming rubbery and the peppers from turning to mush in the microwave.

IMPORTANT REMINDER TO REVIEW YOUR PAYROLL AND BENEFITS INFORMATION IN ESS

You are highly encouraged to review your pay advice in ESS to ensure that your pay is accurate with the correct deductions. Pay information is normally available in ESS by the Monday before each pay date. Visit <https://ess.fultoncountyga.gov/webapp/ESSAPROD/ESS> to log in. For assistance, email technicalsupport@fultoncountyga.gov or call (404) 612-7334.

STAY CONNECTED

Be sure to stay engaged and read the Fulco News Announcements and Employee Facebook page for updates regarding your Benefits, Payroll, Retirement and Wellness.



**FULTON COUNTY FINANCE
EMPLOYEE BENEFITS DIVISION
141 PRYOR STREET SW – SUITE 7001
ATLANTA, GA 30303
PHONE: 404.612.7605**

This newsletter provides an overview of Fulton County Government Benefits. Actual plan provisions are contained in the official plan documents. In the event of any conflict between this newsletter or any other written or verbal summary and the actual terms of the plan document, the terms of the plan document will govern. The benefits highlighted here maybe changed at anytime and do not represent a contractual obligation on the part of Fulton County Government.

**Fulton County Department of Finance
Employee Benefits | Payroll | Pension | Wellness**

Phone: 404-612-7605

Email: employeebenefits@fultoncountyga.gov