

THIS JUST INDIRECT

Volume 31 / December Issue



INCLEMENT WEATHER PROCEDURE

As it's started to SNOW (we can barely say the word), we wanted to remind you of FLCA's Inclement Weather Procedure:

If there is a weather-related closing OR delay for the school district where you report to work, you will ALSO be given a snow day/delay!

Please note that you will NOT get one for the district you LIVE, only WORK.

(For example: if you live in Clyde, but work in Lyons, and Clyde closes, but Lyons remains open, you will have to report to work.)

JANELLE'S JOTS AND THOUGHTS

It is hard to believe that we have already had our first snow fall and the holidays are quickly approaching! I hope you are able to take the next few weeks and re-connect with your family and friends and enjoy some much-needed respite from our busy lives. It has been an extremely difficult few years and to be honest, many people are stretched thin at this point. I know there are so many stressors that angst just seems to keep building. Try to take a step back and enjoy that fresh cup of hot coffee, the crisp morning air, the laughter of a child, a good book, a warm blanket....the list goes on. Don't get so caught up that you forget to appreciate all the amazing little things that make a day special. Try to be kind...to YOURSELF and others.

A smile can make all the difference.

-Janelle



"Kindness is realizing we're all in this together"

- KAKtivist

ANNUAL REVIEW

Every year, we like to take a moment to reflect on the time we've passed. In January, we do Annual Reviews where we can look at the details of our job description, see where we've come from and look at where we want to go. Please take your time in preparing your self-evaluation and consider each point. Be honest with yourself and your supervisor so we can do our best to improve! We get a lot of great ideas from this process and understand where your goals may be taking you in the future!

READY, SET, GROW

FLCA, through Stacey DeGroff and the early childhood program area, is working in conjunction with Jill Harper, a School Health Integration Specialist, to serve as the hub for a new program being offered in Wayne County. "Get Ready to Grow" is a program designed to work with parents of youth ages 0-5 to provide health screenings in seven key areas, and then work to connect parents to providers. The intention is to meet needs before the child enters formal education settings. The ultimate goal is to provide the health screenings to as many patients as possible, but with case management to those most at need. These patients will work with assigned case managers from our Healthy Families program to integrate these screening and follow-up as part of our processes through that program. FLCA and the network will be provided with the diagnostic equipment and the trainings necessary from the Children's Institute. Please see the attached link.

<https://www.childrensinstitute.net/programs-and-services/grow-rochester>

OPEN ENROLLMENT – IMPORTANT!!!!

December 6th – 8th, you will have the opportunity to enroll in or change your benefit options. Tuesday the 6th will ONLY be virtually, at fingerlakescommunityaction.org/enroll. Then, it continues to be virtual, but there will be in-person options, as well.

In order to get you the best rates possible, we have been forced to make one small change to the way we do billing. It will still be the ICHRA plan, which is what we currently offer, HOWEVER, FLCA will no longer be responsible for the billing. Your provider will be billing anyone who enrolls DIRECTLY. So there will be no payroll deductions, but FLCA will continue to make a contribution to your healthcare directly into your paychecks, instead of sending the contribution we pay to MVP.

The contributions will be

- \$448.89 monthly for a single plan,
- \$500/mo. For employee + spouse or Employee + children, and
- \$600/monthly for a Family plan.

Our TPA – Bond – will be at the FEC for Open Enrollment on Wednesday the 7th from 8am – 12pm AND Thursday the 8th from 12:30pm – 3:30pm to discuss any questions you may have. *(We recommend a visit!)*

We will also have our representative from LNB present to not only discuss your pension/403b (retirement), but he can also help you set up an account, in case you want FLCA to deposit the monthly contribution into this account, so you never have to worry about having the right amount to pay your Pro bill. It may make it a little easier! (This is not mandatory, only an option for you.)

Other vendors will also be available to discuss 403b contributions, life insurance, short-term disability, and more!

Even if you just want to waive benefits, you must at least sign a form doing do. SOME ACTION IS REQUIRED from ALL FULL-TIME EMPLOYEES.

Please contact Rosanna at x3106 or Rosanna.roberson@waynecap.org with any questions.

LEAVE ACCRUALS

Something else that will be new this year is the way General Leave is added to CPP "banks". We will no longer load all the hours into CPP on January 1st of each year. General Leave hours will be given in 2 chunks: one half of the time in January, and the other in July. (CPP is still working on the scripting for this, so it will look really weird if you go there now, but we wanted to give you a heads up.)

You will still get additional weeks, depending on your **full calendar** years of service. (If your CAP-aversary falls mid-year, it will process the next year.)

- Year 1 & 2 = 2 weeks of GL
- Years 3 & 4 = 3 weeks
- Years 5, 6 & 7 = 4 weeks
- Years 8 & 9 = 5 weeks
- and 10 + = 6 weeks.

PLEASE NOTE; we are also changing the way we do Sick Leave. You'll still accrue it on the hours you've worked, but now, every hour you accrue over 720 hours, you'll be paid out for it at the end of each year! The old procedure was: once you reached 720 hours, you just didn't accrue anymore. Now you don't have to lose those hours, you can add it to your paycheck in December!

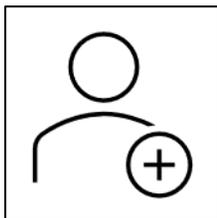
CATCH-A-COWORKER: Bridget Bennett

"Bridget is the type of employee any employer would feel lucky to have. When it comes to attendance, you would be hard press to find a time she has called off. Every day she comes in with the attitude of going above and beyond what is expected of her. Bridget never complains no matter where she is sent, or what she is asked to do."

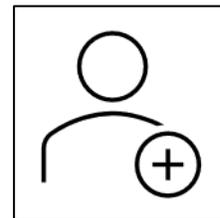
Submitted by Jean Phillips

NEW FACES:

OCTOBER AND NOVEMBER:



Amanda Finch – Head Start



Terrence Rodgers – Community Schools



Karen Tyler – Head Start



Nina Bishop – Community Schools



Faylinn Tousey – ACE



Jeremy Hughes – Community Schools



Timothy Watson – ACE



Neeve Bock – ACE



James Salerno – Community Schools



Billy Cromartie – Community Schools

FGPs

Bonnie Reynolds
Palmyra Macedon Elementary School

Judith Murphy
Red Jacket Elementary School

SPOTLIGHT EMPLOYEE:



KAITLYN LONG

Transition Specialist
Success Center

ABOUT KAITLYN:

I have been with the Agency since mid-January 2022. I love caring for any different types of animals, taking my dog, Ben, on long walks at different parks around me to see nature and going on Tropical Vacations. People may be surprised to find out that I can get very stressed when I have to confront conflict and I tend to overthink the situation and make it more than it is. If I could have any superpower, I would have the ability to get someone what they truly needed. What they need deep down that even they may not realize they need.

I have two favorite songs that I turn too. When I need a pick me up and to remember my roots, I blast out Change by Carrie Underwood. But otherwise, Can't Fight this Feeling by REO Speedwagon.

I am currently binge-watching Shameless on Netflix and one thing on my Bucket List is to live where I can see beautiful snowy mountains from my window.

SPOTLIGHT PROGRAM:

SUCCESS CENTER

Success Center **Emergency Services** provides supports for clients in Wayne County through Advocacy; Emergency Food Pantry; Clothing Closet; SSI/SSDI assistance and case management services.

Success Center **Second Chances** program provides support for homeless adults (age 18+). For the duration of their stay, residents are provided with individualized clinical and case management services to support their goals of becoming self-sufficient.