August 2025

HR CONNECT NEWSLETTER

WELCOME BACK TO ANOTHER SCHOOL YEAR

The office of Human Resources wants to welcome each and one of you to a new Academic School Year. Whether you are directly educating students, managing programs or providing operational support, you play a critical role in creating an environment where both staff and students can thrive. As we embark on this year's theme—Igniting Innovation and Elevating Excellence, we encourage each and one of you to bring your unique ideas, skills, and commitment to every task. Together, we will continue to build a stronger, more dynamic VIDE for our community.



Important Dates:

August 11th- Open Enrollment Begins

August 13th - School Begins

August 23rd - STT/STJ Battle of the Agencies



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OPEN ENROLLMENT HAS OFFICIALLY BEGUN

August 11, 2025 - September 12, 2025

The Division of Personnel has announced Open Enrollment that began on **Monday, August 11, 2025**, and continue through **Friday, September 12, 2025**. During this period, all active government employees and retirees may enroll in or make changes to their health insurance plans, life insurance and beneficiary information. It is important to know that many important changes will take effect to the group health insurance plan.

Changes to the group health insurance plan include:

- A 9% increase in premium rates
- The introduction of a Health Reimbursement Arrangement (HRA), offering additional support for qualifying out-of-pocket expenses
- The elimination of coverage for out-of-network providers, meaning only in-network services will be covered
- Increase deductibles, which may affect members' out-of-pocket cost before insurance coverage begins
- A new requirement for prior authorization for GLP-1 medications, this includes popular drugs used to treat diabetes and support weight loss

When making changes to your benefits, Keep in mind :

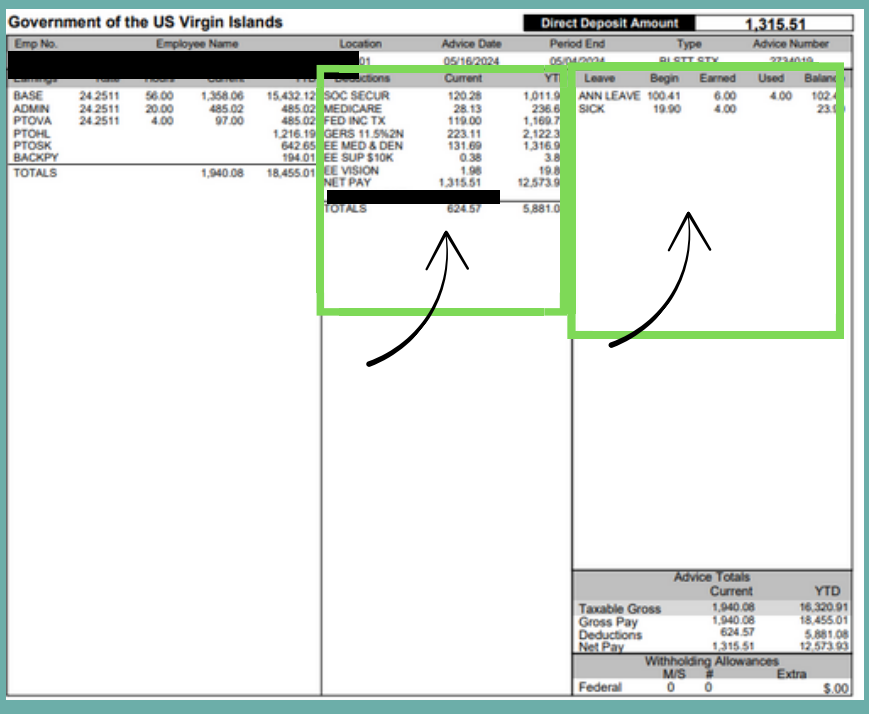
- Upload documents supporting all changes.
- Make sure to save all changes.
- If in doubt, please reach out to your HR Personnel.

All CHANGES ARE MADE THROUGH :

Bentek

https://app.mybentek.com/gvi/

OPEN ENROLLMENT ENDS ON FRIDAY, SEPTEMBER 12, 2025. ALL CHANGES WILL TAKE EFFECT ON OCTOBER 1, 2025.



The Importance of Checking Your Paystubs

- It is your duty and responsibility as an employee to check your paystubs each pay period.
- Please make sure that all your benefits to include health Insurance, GERS , Federal Tax, Medicare and Social Security are being properly deducted on every paycheck. This will avoid future conflicts and delays.
- These deductions are located in the middle column of your paycheck.
- On the right column of your paycheck, you will see information as it pertained to your applicable earned leave. Verify that the correct amount is being accrued.

Ultimate Health & Wellness

August is National Wellness Month



National Wellness Month is celebrated every August and aims to promote self-care, healthy routines, and overall well-being. It encourages individuals to prioritize their mental, physical, and emotional health. This wellness month we wanted to connect with back -to -school season. Here are some tips to promote wellness during this exciting time.

Establish a Routine: Start getting back into the school routine ahead of time. Waking up, breakfast, bedtime!

Healthy Eating Habits: Pack balanced lunches and encourage healthy snacks to keep energy and focus level high.

Sleep Hours: Most school aged children need around 9-11 hours of sleep. Teens and adults need around 8-10 hours.

Social Connections: Encourage reconnecting with friends and joining clubs to foster a sense of belonging.

IT STARTS WITH YOU .....

Wellness starts with simple daily choices. Whether it's taking a brisk walk, choosing nourishing foods, practicing mindfulness, or simply staying connected with loved ones, these daily habits build resilience and balance.
Wellness isn't about perfection- it's about consistency.



Health and Well-Being

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Y	O	I	F	S	E	X	C	E	R	C	I	S	E
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L	Y	R	T	L	C	V	N	G	W	T	F	L	A
E	E	E	R	S	S	E	U	R	I	E	S	D	L
X	A	A	E	S	T	H	T	T	E	P	O	C	H
I	V	K	N	L	X	Y	R	P	O	F	M	E	E
B	N	F	G	E	I	G	I	R	C	R	U	Y	A
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VEGETABLES
NUTRITION
SPORT
FLEXIBILITY
DRINK WATER
FITNESS
STRENGTH
EXCERCISE
FAMILY
MENTAL HEALTH
SLEEP
FRIENDS
FRUIT
HYGIENE
BREAKFAST
MUSCLES

Protein Pancakes



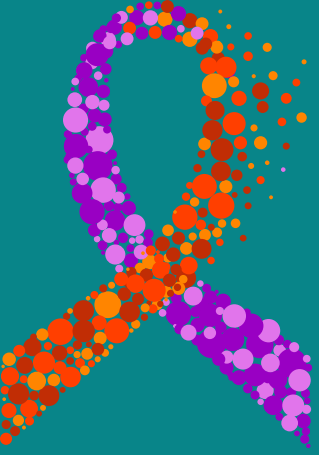
Ingredients:

- 2 Bananas
- 2 Eggs
- 1/2 Cup of Protein Powder
- 1 Tbsp Butter

Instructions:

Mix bananas, eggs, and protein powder until well combined. Place a pan over medium heat and grease pan. Once pan is hot, add a large spoonful of the pancake mixture. When the pancakes begin to bubble, flip them. Cook for about 1 minute each side.

enjoy



AUGUST IS NATIONAL PSORIASIS AWARENESS MONTH

August is Psoriasis Awareness Month, which aims to help those affected feel supported, raise awareness and give the public a better understanding of the disease.

Psoriasis is a long-lasting (chronic) disease that causes skin cells to build up on the surface of the skin, forming itchy red raised areas (plaques) and thick scales. It can appear anywhere on the body, but is most commonly found on the scalp, knees, elbows, and torso. Overtime, psoriasis can get better or worse. It may go away completely before suddenly reappearing.

Psoriasis can develop in people of any age, but it most often arises between the ages of 11 and 45 YEARS OLD.

What causes psoriasis?

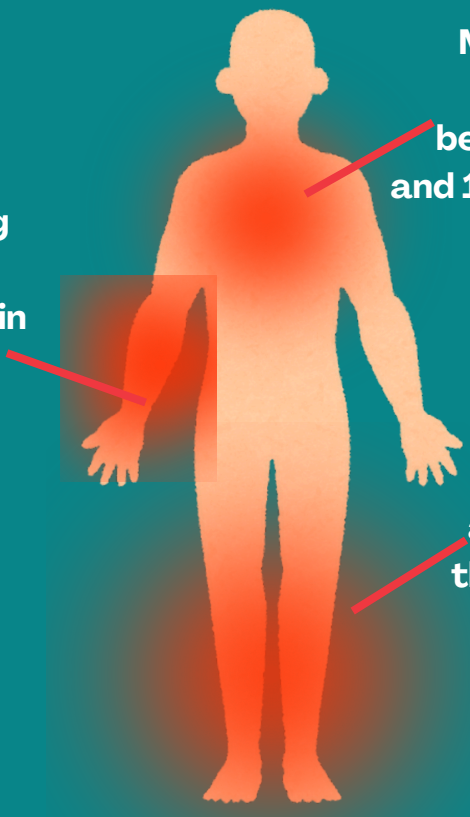
While a "psoriasis gene" has not been identified, there is a strong genetic link, which researchers believe combines with individual's immune system and their unique triggers to cause psoriasis.

Psoriasis affects 7.5 million Americans and 125 million people worldwide.



Psoriasis Symptoms to Look For:

- Inflamed, red rash
- Flaky, crusty patches of skin covered with a silver-white scaly texture.
- Itching
- Joint swelling
- Tenderness and pain
- Symptoms above present on the knees, scalp, or outside elbows.



8 TIPS TO MAKE SURE YOU ARE HURRICANE READY.

HURRICANE



1 Water

Purchase enough water to last your family several days. One person needs at least ½ gallon per day. Fill bathtub up with water to help with tasks around your house.

2 Food

Store at least 3-5 days of non-perishable food such as peanut butter, tuna, canned beans, cereals, protein bars, dried fruits, etc.

3 Gasoline

Make sure to fill your car up with gasoline a day or two before the impending storm. Don't forget about filling your gas can for your generators too.

4 Cooler

If the power does go out, keep a cooler on hand to make sure your food and medication are cold until the power returns.

5 Medications

Make sure you have plenty of your prescription medications on hand as the pharmacies may be out of stock for couple of weeks after a storm/hurricane.

6 Flashlights/Batteries

In the event that your power goes out, make sure you have a flashlight for each person. Store enough batteries (for flashlights, radios, etc.) to power your necessities for at least 3 days. Charge all devices such as phone, tablets, laptops.

7 Disposable Items

Make sure you have things like paper plates, plastic utensils, diapers, paper towel, toilet paper, garbage bags. etc.

8 Comfort Items

To pass the time, make sure you have books, magazines, cards board games, etc. Also, keep your children's comfort items close by. It is nice to have something to keep them calm and busy.

Visit vitema.vi.gov for all hurricane an weather updates