

December 2024



BENEFITS BUZZ...



IN THIS EDITION

Holiday Stress Mgmt.

Mental Health & Substance Abuse Resources

Important Benefit Reminders

During the holidays, work-life balance becomes especially important for mental health. The holiday season often brings additional stress from work deadlines, family obligations, and social expectations. Without a healthy balance, individuals can feel overwhelmed, leading to burnout or anxiety. Taking time to set boundaries, and prioritize personal well-being allows people to recharge, reduce stress, and focus on meaningful connections with family and friends. Maintaining balance during this time can improve emotional resilience, enhance relaxation, and help prevent holiday-related mental health challenges, ultimately promoting a more fulfilling and peaceful holiday experience



Claremont

click
here!

VIDEO-IN-PERSON & TELEPHONIC COUNSELING SERVICES

Request Help

If your need is urgent,
call 800-834-3773.

Counselors are available
at all times.



Financial Consultations

Your EAP benefits offer
consultations on a variety
of important financial issues

including:

Budgeting

Debt Management

Financial Planning

First Time Home Buying

Tax Questions

Identity Fraud

Retirement

Free Credit Report Review



The pressure to be happy or to "enjoy" the holiday season can be hard for individuals who are struggling emotionally or mentally.

It's encouraging to know that as an employee, there are resources available to help support those going through tough times. **Claremont** is a comprehensive behavioral health partner, offering a range of services that can greatly benefit employees. Their holistic approach to Employee Assistance Programs (EAPs), work/life balance, wellness, and organizational support is designed to address a variety of needs, helping to foster healthier, more resilient workplaces.

IMPORTANT BENEFIT REMINDERS

Access Your Benefit Accounts Anytime!

Employees have direct access to their benefit accounts with each vendor. You can easily register and review your plan details 24/7 using the links below. Be sure to take advantage of this convenient access to manage your benefits.

click
here!

MEDICAL

Confirm medical plan enrollment, for yourself and dependents. Access plan documents & connect directly with your insurance company.

click
here!

DENTAL

Confirm dental plan enrollment, for yourself and dependents. Confirm covered benefit amounts. Print ID cards.

click
here!

VISION

Confirm vision plan enrollment, for yourself and dependents. Confirm covered benefit amounts.

click
here!

NAVIA

Manage FSA account. Enroll or modify transit elections.

click
here!

DEFERRED COMP

View & manage contributions.



IMPORTANT BENEFIT REMINDERS

Receive a notice from CalPERS?

CalPERS is currently auditing accounts for missing information. To ensure you comply with the audit requirements, it's important to provide the requested information promptly. You can submit the documents either by email to:

Benefitsadmin@oaklandca.gov

OR

Deliver them in person to:

150 Frank H. Ogawa Plaza, 2nd Floor, Oakland, CA

Lobby Hours: Monday - Friday, 10:30 AM to 5:00 PM

Have a Qualifying Life Event (QLE)?

Qualifying events like marriage or the birth of a child provide an opportunity to adjust your benefits by adding dependents to your coverage.

Qualifying Life Events (QLEs):

Marriage or divorce

Birth or adoption of a child

Death of a spouse or dependent

Loss of other health coverage (e.g., due to job loss)

It's important to act quickly after a qualifying event to ensure you don't miss the deadline and maintain the appropriate coverage for you and your family. You have 60 days from the date of the event to submit your request using the Employee Benefits Record Form which can be found [HERE](#). Refer to the back of the form for additional documents required to substantiate your request.