



2021 OPEN ENROLLMENT

September 21 – October 16, 2020

A Message from the HR Director

2020 is a year that we will all surely remember for the rest of our time on this earth, though perhaps we would like to forget it ever happened. Out of necessity, this year's Open Enrollment and Benefits Fair will transition from our traditional bustling on-site event to a virtual event spread out over the Open Enrollment period that is full of opportunities for employees to make educated decisions about benefits affecting themselves and their families. While some of us are longing for the old days of actually being physically amongst our colleagues (or at least certain colleagues), under the circumstances, conducting a virtual event without gathering together is the most "human" thing we can do (horrible pun intended). Out of every challenge comes an opportunity, so we are making our best effort to provide you with an Open Enrollment experience that is beneficial to you. We reviewed the results of the survey we recently distributed and have incorporated many of your suggestions (sorry, there will be no dunk tank this year...and probably not ever). We are taking this opportunity to embrace technology to try out some new ways of doing business, including using all electronic forms for benefits changes. We welcome any feedback you might have on this year's process and will take that into account when planning next year's event.

I am sure you are tired of hearing about the pandemic, however since Open Enrollment and the Benefits Fair are all about health and wellness, I would be remiss not to address this subject once again. You may be over COVID, but COVID is not over you! The City has a duty under the law to maintain safe and healthy working conditions for its employees. During the COVID-19 pandemic, the City must rely upon and follow the guidance of public health officials at the CDC, CDPH, and OCHCA. The City Manager has shared his expectations with you and we have reiterated these key points in our Open Enrollment Newsletter, so I won't rehash them all here. Instead, I'll just ask you to consider that no matter what you think about the pandemic and whether or not you are personally concerned about it, your actions literally affect the lives of others, including the most vulnerable people in our community as well as those on the front lines, including law enforcement, firefighters, and particularly health care professionals. Please demonstrate your compassion for other people's lives by following the recommended guidelines, particularly limiting close contact with anyone outside of your immediate household. Stay safe!

A handwritten signature in blue ink, appearing to read "D. J. York", is located at the bottom left of the page.