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Human Resources Newsletter, May 2017

Maine Bureau of Human Resources

Maine Department of Administrative and Financial Services

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GENERAL GOVERNMENT SERVICE CENTER
HUMAN RESOURCES NEWSLETTER
MAY 2017



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**we can
help**



WHAT IS IN IT FOR ME?

The new State of Maine Employee Resources System (SOMER—pronounced summer) is currently being configured to meet our personnel needs and better align human resources and payroll across all executive branch departments.

SOMER will replace several dated systems and includes various human resources functions such as payroll, staffing, compensation, benefits, performance management, employee classification, vacancy posting, and personnel action request processing.

EMPLOYEE

- Employee Self Service (ESS) allows for easier access of personal information.
- Improved work efficiencies and greater employee empowerment
- Ability to view/manage payroll deductions and withholdings.
- Easy and efficient online access that will make it easier to process actions like request leave approvals and change your benefits.

SUPERVISOR/MANAGER

- ESS allows for easier access to data used on a day-to-day basis to manager human resources actions.
- Improved management and communication of benefits.
- Reduced risk of errors due to increased efficiencies and accuracy of HR transactions.
- Automated work flow/approval processes to shorten the time required for processes like Family Medical Leave and other leave requests.

Have Questions? Ask a Change Champion!

Change Champions are key State employees located throughout our departments and agencies that have been asked to help drive and foster communications to all end-users. These Change Champions will be able to share SOMER information, answer questions, listen to concerns and keep the SOMER Project Team updated.

Please visit the SOMER website for more information:

<http://www.maine.gov/somer/>

Insurance Changes Effective July 1, 2017

Anthem 

Medical: Anthem Blue Cross and Blue Shield will be the new administrator of the State of Maine Health Plan effective July 1, 2017.

In addition, Health insurance premiums for the State of Maine Health Plan will increase approximately 3 percent for both employee and for the State of Maine. The premium rates for full-time employees can be found at www.maine.gov/deh.

The specialist office visit copay (in-network) will increase to \$40 per visit. The cost will be waived for preventive visits. For a complete list of coverage updates visit www.maine.gov/deh.



EXPRESS SCRIPTS®

Pharmacy: Specialty medications will be 25 percent coinsurance (maximum cost of \$150 for a 1-31 day supply). Express Scripts will be the new pharmacy benefit manager of the State of the Maine Health Plan.

Visit: www.express-scripts.com/stateofmaine for more information.

There will be no changes made to the dental and supplemental vision insurance plans.

ARE YOU THINKING OF RETIRING?



If you are thinking about retiring, The Maine Public Employees Retirement System (MainePERS) encourages you to request a retirement estimate as soon as possible. You can request an estimate via e-mail or phone using the following addresses:

StateUnit@mainepers.org.

Please include your name and birth date of your beneficiary with your message.

If you already have a retirement estimate, even if it's not recent, and plan to retire, you are encouraged to attend one of their pre-retirement informational meetings.

Call (800) 451-9800 to enroll in an upcoming pre-retirement session or (207) 512-3158 with questions.

GOVERNOR LEPAGE PROCLAIMS MAINE STATE EMPLOYEE RECOGNITION DAY

In recognition of the significant contributions state employees make to the State of Maine and its citizens, Governor Paul R. LePage proclaimed May 10, 2017 as Maine State Employee Recognition Day.

The proclamation occurred during national Public Service Recognition Week (May 7-13, 2017), an event that recognizes the outstanding work of public sector employees across the country.

In his proclamation, Governor LePage provides examples of the fields of important work state employees do on behalf of their fellow citizens including public safety, public health, natural resources, and transportation infrastructure.

Interested employees can read the proclamation at <http://www.maine.gov/dafs/docs/MSERD.pdf>.



MAINE STATE SURPLUS PROPERTY



JUNE 10, 2017

Registration Starts: 7:30AM

Bidding Starts: 9:00AM

85 Leighton Road
Augusta, ME 04333

For more information:
(207) 287-2923

www.maine.gov/surplus

VDT STRETCH BREAK

Eye fatigue can be caused by prolonged driving, reading, computer work or activities that require close visual concentration. Taking frequent rest breaks and doing the following exercises can help alleviate tired eyes.



- Close your eyes. Gently cover them with your hands. Relax and breath deeply while counting to 30.
- Next, roll your eyes clockwise three times making large circles; then counter clockwise.
- Slowly close both eyes; keep them closed for five seconds. Open your eyes really wide; hold for five seconds. Repeat three times.
- Periodically look away from your video screen and focus on an object at least 20 feet away.

JUST FOR FUN

1. There are six eggs in the basket. Six people each take one of the eggs. How can it be that one egg is left in the basket?
2. How could a baby fall out of a 20-story building onto the ground and live?
3. Five pieces of coal, a carrot and a scarf are lying on a hill near a remote house. Nobody put them on the lawn, but there is a perfectly logical reason why they are there. What is it?
4. Six wolves catch six lambs in six minutes. How many wolves will be needed to catch sixty lambs in sixty minutes?

Answers to March 2017 Riddles: 1) Footsteps 2) Your name 3) Tomorrow