
HR Monthly Newsletter

JANUARY 2023



Our 2023 Resolution...

Happy 2023! One of the Human Resources teams' resolutions this year is to issue informative monthly newsletters to offer guidance, resources, and helpful reminders of tools that are available for you to use throughout the year!

To start things off, we'd like to introduce ourselves. If you ever have any topic suggestions, general questions, or inquiries, please feel free to reach out to one of our team members. We are always here for you and happy to help!

Get to know our team!

RAQUEL DIROFF, HR DIRECTOR

Raquel began working at CCS in 2006 in the HR department as a coordinator. She explains, "At the time, the HR office was located down the hall, on the main floor of the ACB. We moved to the newly and beautifully renovated Fritz Building (kudos to our Facilities team for doing a lot of the work) and that was our home away from home until we moved again! Now you can find us on the 2nd floor of the Yamasaki Building!"

Raquel enjoys working with the intelligent, funny, and hardworking women on her team, collaborating with her colleagues, strengthening relationships and the opportunities she has every day to have a positive impact and change lives in a meaningful way.

After work you can find her exercising, spending time with family and friends or at Home Goods. Raquel enjoys most genres of music but grew up on Motown. A few of her favorite artists include The Temptations, Marvin Gaye, Fleetwood Mac, Eric Clapton, Bob Seger, Prince, and Johnny Cash. AC/DC gets her moving when it's time to exercise!

Her biggest goals for 2023 are to connect more with friends who have had significant losses and who are struggling and to spread kindness.





**PATTY LONGO, ASSISTANT HR
DIRECTOR**

Patty has been with the CCS HR department for 2 years but has over 20 years of experience in the HR field. When asked what she likes the most about working for CCS, she says "My coworkers, the atmosphere, great benefits, and location!"

Patty enjoys listening to Classic Rock and Blues. Some of her favorite artists include the Beatles, Bryan Ferry, Aerosmith, and Fitz and the Tantrums. When she's not working, you will find her at home or outside when the weather is warm, gardening, walking her dog or hanging out with friends and family. When asked about her 2023 goals, she indicates "The same goals I have every year - eat better, be more active, and declutter my house!"

LISA POSZYWAK, HR GENERALIST

Lisa has worked in the HR office since 2014, but her history at CCS dates back to elementary school when she attended her first youth class at CCS - "Thank you, PCS Department!" She is also an alumni of Fine Arts / Art Practice ('09). She appreciates the creative environment, her wonderful co-workers, and the location.

She enjoys listening to Post-punk, Indie Rock, and Psych. Her favorite artists are The National, Phoebe Bridgers, Fleetwood Mac, and Kurt Vile. Favorite local artists include Duende & Sisters of Your Sunshine Vapor. After work, you will find her painting, making music, or at an aerial arts lesson/exercising. In 2023, she has made it a goal to become a more eco-conscious consumer.



**BRITTNEY WILLIAMS,
HR GENERALIST**

Brittney has been at CCS for a little over 1 year and has been in the HR field for a total of 7 years. Her favorite thing about working at CCS is being a part of an incredibly kind and caring team as well as having the opportunity to serve the talented and inspirational community of individuals at the college. The PTO offered is also the best she's ever experienced!

Brittney enjoys Indie Rock/Pop, Alternative, Punk, and Folk music. She is currently listening to a lot of Big Thief, Turnover, Delta Sleep, and Hovvdy. After work, you can find her at local concerts, painting with watercolor, practicing yoga, or hiking/longboarding with her Goldendoodle, Millie. Her biggest 2023 goal is to study and practice speaking French more consistently .



Ask Watson!

"Hey, Watson! I'd like to make some changes to my direct deposit information. How can I do this?"



"Great question! Direct deposit information can be conveniently updated through the Self-Service portal in Access Manager. Click on the **Self Service** icon, then **Banking Information**, and make your updates from there."

Fast Facts!

The history of CCS dates back to 1906 when a group of civic leaders, inspired by the English Arts and Crafts movement, formed the Detroit Society of Arts & Crafts! The society taught informal courses in basic design, drawing and woodcarving.

Did you know.....

that you can save money on gym memberships and wellness resources?



It's true! Blue Care Network and Blue Cross Blue Shield members can access discounts on health and wellness resources through the blue 365 program. Save money on gym memberships, nutrition programs, wellness apps, fitness apparel and more!

To access this benefit, visit www.blue365deals.com/BCBSMI/offers

Benefits 101

Understanding your Medical Bills

Reading a medical bill can feel overwhelming, but learning and understanding the meaning behind common terms can help alleviate some of the confusion. Here are some common terms you may come across:



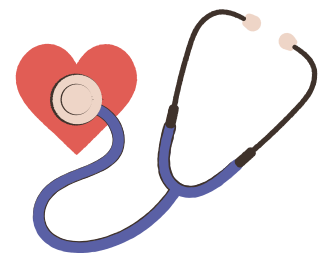
Adjustments: The amount the provider or facility takes off of the total charges because they have agreed to discount the amount for that particular service.

Allowed amount: The maximum amount your health plan will pay for a covered service. This term may also be called an eligible expense, payment allowance, or negotiated rate.



Coinsurance: This is the percentage of covered health care services a patient is expected to pay after a deductible is met. If a person's insurance plan has a 20% coinsurance, the individual is expected to pay 20% of each medical bill

Copayment: A copay is a fixed dollar amount the patient is expected to pay for health care services. The cost is generally paid at the time of visit, rather than billed later.



Deductible: The amount a patient must pay on covered health care services before an insurer starts contributing. Throughout the year, these payments go towards an annual deductible. Once the deductible is met, patients share the cost with the health insurance company by paying coinsurance and copays until the benefit maximum is reached.



Still have specific questions about your bill? The USI Benefit Resource Center is a great resource to help! USI can assist with Benefit plan and policy questions, eligibility and claim problems, assist in finding in network providers and much more! Contact them by emailing **BRCMidwest@usi.com** or give them a call at **855-874-0829**.
