

Fa-Law-Law December Event

Don't Miss It!

When: December 13th - 10:00-2:00pm

Where: ASU Downtown Collaboratory -

West Concho Conf Room

618 N Central Ave. Phoenix, Az. 85004

Free for PSHRA -
GCS members and
\$15 for non-members!

[Register](#)

Morning Keynote

[Justin Pierce](#) from Pierce
Coleman!

Justin will provide an update on
employment laws and trends

Opportunity to Give

We will have an on site service
opportunity with Cultivate
Goodness

Lunch Provided by Gibson

Gibson Risk Management/Employee

Benefits: We're more than just brokers. We're advisors and consultants with a passion for helping you look beyond what others see and get to the proactive side of insurance. Together we'll find the perfect combination of insurance, benefits, safety, and compliance that sets you apart from the rest. That's your edge. Let's find it together.





President's Message

Karen Main, PSHRA-GCS President

You May Not Even Realize the Positive Impact You have on Others

As a leader in HR, I bet you've had your fair share of moments when you wonder "why do I even bother?" If so, you're not alone. According to a 2022 survey by SHRM, 30% of HR professionals in the US feel underappreciated by their organization. Additionally, 25% of respondents said they have considered leaving their job because they feel undervalued.

As an HR professional, your impact is varied and broad: whether it's helping someone land their dream job or snag that coveted promotion; whether it's leading a strategic change initiative or enforcing policies to mitigate risk; designing talent retention programs or solving a tricky compensation issue; whether it's helping someone learn a new skill or coaching them in their role; or helping a leader think more strategically about their team, their focus, or their purpose. "It's just part of the job," you might say, but people are different because of your impact. If you ask me, those large, organizational initiatives are just as significant as the small gestures that leave another person changed for the better.

A favorite Ted Talk of mine is "[Everyday Leadership](#)" by Drew Dudley. In this presentation, Drew makes the point that leadership is not about title or position but is more about the small social interactions we have. These small acts are often inconsequential to us, but may, in fact, be profound to the other person. He calls these moments "Lollypop moments." Lollypop moments don't happen on purpose. They happen because one person saw a need and acted because it was the right thing to do – the necessary thing – or the *obvious thing*.

As we head into the Thanksgiving holiday season, I hope you'll take a few minutes from your busy day and watch his Ted Talk. Then consider: "what are the Lollypop moments in my life?" those moments where someone else did something or said something that fundamentally made your life better? If there's a person who's made a significant impact on you, if you can, reach out and let that person know. (If not, hold a mental image of the person and say a silent "thank you.") Who knows? You may just get a note or a phone call yourself from someone thanking *you* for your kindness.

As for me, I'm grateful for the new colleagues and friends I'm finding in my new home. Thanks to the continuing members and for the new members who've joined the AZ pshra community. Because of you, my world is kinder, more interesting, and poised for more meaningful lollypop moments!

[Here's Drew's Ted Talk](#)

What do you think? [Email me](#) and let me know your thoughts about this topic.

In Case You Missed It

Last month's event, "Does HR Need a Rebrand? Do You?" was fun, informative, and memorable! Be sure to join our new [PSHRA-GCS LinkedIn page](#) to catch insights from this event and others!

Thank you to Nicole Lance, LaCoya Shelton, Brady Young, and Laura Ingegneri for joining us in October as speakers!

Workforce and Benefit Trends to Watch—Public Sector Industry

Kylie Staples, Arizona Market Leader, Gibson

It's no secret that job satisfaction has seen a significant decline in recent years, affecting all industries, but with a notable impact on the Public Sector Industry. Decreased job satisfaction can have adverse effects on mental health, productivity, and employee loyalty. Employers are also grappling with diminishing benefit satisfaction levels, as revealed by MetLife's 21st Annual U.S. Employee Benefit Trends Study for 2023, which indicates a drop to 61% from 64% in 2022, marking the lowest point in the past decade. It appears that employer efforts to expand their benefit offerings have not kept pace with rising employee expectations. With numerous point solutions and voluntary benefits available, crafting core medical and ancillary benefit packages has never been more intricate, necessitating a careful balance between employee needs, morale, talent attraction, and cost management. With rising medical trends also on the forefront, sourcing creative strategies to mitigate costs without sacrificing the employee experience also continues to be a top concern for employers. In this article, we will discuss a couple of ideas you can bring to the table at your upcoming renewal strategy meeting.

As inflation remains a burden, employee confidence in their employer's employee benefits offering is paramount to alleviate financial pressures can significantly reduce employee mental stress and boost productivity and engagement. Fortunately, there is a surge of innovations in the core medical field that are reshaping the landscape and reducing costs for both employees and employers and increasing the employee experience (win-win). UnitedHealthcare's Surest and MotivHealth are two examples of employer-sponsored health offerings that are revolutionizing how employees access healthcare.

- **Surest (a UnitedHealthcare company)** eliminates coinsurance and deductibles, providing co-pay only plans with a user-friendly interface for finding care. Employees are encouraged to seek care at high-quality, cost-effective locations with transparent pricing for procedures or healthcare visits. This results in cost savings for both employees and employers, reduced healthcare confusion, and improved outcomes.
- **MotivHealth** is another player transforming the way employees engage with healthcare. MotivHealth offers cash rewards to employees for choosing high-quality, cost-effective physicians, pharmacies, and care locations, incentivizing better healthcare decision-making and reducing healthcare waste. MotivHealth also includes wellness rewards in their plans to encourage healthy habits through financial incentives that exceed industry norms.

Beyond core medical benefits, public sector employers should also consider how their benefits packages are taking into consideration the whole employee and even their pets. According to the SHRM 2023 Employee Benefits Survey, the rise of demand for pet insurance, specifically in the post-pandemic era continues to be top of mind. Additional offerings such as lifestyle accounts, group legal plans, student loan reimbursement, home purchasing assistance, family planning benefits, and more are all great ways to contribute to the whole employee. While renewal discussions can be challenging, focusing on the holistic well-being of employees and their families (including pets!) and being open to innovative healthcare programs can lead to a mutually beneficial outcome.



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Gibson will be sponsoring our
Holiday Event on December 13th!

[Register Here!](#)

**PSHRA-GCS has an opening to join our Board! If you're interested,
reach out to [Karen Main!](#)**

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Carrie Bosley
Shawn Irula
David Parker
Nathan Williams
Catherine Wilson

Do you have ideas for
future newsletter topics?
Share here...

[Suggestions](#)

Help Wanted

- *HR Business Partner - Gilbert*
- *Organizational Development Manager - Marana*

Links to these open positions can be found on our careers page, [here](#)

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