

Employee Newsletter May 2016



Happy Birthday!

Maggie Ferrell, Recorder's Office- 5/14
Karen Hammons, Collector's Office- 5/21
Lonnie Harris, Road and Bridge- 5/14
Barb Johnson, Recorder's Office, 5/5
Kelly Koenig, Sheriff's Office, 5/11
Trey Kramer, Pros. Atty Office, 5/14
Cabe March, Sheriff's Office, 5/2
Sharon Young, Sheriff's Office, 5/26



Anniversaries

Isaiah Curtis, Road and Bridge Supervisor, 2 yrs
Mickey Hall, Sheriff's Office, 4 yrs
Rusty Harris, Road and Bridge, 22 years
Bill Hudson, Asst. Pros. Atty- 2 years
Grace March, Juvenile Center- 3 years
Bobby McCarty, Road and Bridge- 2 years
Shelley Story- Public Admin Office- 5 years
Scott VanWye- Road and Bridge- 9 years
Jeff Waddle- Road and Bridge- 22 years

AS ALWAYS: IF I'VE NEGLECTED ANYONE BY MISTAKE, PLEASE LET ME KNOW SO I CAN FIX IT NEXT TIME

Welcome New Employees!

County News

April 9th, the County sponsored a tire round up, and it was a success. An estimated 15,000 tires were brought in throughout the county. That is awesome. Here are a few of pictures:



The NEMO Job Fair is April 21 at the Fairgrounds. Elected Officials: If you'd like me to take applications for you, please let me know. I am planning to go

County Events

5/6- Kirksville Community Transition's Team's 5th Annual Dash
5/17- K-REDI Town Hall Meeting
5/21-5/23- 3 Man Scramble Golf Event
5/28—Adair County Food Pantry
5/29—Memorial-Adair County Vietnam Wall

More information on any of these events can be given by the Chamber of Commerce, 665-3766 or the City of Kirksville at 627-1224.

OATS Spring Luncheon will be held on May 10 in the Annex building from 11-2 p.m.

Recipes:

Cajun Shrimp Boil Grill Packs



1 lb jumbo shrimp, peeled (tails on if you like)
3 links of sausage (spicy Chorizo is perfect), sliced
2 ears of corn on the cob, cut into fourths
3 red potatoes, washed and cubed
4 mushrooms, sliced
1/2 yellow onion, cut into wedges
4 tbsp butter, melted
1/4 cup chicken broth

Cajun/Creole seasoning to taste

Directions:

1. Heat grill (can also be made in the oven at 400 degrees).
2. Evenly distribute corn, potatoes, mushroom, onion, shrimp, and sausage between 2 to 3 heavy-duty aluminum foil sheets.
3. Drizzle melted butter and chicken broth over each foil packet.
4. Season evenly (and generously), to taste with Cajun seasoning.
5. Tightly seal foil packets by folding up the sides over the contents and tightly folding up the ends over the seam.
6. Grill 30-40 minutes or until potatoes are tender, flipping once half-way through.
7. Open packets, place on plates, and serve with lemon wedges and cocktail sauce if desired. Enjoy!

Parmesan Roasted Cauliflower



Ingredients

SERVINGS: 4

1 head cauliflower, cut into florets
1 medium onion, sliced
4 sprigs thyme
4 garlic cloves, unpeeled
3 tablespoons olive oil
Kosher salt and freshly ground black pepper
1/2 cup grated Parmesan

Preheat oven to 425°. Toss cauliflower florets on a large rimmed baking sheet with onion, thyme, garlic, and oil; season with salt and pepper. Roast, tossing occasionally, until almost tender, 35-40 minutes. Sprinkle with Parmesan, toss to combine, and roast until cauliflower is tender, 10-12 minutes longer.

Missouri Association of Counties Online Classes

New classes are available April 1 on the LocalGovU site. If you're not registered for LocalGovU online training classes, sponsored by MAC, then let me know if you want to be. Sexual Harassment training is available and everyone should be taking it at some point when it's convenient. Also being offered this quarter is Ethical Behavior training for Elected officials. It's free, its training you should have, and it's easy to get started. You can also print off certificates at the end of each training for you to keep. I'd be glad to help you get started. Please let me know!

<http://www.localgovu.com/>
Supervisors/Elected Officials, it would be great if you'd encourage participation from your employees for these training classes.

Got a training you'd like to see added? Let me know, I'll see what I can do.

Human Resources, 101

UNDERSTANDING COBRA INSURANCE

Goals: This session should help the participant:

- **Understand the basic provisions of COBRA.**
- **Provide employees with information about access to health coverage under COBRA.**

1. What Is COBRA?

- The Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA) provides temporary continuation of group health coverage for employees and their families who would otherwise lose coverage because of a qualifying event such as: termination of employment, death, divorce, or other life events.

2. Who Is Covered?

- Employees who are covered by a group health plan qualify for continuation of healthcare coverage under COBRA if they are laid off, if they are terminated, or if they quit their job.

—This is true even if the former employee is eligible for coverage under a spouse's health plan.

—The only exception is if the employee is fired for gross misconduct.

- Spouses are also covered, as are dependent children, including adopted children.
- Employees' widows and dependent children also qualify for COBRA coverage.

3. When Does COBRA Coverage Begin?

- Coverage begins when an employee voluntarily or involuntarily terminates employment.
- It also begins if a worker loses benefits under the health plan because of a reduction in hours.
- When an employee is divorced or legally separated, the employee's spouse or former

spouse and dependent children become eligible for COBRA coverage.

- When a worker dies, the deceased's spouse and children can continue coverage under COBRA.
- When employees become eligible for Medicare, they are also eligible for COBRA coverage.
- Employees' children may elect to continue coverage under COBRA when they reach majority.

4. What Benefits Are Covered?

- Coverage under COBRA must be identical to coverage available to active employees.
- COBRA participants are also eligible for all the same types of health plans available to active employees, including dental and vision if those are offered.
- Changes in coverage under the plan for active employees also apply to COBRA participants.

5. What Are the Notice Requirements?

- Employers must notify employees of COBRA rights within 90 days after they become participants of the employer's healthcare plan.

—Notice is generally given in the form a summary plan description (SPD).

- Employers must notify plan administrators within 30 days after an employee's termination, death, reduced hours of employment, or entitlement to Medicare.
- Employees must notify the health plan administrator within 60 days after divorce, legal separation, or a child's reaching majority.

6. How Long Does Coverage Last?

- Former employees can continue coverage for up to 18 months for themselves and their families.

- Coverage may be extended up to 36 months for:

—Divorced or separated spouses and dependent children.

—Employees' children when they reach majority.

—Spouses and dependent children of deceased employees.

—Employees eligible for Medicare and their families.

- Special rules apply for disabled people, who may be able to extend coverage beyond the standard 18 months for an additional 11 months (for a total of 29 months).

- COBRA coverage can be terminated if premiums are not paid on a timely basis or if the employer ceases to maintain a group health plan for its employees.

7. How Much Does COBRA Coverage Cost?

- COBRA participants must pay the entire premium themselves.

—But premiums cannot exceed 102 percent of the actual cost of the coverage to the group plan.

— It is very expensive. Here are our rates for COBRA:

COBRA ELECTION FORM

(Adair County Govt. – Base Plan #4050)

COBRA Rates (monthly):

Single: Medical/Rx...\$631.80 -

Dental...\$33.66 - Vision.....\$7.76

Employee/Child(ren):Medical/Rx...\$930.35 -

Dental...\$60.18 - Vision...\$15.87

Employee/Spouse: Medical/Rx..\$1,019.97 -

Dental...\$70.38 - Vision...\$18.82

**Employee/Family: Medical/Rx..\$1,411.27 -
Dental...\$88.74 - Vision...\$24.46**

—The one exception comes in the case of disabled beneficiaries who receive the 11-month extension, in which case, the premium can go as high as 150 percent.

• COBRA premiums may be increased if the costs of insurance increase, but generally they are fixed for at least the coming year.

CERF Contact Names and phone numbers:
Questions about your CERF pension? Call Mary Holsman at 877-632-2373, ext. 4218. For questions about your Savings Plans (457, 401), call Jim Ellison at (877) 895-1394.

LAGERS contact name and phone number:
Jeff Pabst, CRC
Missouri Local Government Employees Retirement System
1-800-447-4334 Ext. 6388 OR
Diane E. Towne, CRC
Missouri Local Government Employees Retirement System 1-800-447-4334 (Ext. 6364)

COBRA QUIZ

COBRA provides continuation of health insurance coverage:

- Until a former employee finds a new job.
- For a period of a year and a half to 3 years.
- For 12 months following termination.

2. Only employees are covered by COBRA.

- True b. False

3. Employees are eligible for COBRA coverage if they:

- Are fired but not if they quit.
- Are laid off but not if they are fired.
- Are voluntarily or involuntarily terminated.

4. Employees fired for gross misconduct are not eligible for COBRA coverage.

- True b. False

5. After employees' children reach majority and are no longer covered by the employer's plan, they are eligible for COBRA coverage for a period of:

- 18 months
- 24 months
- 36 months

6. A spouse is eligible for COBRA coverage for up to 36 months if:

- He or she is divorced or legally separated from the employee.
- The employee dies.
- The employee becomes eligible for Medicare.
- All of the above.

7. A worker who loses health insurance coverage because of a reduction in hours is eligible for COBRA coverage for 18 months.

- True b. False

8. Premiums for COBRA coverage are shared by the employee and former employer.

- True b. False

9. When employees divorce or legally separate, or when a child reaches

majority, they must notify the health plan administrator within:

- a. 30 days
- b. 60 days
- c. 90 days

10. COBRA participants are only eligible for hospitalization coverage no matter what kind of other coverage they may have had as an employee.

- a. True b. False

Answers: b, b, c, a, c, d, a, b, b, b

Trivia Challenge #1

Which U.S. President regularly bought slaves with his own money in order to free them?

- a) James Buchanan
- b) James Madison
- c) John Tyler
- d) William McKinley

Trivia Challenge #2

_____ was once an Olympic sport in the early 1900's.

- a) bowling
- b) ping pong
- c) tug of war
- d) karate

Trivia Challenge #3

Who was the first person to be named Time Magazine's Man of the Year?

- a) Charles Lindbergh
- b) Charlie Chaplin
- c) Albert Einstein
- d) Henry Ford

Trivia Challenge #4

_____ sleep with one eye open.

- a) koalas
- b) dolphins
- c) pandas
- d) alligators

Trivia Challenge #5

In the early 1900's , _____ was considered synonymous with the poor - often eaten regularly by the homeless, slaves and prisoners. It wasn't until after World War II that it became considered a delicacy and a food associated with the aristocratic classes.

- a) Caviar
- b) Escargot
- c) Lobster
- d) Matsutake Mushrooms

Answers:

- 1) a
- 2) c
- 3) a
- 4) b
- 5) c



Illustration by Kelly Kennedy

Sequel, Candy, Tickets, Film, Preview, Movie