

EMPLOYEE NEWSLETTER

APRIL 2020



Important 2020 Dates	
Sunday April 12	Easter Sunday
Friday April 17	State of the County Address Annex Building 8:00am
Friday May 8	Truman Day County Offices Closed
Sunday May 10	Mother's Day
Monday May 25	Memorial Day County Offices Closed
Wednesday May 27	CERF Retirement Seminar Annex Building 10am-12pm

Birthday Wishes

04/06	Bill Sweitzer	Sheriff's Office
04/11	Sherry Treasure	County Clerk
04/28	Nathan Frazier	Sheriff's Office

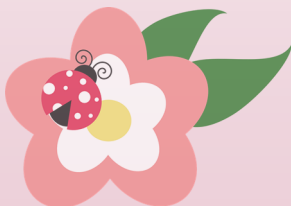
Welcome New Employee

Dillon Sullivan	Road & Bridge
James "JB" Hamlin	Road & Bridge
Jeremiah Treece	Sheriff's Office



NOTICE

The Municipal Election scheduled for Tuesday April 7, 2020 has been postponed until Tuesday June 2, 2020.



Service Anniversaries

04/01	40 yrs.	Randall Snyder	Road & Bridge
04/07	6 yrs.	Bob McCarty	Road & Bridge
04/09	2 yr.	Rose Montgomery	Prosecutor's Office
04/14	11 yrs.	Dale Standfuss	Maintenance
04/16	8 yrs.	Pam Ashford	Assessor's Office
04/18	23 yrs.	Jason Lene	Sheriff's Office
04/23	3 yr.	Bill Sweitzer	Sheriff's Office
04/29	29 yrs.	Lonnie Harris	Road & Bridge



Exciting New Benefit For GBS Members



WHAT IS PRICEMDs?

The PriceMDs Surgical Program is your preferred health plan benefit for your non-emergency surgery/procedure. There are no deductibles, no copays, and no coinsurance! Your PriceMDs benefit covers the cost (100%) of your surgery/procedure including:

- The initial consultation
- Pre-op lab work
- Anesthesiologist
- Pathologist
- The surgery/procedure itself
- Post-op
- Any durable medical equipment needed

HOW DO I USE PRICEMDs?

Using your PriceMDs benefit for your surgery/procedure can be done in two (2) easy steps!

1. CONTACT YOUR PRICEMDs RN

Before you schedule your consultation for your surgery/procedure, contact one of the PriceMDs registered Nurses.

RNs:

Rachel Kirkham

Phone: (813)833-3267

Email: rachelkirkhamRN@pricemds.com

Caitlin Quinn

Phone: (813)833-7158

Email: caitlinquinnRN@pricemds.com

2. MAKE YOUR SELECTION

Your PriceMDs RN will explain the program and locate the right facilities and surgeons/specialists near you for your consultation. You will then make your selection from the available options. After that, your RN will handle all of the scheduling needed-the initial consult, any lab work, the surgery/procedure itself, etc.

WHAT SURGERIES AND PROCEDURES ARE COVERED?

More than 400 non-emergency surgeries and procedures are covered by your PriceMDs benefit. Some of the most common types of surgeries/procedures covered are:

- General surgery (ex: abdominal, breast, laparoscopy, etc.)
- Orthopedic (knee, hip, shoulder, spine, elbow, wrist, and ankle)
- Gynecologic (GYN)
- Ear, nose, and throat (ENT)
- Podiatry
- Ophthalmology
- Gastroenterology (EGO, colonoscopy, etc.)

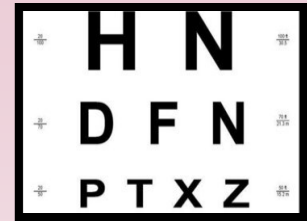
IMPORTANT

Before you schedule your consultation for your surgery/procedure, contact one of your PriceMDs Registered Nurses (RN). **Not contacting one of your PriceMDs RNs prior to scheduling your consultation will disqualify that surgery/procedure for the PriceMDs benefit.**

For a complete list of covered surgeries/procedures and authorized medical centers please contact Human Resources at: (660)234-7914 or hkelly@adaircomo.com



***NO COST VISION SCREENING BENEFIT**



Employees do not need to be enrolled in the GBS eye insurance plan to be eligible for this benefit!

Did you know that your medical plan provides you with a free annual vision screening?

It's true, and—even better—it's easy to use! Since there's no vision network provider required, simply visit any eye care provider you like for the screening and you're covered at 100%, up to \$100 annually.

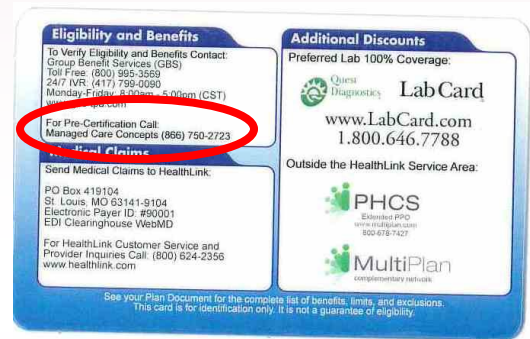
If your chosen provider doesn't accept your insurance, then the cost of the screening will be reimbursed to you up to \$100 with proper documentation. Please contact Human Resources at (660) 234-7914 or hkelley@adaircomo.com for details are how to receive a reimbursement for your annual eye exam.

**Reimbursement amounts (up to \$100) will cover only costs associated with the "regular" eye exam. Additional tests outside of the normal eye exam are not eligible for reimbursement.*

100% Covered Imaging Services

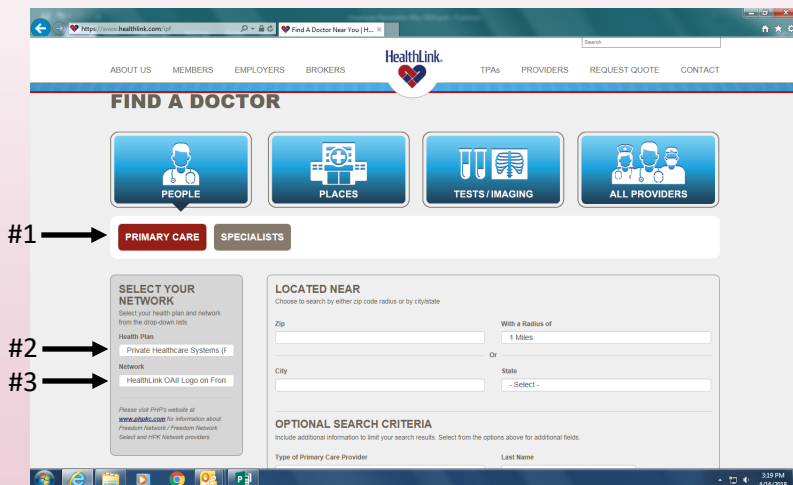
Group Benefit Services (GBS) plan members are covered at 100% for the following imaging services:

- MRI**
- CT**
- PET**



In order to receive this benefit, members must use **Managed Care Concepts Pre-certification by calling 1(866) 750-2723**. Members please tell Managed Care Concepts you have the **Preferred Radiology Benefit**. Members will then receive a call from a OneCall Care Representative. The OneCall Care Representative will schedule your appointment, with an eligible provider, and answer any questions you have about the scheduled test.

How do I find out if my Doctor is "In-Network"?



Visit the HealthLink "Find a Doctor Near You" website at www.healthlink.com/ipf (screenshot left)

Select the type of Doctor:

Primary Care or Specialists (see #1)

Select your Health Plan :

Private Healthcare Systems (PHCS) (see #2)

Select your Network:

HealthLink OAIL Logo on Front of Card (see #3)

Enter in location details. Enter in the image security code and hit the "submit" button at the bottom of the page . Your results will be displayed both as a listing of providers and as an interactive location map.

Retirement Frequently Asked Questions (FAQ)



What retirement benefits are available to Adair County employees?

- **LAGERS (Local Government Employees Retirement System)**
 ⇒ The County pays the entire 4% of an employee's salary into the LAGERS system
- **CERF (County Employees Retirement Fund)**
 ⇒ The County pays 2% of an employee's salary and the employee pays 2% of their salary into the CERF system
- **457(b) Savings Plan (administered by Empower Retirement)**
 ⇒ This is an optional retirement plan that is paid 100% by the employee
- **401(a) Savings Plan (administered by Empower Retirement)**
 ⇒ This retirement plan is tied to the employee's 457(b) plan and is funded with matched money from CERF

What does it mean to be vested?

Being vested means an employee becomes the "owner" of the retirement plan. As the plan "owner" employees will receive benefits from the plan at their time of retirement.

What is the vested periods for Adair County retirement plans?

- 5 years= LAGERS
- 8 years= CERF
- 0 years= 457(b) Savings Plan (the employee "owns" this plan from day one)
- 5 years= 401(a) Savings Plan (401(a) plans are funded solely from the matched money from CERF)

What happens if I leave County employment before I am vested?

- **LAGERS (Local Government Employees Retirement System)**
 ⇒ Employment service credits remain in the LAGERS system
- **CERF (County Employees Retirement Fund)**
 ⇒ Former employees can receive a refund of their own contributions but forfeit employment service credits
- **457(b) Savings Plan (administered by Empower Retirement)**
 ⇒ The employee owns this plan and can roll funds into another account or get contributions refunded
- **401(a) Savings Plan (administered by Empower Retirement)**
 ⇒ Any matched CERF funds are forfeited

When can I retire?

LAGERS		CERF		457(b)		401(a)	
General Employees		General Employees		General Employees		General Employees	
Early (reduced) Retirement	55	Early (reduced) Retirement	55	59 1/2 to avoid IRS penalty		59 1/2 to avoid IRS penalty	
Regular (full) Retirement	60	Regular (full) Retirement	62				
Law Enforcement		Law Enforcement		Law Enforcement		Law Enforcement	
Early (reduced) Retirement	50	Early (reduced) Retirement	55	59 1/2 to avoid IRS penalty		59 1/2 to avoid IRS penalty	
Regular (full) Retirement	55	Regular (full) Retirement	62				

Employee Rights Under the Families First Coronavirus Response Act (FFCRA)

These provisions under the FFCRA will apply from April 1, 2020 through December 31, 2020.

PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees with up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- 2/3 for qualifying reasons #4 -6 below, up to \$200 daily and \$2,000 total; and
- Up to 10 weeks more of paid sick leave and expanded family and medical leave paid at 2/3 for qualifying reason #5 below for up to \$200 daily and \$10,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days* prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to **telework**, because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19;
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or
6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.

Employees should talk to their supervisor and Human Resources to discuss eligibility under FFCRA.

News From Around the County

STATE OF THE COUNTY

Local officials and administrators from across Adair County will gather on Friday April 17, 2020 at 8:00am at the Adair County Annex Meeting Room for the "State of the County Address".

The meeting will include status reports and information from the following entities:

- Adair County Nursing Home (DBA: The Pines Adult Care Center)
- Ambulance District
- County Commission
- Health Department
- Public Library
- SB40 and Developmental Disabilities Board



The public is welcome to attend with coffee and donuts served prior to the meeting. The State of the County Address is sponsored by the Kirksville Area Chamber of Commerce.

EMPLOYEE SPOTLIGHTS



Name: Angela Platz
Department: Rhonda Noe, Adair County Public Administrator
Title: Case Worker Benefits Coordinator
Years of Service: 8

Briefly describe what you do at work for Adair County:

Work with Rhonda's Wards by doing home visits, some shopping, cleaning and other needs they may have. Keep Wards compliant and up to date on benefits with Social Security and Medicaid.

What do you enjoy most about working for Adair County?

Spending time with Rhonda's Wards.

What do you enjoy doing when you are not at work?

Hanging out with my Grandsons and family.

What is your favorite movie, book, TV or Netflix series?

To Kill A Mockingbird is my favorite book. I do not watch much TV but always enjoyed the Friends series.

If you could visit anywhere in the world you've never been, where would you go?

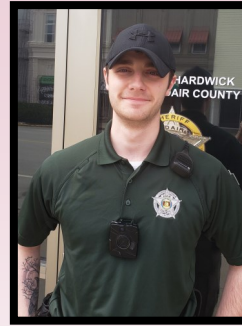
Australia

What are some of your pet peeves?

Unkindness to the disabled.

What's your secret talent that no one knows about?

I crochet.



Name: Chase Harrington
Department: Sheriff's Office
Title: Corrections Officer
Years of Service: 1 yr. 8 mos.

Briefly describe what you do at work for Adair County:

Take care of inmates, do rounds to regularly check on the well-being of inmates, take inmates to and from court appearances, book in and release inmates and answer phone calls from the public.

What do you enjoy most about working for Adair County?

My Co-workers.

What do you enjoy doing when you are not at work?

Hunting, fishing and being outdoors.

What is your favorite movie, book, TV or Netflix series?

My favorite movie is Tombstone.

What is the craziest thing you've ever done?

In June of 2019 we had to evacuate the whole jail due to a gas leak.

If you could visit anywhere in the world you've never been, where would you go?

Alaska to hunt moose.

What are some of your pet peeves?

Repetitive questions and when people scrap their knives or forks on their plates.

