

EMPLOYEE NEWSLETTER

JULY 2018

Birthday Wishes

07/03	Bradley Broadwell	Sheriff's Office
07/05	Greg Lawrence	Assessor's Office
07/10	Dana Buster	Prosecutor's Office
07/16	John Malloy	Sheriff's Office
07/18	Charlie Truitt	Sheriff's Office
07/18	Franz Kinkhorst	Sheriff's Office
07/22	David Goring	Prosecutor's Office
07/26	Tyler Summers	Road & Bridge
07/26	Trevor Potter	Prosecutor's Office
07/29	Jacob Ruthruff	Sheriff's Office

Important 2018 Dates

Wednesday July 4	County Offices Closed Independence Day
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Welcome New Employees

Barbara Johnson	Recorder's Office
Tanner Schilling	Sheriff's Office
Trevor Potter	Prosecutor's Office

Service Anniversaries

07/01	29 yrs.	Brian Noe	Coroner
07/01	21 yrs.	Phil McIntosh	Juvenile Office
07/09	19 yrs.	Gary Krambeck	Sheriff's Office
07/14	10 yrs.	Mary Walitshek	Assessor's Office
07/19	8 yrs.	Tammy Miller	Clerk's Office
07/30	1 Yr.	Sara Alverson	Sheriff's Office
07/30	1 Yr.	Joni Sharp	Sheriff's Office

GROUP BENEFIT SERVICES (GBS) DIABETIC MANAGEMENT PROGRAM

Healthy Track Diabetic Management Program allows GBS members to get a digital glucometer and regular shipments of test strips at no cost.



Advantages of Healthy Track

- Integration with the GBS member portal to track testing and nutritional information (Go to www.gbs-tpa.com then Member Services Login)
- All test results are uploaded automatically to secure online portal - no need for paper log books
- Ability to automatically send text message alerts of all test results to any mobile phone
- Supplies are mailed automatically on a monthly basis - no need to order
- Amount of strips sent each month is based on amount of strips actually used, eliminating waste
- Access to Healthy Track Support Line - toll-free, 24/7

How Healthy Track Works

1. You will receive a letter in the mail informing you of your eligibility for this program (program participants are identified through medical claims submitted to GBS by the provider).
2. Within 15 business days after receiving the letter, a Healthy Track Care Coordinator will call you to confirm your diagnosis, that you test, and how often.
3. You will receive your Healthy Track Starter Packet in the mail within 30-45 days of the notification letter.
4. You will continue to test at the frequency designated by your personal physician.
5. You will receive testing supplies as needed to test at that frequency.
6. Supplies will be paid at 100% - no copays or coinsurance*
7. If you do not receive a letter automatically, call Healthy Track at 1-866-751-2723 to enroll in this program.

Healthy Track Support Line

1-866-751-2723

You now have access to a toll-free, 24/7 Healthy Track Support Line. The Healthy Track Care Coordinators provide outreach calls concerning test results and test schedules.

You may call this line if you do not receive your welcome letter or any expected materials. You may also call for information, support, advice, and any questions you may have at any time.



Group Benefit Services

"Plaza Towers Building"
1736 East Sunshine
Suite #200
Springfield, MO 65804
www.gbs-tpa.com
800.995.3569

24/7 Healthy Track Support:

1-866-751-2723

24/7 Diabetic Meter Technical Support:

1-888-263-0003



Flexible Savings Accounts (FSA) Vs. Reimbursable Deductible Allowance (RDA)

Both benefits are available to all employees covered through the county health insurance plan.

FSA

Flexible Spending Account

- Employees must enroll (as a new hire, or because of a life event change, or during the open enrollment process), but all employees with county health insurance are eligible to participate.
- FSA is a pre taxed set aside program that can be used for out-of-pocket medical, prescription, dental, and vision care expenses for members, spouses or dependents.
- FSA money can also be used for dependent care expenses, such as daycare, preschool, aftercare, and even adult daycare.
- Special rules apply for orthodontic FSA claims (contact Human Resources for details).
- Employees determine the amount they want taken out of each paycheck (before taxes) for the calendar year.
- Money allocated to a Flexible Spending Account is loaded onto a FSA debit card that can be swiped at doctor's offices, pharmacies, and retail stores.
- Paper claims can be submitted for any expenses not purchased using the FSA debit card.
- FSA debit cards can only be used until December 31st of each year.
- Paper claims can be submitted for previous year expenses until March 31st each year.
- FSA money CANNOT be carried over into the next year.
- Money left unspent in Flexible Spending Accounts during the calendar year will be forfeited.

RDA

Reimbursable Deductible Allowance

- Automatic benefit (all individuals covered under county health insurance can submit claims for a reimbursement).
- \$500/\$1000 reimbursement (single/family) from GBS for out-of-pocket expenses paid for medical (ONLY) co-pays and payments applied to the annual deductible.
- Applies only to "In-Network" paid medical (ONLY) co-pay expenses and payments applied to the annual deductible.
- RDA claims can be submitted until March 31st each year for any dates of service from previous year. (example: any payments made before March 31, 2018 on a date of service from 2017, can be reimbursed)
- Members can receive reimbursement via direct deposit (contact Human Resources for details).
- RDA benefits do NOT cover prescription, dental, or vision expenses.
- 50% of any unused RDA benefits roll over into the new program year. Unused reimbursement funds continue to roll over yearly but will max out and will not to exceed the annual deductible amount.

Still have questions or need more information. Contact Human Resources at (660) 234-7914 or horhn@adaircomo.com for more details on RDA and FSA benefits.

A little Information about Retirement Planning

Retirement income falls into two categories:

Guaranteed Income

- Social Security
- Pensions
- Annuities (typically set up with savings)

Non-guaranteed Income (plans that fluctuate depending on market performance)

- Investments
- IRAs
- 401 plans

Adair County employees are fortunate when it comes to preparing for retirement. Adair County offers (to eligible employees) two public pension plans (guaranteed income) and voluntary retirement savings plans (non-guaranteed income) through the following:

- Local Government Employees Retirement System (LAGERS)
- County Employees Retirement Fund (CERF)
- Retirement Savings Plans 457(b) and 401(a) managed by Empower Retirement

Targeted Income Replacement:

For most individuals, financial experts recommend having a retirement income that equals about 80% of pre-retirement income (of course depending on your circumstances you could need more or less than the recommended 80% of your pre-retirement income in order to retire comfortably).

Individuals should plan on getting their retirement income(80%) from these sources:

30% from social security

30% from pensions

20% from savings or investments

Not matter what your age, paying attention to your annual benefit statements is the best way to start calculating and planning retirement income (it is never to early to start).

Employees that would like a retirement benefit *estimate* or to discuss different retirement payment options can contact Human Resources at (660)234-7914 or email hrohn@adaircomo.com. Employees can also get this information by contacting the retirement plan administrators directly at:

LAGER Pension at 1(880)447-4334

CERF Pension at 1(877)632-2373

CERF 457(b)/401(a) Savings Plans managed by Empower Retirement at 1(800)701-8255



News From Around the County



On June 5, 2018, Mark Thompson, 2nd District Commissioner, was presented with his 2016 Truman State University ROTC Bulldog Hall of Fame plaque.

John Davison, representing Truman State University's ROTC, presented Mark with the award and thank him for his military service and continued support of the ROTC program.



Mark Twain Transmission Line Meetings

Each month the Adair County Commissioners meet with Mark Twain Transmission Project Representatives to receive landowner real estate updates and construction progress regarding the Mark Twain Transmission Line.

This month the Adair County Commissioners met with members of the of the Mark Twain Transmission Project Team on Monday June 11, 2018.

The construction of the Mark Twain Transmission Project, in Adair County, began in May 2018. The construction process includes the Zachary Substation ground-breaking, the creation of access points along the transmission rights of way, and the installation of foundations on specific parcels.



Guess who?

This pretty little lady grew up to oversee one of the busiest offices in the courthouse. She has been in her position for more than 10 years and has loved every minute of it!

Can you guess who is it?



Answer on page 7

News From Around the County



At the 2018 spring CCAM meeting in Columbia Missouri, Mark Thompson, 2nd District Commissioner, met up with then Lieutenant Governor Mike Parsons. On June 1, 2018 Mike Parsons was appointed Missouri's 57th Governor after the resignation of Eric Greitens.

Win a travel blanket!

To enter...

Find the Overtime Pay Policy for **non-exempt employees** in the employee manual. Call, email, or visit Human Resources with answers to the following questions:

1. On what page can you find the Overtime Pay Policy for non-exempt employees?
2. *True or False* : A **non-exempt** employee will get overtime or accrue comp time if they work four 10 hour days (40 hours Monday through Thursday) and take 8 hours of vacation time on Friday?

All employees that answer correctly will be entered into a drawing to win a MACTrust travel blanket (pictured right). The winner will be drawn on July 13, 2018 .

Submit answers to:

Human Resources

Phone: (660)234-7914

Email: hrohn@adaircomo.com



Adair County was well represented at Menard's sneak peek night on Monday June 11, 2018. Stanley Pickens, Presiding Commissioner (far right), and off-duty Sheriff Bob Hardwick (second from right) participate in the festivities. Menard's officially opened to the public on Tuesday June 12, 2018.

News From Around the County

Let's hear it for the gang in the Assessor's Office! This patriotic bunch is ready for some fun and can't wait to blow some things up (i.e. fireworks) on the 4th of July!

From left to right: Pam Ashford, Greg Lawrence, Celsta Boltz, Terry Pearson, and Mary Walitshek.



Candidate Forums Scheduled

The Kirksville Area Chamber of Commerce is sponsoring two candidate forums ahead of the primary election on August 7, 2018. The only two contested primary election races for Adair County voters is for the 18th District State Senate seat and Presiding Commissioner.

Missouri State Senate 18th District Candidate Forum

Tuesday July 31, 2018
Mehegan Classroom
A.T. Still University Campus
6:00pm

Republican Candidates

Lindell F Shumake
Craig Redmon
Cindy O'Laughlin
Nate Walker

Democratic Candidates

Crystal Stephens (Unopposed)



Adair County Presiding Commissioner Candidate Forum

Thursday August 2, 2018
Mehegan Classroom
A.T. Still University Campus
6:00pm

Republican Candidates

Molly McKim Balliew
Thomas Daugherty
Mark Shahan
Sam Berendzen
Myles Kelly
Alan Whittom

Democratic Candidates

Rick Steele
Richard Morelock