

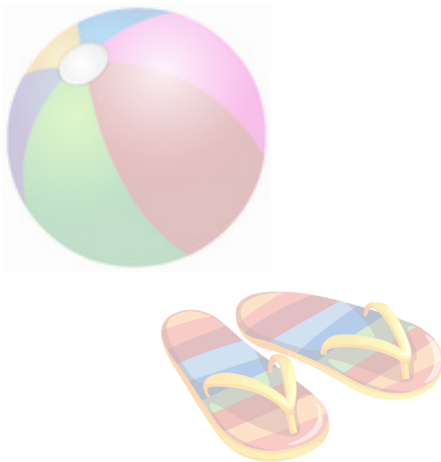
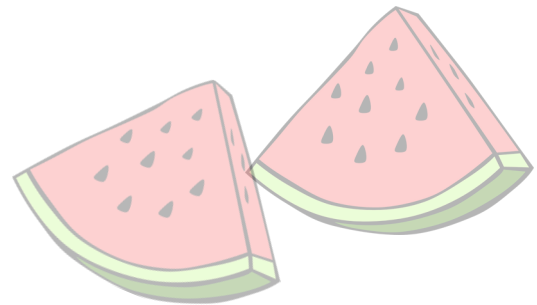
EMPLOYEE NEWSLETTER

JULY 2019



Birthday Wishes		
07/03	Bradley Broadwell	Sheriff's Office
07/10	Dana Buster	Prosecutor'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

Important 2018 Dates	
Thursday July 4	County Offices Closed Independence Day



Service Anniversaries			
07/01	30 yrs.	Brian Noe	Coroner
07/01	22 yrs.	Phil McIntosh	Juvenile Office
07/09	20 yrs.	Gary Krambeck	Sheriff's Office
07/14	11 yrs.	Mary Walitshek	Assessor's Office
07/19	9 yrs.	Tammy Miller	Clerk's Office
07/30	2 Yr.	Sara Alverson	Sheriff's Office
07/30	2 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

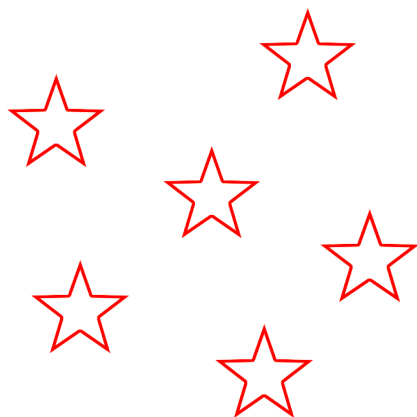
"Plaza Towers Building"
1736 East Sunshine
Suite #200
Springfield, MO 65804
www.gbs-tpa.com
800.995.3569

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 and 457 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:

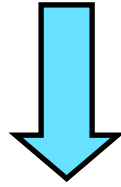
LAGER Pension at 1(880)447-4334

CERF Pension at 1(877)632-2373

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



CHECK THIS OUT



Employees have you ever considered the value of your county benefits? The chart below highlights the value of benefits the county pays on behalf of a 40 hourly employee making a base salary of \$30,000 per year.

	Base Salary	Social Security	Medicare	Medical Insurance	Life Insurance	LAGERS Pension	CERF Pension	Vacation Leave (2-7yrs)	Sick Leave	Unemployment	Total County Paid Benefits	Total Base Salary Plus Benefits
Yearly (40 hr. work week)	\$30,000	\$1860	\$435	\$7375	\$96	\$1200	\$600	\$1151	\$866	\$285	\$13,866	\$43,866
Hourly (40 hr. work week)	\$14.42	\$0.89	\$0.21	\$3.55	\$0.05	\$0.58	\$0.29	\$0.55	\$0.42	\$0.14	\$6.68	\$21.10

News From Around the County

Adair County Superheroes Support Habitat for Humanity

Some Adair County employees/superheroes joined forces in support of Habitat for Humanity. The fund raising event featured a .5K “run”, silent auction, and raffle with all proceeds going to support the Kirksville Area Habitat for Humanity. It’s a lot of fun for a good cause.

Habitat for Humanity is a nonprofit housing organization working locally and in nearly 1,400 communities across the United States and in approximately 70 countries around the world building and improving homes in partnership with individuals and families in need of a decent and affordable place to live.



Adair County employees that participated in the event were from left to right: Heather Rohn-Human Resources, Cindy Bryant with her husband Assessor Kent Bryant, Christine Steele with her husband 1st District Commissioner Bill King, and Treasurer Lori Smith.

News From Around the County

Corporal Schmidt Retires



Corporal Rick Schmidt, Sheriff's Office, retired on May 3, 2019 after 10 years of service to Adair County. Rick plans to enjoy his retirement by focusing on his boat business, Outlaw Boats, in Novinger Missouri and traveling to Florida to fish. Congratulations Rick! We wish you a very exciting retirement!

Pictured: 2nd District Commissioner Mark Thompson (left) and Presiding Commissioner Mark Shahan (right) present Corporal Schmidt with a plaque and certificate commemorating his dedicated service to the Adair County Sheriff's Office.

Courthouse Changes

The maintenance crew (pictured right) works to remove a tree that was causing structural damage to the north side of the courthouse. The maintenance crew will also be removing several bushes around the courthouse lawn and planting new scrubs and trees in their place.



News From Around the County

County Officials Meet with SEMA and FEMA Representatives



Above Adair County Commissioners met with State Emergency Management Agency (SEMA) and the Federal Emergency Management Agency (FEMA) representatives to discuss the recent heavy rains and the significant damage it's caused to several county roads. Also in attendance at the meeting were officials from the Adair County Road and Bridge Department, the City of Kirksville, the City of Novinger, and Adair County Rural Water.

Following the meeting, Adair County Officials took SEMA and FEMA Representatives around the county to see the damage firsthand. The County hopes to secure funding from SEMA/FEMA in order to assist in the additional costs that will be endured by the county to make repairs to affected areas.

Note of Thanks

Kim Salter, Deputy Treasurer, wishes to express her thanks to everyone that donated to her mother's memorials. The family received a total of \$600 for the Wilmathsville Cemetery Fund and over \$1,000 for the Adair County RII (Brashear) Scholarship Fund.



EMPLOYEE SPOTLIGHTS



Name: Dana Buster
Department: Prosecuting Attorney's Office
Title: Legal Assistant
Years of Service: 16

Briefly describe what you do at work for Adair County?

Collect and pay out all restitution and bad checks for victims; keep track of defendants' probation; update case management system during law days.

What do you enjoy most about working for Adair County?

Collecting the money owed to victims and all the holidays! I also enjoy all the people I have met and become friends with over the years.

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

Taking my kids to amusement parks to ride rollercoasters. Going out to eat. Planting flowers. Taking my kids to the movies.

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

My favorite TV shows: Criminal Minds, Survivor, Property Brothers.

What is the craziest thing you've ever done?

I don't do crazy things...I am too boring!

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

I think I would like to visit Hawaii and Australia but I am not sure I would enjoy the flight over the ocean to get there!

What are some of your pet peeves?

Too Many to list. Ha!

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

I don't have any secret talents...what you see is what you get!



Name: Vicki Robinson
Department: Public Administrator's Office
Title: Administrative Secretary
Years of Service: 3

Briefly describe what you do at work for Adair County?

I answer the phone, take care of people that come in whether it's our Wards & their staff or the general public. Check in mail, balance bank statements, e-file annual reports for our Wards, do HUD and Section 8 paperwork, etc.

What do you enjoy most about working for Adair County?

I really enjoy the girls I work with! We are a family which makes the day so enjoyable! We all work together as a team.

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

Being with our family and grandkids. We have a 15yr old grandson and a 2yr old granddaughter! I enjoy spending time with our church family at Fellowship Baptist Church.

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

My favorite movie is definitely The Notebook. My favorite book is my bible.

What is the craziest thing you've ever done?

I went on a cruise to Jamaica a few years ago with some girlfriends and we went to Dunn's River Falls. I really stepped out of my comfort zone there! But had a blast!

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

I would love to visit Israel.

What are some of your pet peeves?

It absolutely drives me crazy when I am driving in the parking lot at Walmart & people are walking in the middle of the road and won't move off to the side when they know you are behind them!

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

I have no talents & especially no secret talent. Boring answer huh?!