

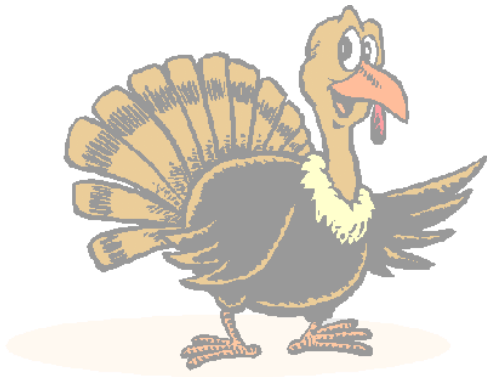
# EMPLOYEE NEWSLETTER

## November 2019



### Birthday Wishes

11/03	Kathy Atkinson	Sheriff's Office
11/06	Pam Ashford	Assessor's Office
11/09	Jared Clay	Sheriff's Office
11/10	Ron Collinge	Sheriff's Office
11/12	Shelley Story	Public Admin
11/13	Sara Miller	Sheriff's Office
11/18	Hayden Coin	Road & Bridge



### Welcome New Employees

Jim Hughes	Juvenile Office
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### Service Anniversaries

11/19	1 yr.	Justin VanDolah	Juvenile Office
11/26	1 yr.	Kent Bryant	Assessor
11/28	14 yrs.	Joe Nicol	Maintenance
11/29	3 yrs.	Jordin Luthenauer	Juvenile Office



### Important 2019 Dates

Sunday November 3	Daylight Saving Time Ends
Monday November 11	Veteran's Day County Offices Closed
<del>November 1-15</del> November 12-20	GBS Insurance Open Enrollment
Thursday November 28	Thanksgiving Holiday County Offices Closed
Friday November 29	Thanksgiving Holiday County Office Closed
Wednesday December 18	Christmas Carry-In
Tuesday December 24	Christmas Eve Holiday County Offices Closed 1/2 Day
Wednesday December 25	Christmas Holiday County Offices Closed



## Health Insurance Medical Plans Base Plan Vs. Buy-Up Plan

COST	Base Plan		Buy-Up Plan	
<b>Bi-Monthly Premium Payroll Deduction</b> <i>*Adair County does not expect premium costs to increase much (if any) in 2020</i>	Employee Only	\$0.00	Employee Only	\$25.00
	Employee & Children	\$120.43	Employee & Children	\$165.43
	Employee & Spouse	\$181.91	Employee & Spouse	\$231.91
	Employee & Full Family	\$302.34	Employee & Full Family	\$397.34

BENEFITS	Base Plan			Buy-Up Plan		
		In Network	Out of Network		In Network	Out of Network
<b>Deductible</b> <i>(Employee out of pocket expense, prior to coinsurance being applied)</i>	Single	\$2,500	\$5,000	Single	\$1,500	\$3,000
	Family Unit	\$5,000	\$10,000	Family Unit	\$3,000	\$6,000
<b>RDA</b> <i>(Amount employee can get reimbursed for deductible expenses &amp; Co-pays)</i>	Single	\$500	N/A	Single	\$500	N/A
	Family Unit	\$1,000	N/A	Family Unit	\$1,000	N/A
<b>Maximum Out of Pocket</b> <i>(The maximum amount an employee has to pay per year)</i>	Single	\$4,000	\$10,000	Single	\$3,000	\$6,000
	Family Unit	\$8,000	\$20,000	Family Unit	\$6,000	\$12,000
<b>Coinsurance</b> <i>(% responsible after deductible has been met)</i>	Employee	20%	50%	Employee	10%	40%
	GBS	80%	50%	GBS	90%	60%
<b>Co-Pay</b> Per Encounter <i>(flat fee required at the time of service)</i>	Emergency Room	\$200	\$200	Emergency Room	\$150	\$150
	General Physician	\$25	N/A Co-insurance Only 50/50	General Physician	\$20	N/A Co-insurance Only 40/60
	Specialist	\$25	N/A Co-insurance Only 50/50	Specialist	\$25	N/A Co-insurance Only 40/60
	Urgent Care	\$75	N/A Co-insurance Only 50/50	Urgent Care	\$50	N/A Co-insurance Only 40/60

*Please Note: Costs for Prescription medications are also reduced under the Buy-Up plan*



## Dental Insurance Claim Information

GBS supplemental dental insurance has some claim “hurdles” that employees need to be aware of.

While there is not an “In-Network” or “Out-of-Network” group of dentists to visit, there is a negotiated rate dental network available.

What does that mean?

GBS will pay towards a dental claim based on a usual and customary rate for dental procedures. Some dentists charge more than this rate, some charge less. If your dentist charges more than the usual and customary rate then the employee will be responsible for any of these overages.

For example: Assuming you met your deductible. You get a tooth filled. The usual and customary rate is \$150. GBS would pay 90% of the usual and customary fee which would be \$135 and you the employee would pay \$15. However, your dentist charged \$200. GBS is still only going to pay \$135 (90% of the usual and customary rate) and the employee would be responsible for the balance which would be \$65.

There are a couple of ways to avoid dental claim sticker shock.

- 1) Ask your dentist to submit a “pre-determination of benefits” to GBS. This will provide you with an estimate of what the insurance will cover for the procedure and give employees an idea of what they could expect to pay out of pocket or;
- 2) Employees can use a dentist that is in the negotiated rate dental network. These dentist will only change the usual and customary rates. That means, as provided in the example above, they would only charge \$150 for a filling.

Unfortunately, there are currently no negotiated rate dentist in Adair County and employees would have to go out of town to find a dentist.

If employees are interested in the finding a negotiated rate dentist please do the following:

Visit [novenetdental.com](http://novenetdental.com)


Enter your preferences into the search tool.

After hitting submit, you will receive a list of participating dentists (dentist aligned with GBS insurance coverage).

Unfortunately, the closest participating dentists are around 40 miles away, like Marceline, Brookfield, and Shelbyville.

If you don't want to search [novenetdental.com](http://novenetdental.com), contact Human Resources at (660)234-7914 or [hkelley@adaircomo.com](mailto:hkelley@adaircomo.com) to get a list of negotiated rate dental providers.





Network Coverage with a Different Perspective

### Find a NovaNet Dental Wrap Provider

Keywords:

Specialty:

City:

County:  State:

Zip Code:  Radius:

NovaNet's dental wrap network does not require an ID card logo, but the provider will see the appropriate network's name on the EOB (Explanation of Benefits) that is issued by the insurance company or payor.

Please use this search tool to find a participating dental wrap network provider.

**NovaNet Corporate Office**  
NovaNet, Inc.  
3500 Parkway Lane, Suite 440  
Norcross, GA 30092  
Toll Free: (800) 513-7177  
Tel: (770) 729-1997  
Fax: (770) 729-1992



## No Cost Pneumonia and Shingles Vaccine Benefit

This benefit provides members with a flu shot at no cost to them—they're covered at 100%.

- Grab your insurance card and valid photo ID
- Visit your nearest CVS-participating pharmacy—there's no appointment necessary
- Get your flu shot—the shot is covered at 100%, so there's no copay or coinsurance

Participating Pharmacy	Address	City	Phone
HY-VEE PHARMACY #1335	500 N BALTIMORE ST	KIRKSVILLE	(660)665-7400
KIRKSVILLE PHARMACY	1611 S BALTIMORE ST SUITE B	KRISKVILLE	(660)956-7010
MED DEPOT PHARMACY	800 W JEFFERSON ST	KIRKSVILLE	(660)665-7239
RIDER DRUG	1207 S BALTIMORE ST	KIRKSVILLE	(660)665-4666
WALGREENS #09986	311 N BALTIMORE ST	KIRKSVILLE	(660)665-3063
WALMART PHARMACY #10-0189	2206 N BALTIMORE ST	KIRKSVILLE	(660)627-1297



### 2020 Open Enrollment

~~November 1-15~~

**November 12-20**

Group Benefit Services (GBS) Open enrollment is in November 12-20, 2019. You will get the chance to make changes to your elected benefit coverages for yourself, your spouse, or dependents regarding:

- ♦ Medical
- ♦ Dental
- ♦ Vision
- ♦ Dependent Life Insurance
- ♦ Flexible (Spending) Benefit Account (FSA)

For Coverages Effective January 1, 2020.

Open enrollment details, benefit change forms, and FSA paperwork will be provided to employees on November 12, 2019.

## IT Services Contractor Announced

Huber & Associates has been awarded the IT bid for new equipment and IT services for Adair County( excluding the Sheriff's Office). Huber Representatives visited the County in late October to do an assessment of what equipment is needed in each office and discuss expectations of the services each office would like to receive. This was an opportunity for one on one with the company to get exactly what will be needed in each office. New equipment purchased recently will not be replaced, but will be included in IT services provided by Huber.

It will take approximately 4 weeks to receive the new equipment once it has been ordered. Installation will be scheduled for late 2019 or early 2020. Hopefully this process should be completed by mid to late January.

Sprocket Technologies will continue to provide IT services and support on a month to month basis until Huber & Associates complete the transition process.





## News From Around the County

### Public Administrator Rhonda Noe Attends Training



*Public Administrator Rhonda Noe is pictured second from left with other training attendees.*

Lexington, Kentucky- Public Administrator Rhonda Noe attended the National Guardianship Association (NGA) Conference held October 12-15, 2019.

NGA's mission is establishing and promoting nationally recognized standards. Encouraging the highest levels of integrity and competence through guardianship education. Protecting the interests of guardians and people in their care.

The conference provided information and resources to participants striving to administer high quality guardianship services.

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### Celebrating National 4H Week



The Commissioners welcomed local 4H youth on October 9, 2019. In recognition of National 4H week the Commissioners signed and read aloud a proclamation highlighting the importance of 4H to area youth and its impact on local communities.

*Pictured above: Commissioner Mark Thompson, Commissioner Mark Shahan, and Commissioner Bill King present the proclamation to several local 4H members.*

## News From Around the County

### Elected Officials Participate in the Kirksville RIII Homecoming Parade



*Above- Treasurer Lori Smith “gently” flings candy to kids during the Homecoming parade.*



*Below- Commissioner Mark Thompson rides on a Homecoming float with his graduating class...wow 50 years & counting!*

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### Treasurer's Office Gets A Special Little Helper



Kim Salter, Deputy Treasurer, had some help from her Granddaughter Aspen in the Treasurer's Office.

These two girls know how to have a good time!





## Spooktaclular Employees



Above- Diana Beets, Deputy Collector, is a cute and friendly witch!



Left- Shelley Story, Public Administrator Accounts Coordinator and Office Goth Queen shows off her awesome Halloween décor!

Below- Tammy Miller, Deputy Clerk, does whatever a Spiderman can. Spins a web, any size. Catches thieves- just like flies. Look out! Here comes the Spiderwoman!



Above- Who wore it best?

*Lori Smith  
or  
Cartoon Wall Hanging*



Above- Lori Smith, Treasurer, always rocks it on Halloween.

Right- She is not an employee but did stop by the Courthouse to pass out goodies! Thank you Jane "The Barbarian" Lovstuen!



## Employee Spotlights



**Name:** Lisa Stitzer  
**Department:** Recorder's Office  
**Title:** Deputy Recorder  
**Years of Service:** 1 1/2

**Briefly describe what you do at work for Adair County?**

I take applications and issue marriage licenses. I answer phone calls and assist citizens with requests for copies of deeds and marriage licenses. I also assist in the procedure of recording deeds.

**What do you enjoy most about working for Adair County?**

After years of working manual labor work, I love my office job, with vacation, pension, insurance, and sick days. I feel privileged to know that I play a role in the preservation of Adair County records.

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

Spending time with my wonderful family, loving on my granddaughter every chance I get, romantic getaways with my hubby and just enjoying the simple things in life.

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

Oh, I have too many favorite movies to narrow it down to one but my favorite Netflix series is "Ozark" and "A Million Little Things" TV show.

**What is the craziest thing you've ever done?**

I used to drag race cars and race 4-wheelers. I played powderpuff football too.

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

Sadly, I haven't been able to travel much, but someday I would love to see the ocean and mountains.

**What are some of your pet peeves?**

People that are dishonest and disrespectful, also negative people in general annoy me a lot.

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

I have discovered I really like to decorate thanks to my boss Pat and her endless supply of materials.



**Name:** Shelley Story  
**Department:** Public Administrator's Office  
**Title:** Accounts Coordinator  
**Years of Service:** 8

**Briefly describe what you do at work for Adair County?**

I handle financials for our wards, such as paying bills that come in, personal spending checks or any other needs they may have, whether they live independently or in a facility. I prepare annual settlements for any wards that we are conservator for that Rhonda, the Public Administrator, will file with her annual status report to the Courts. When needed we have been known to clean out apartments and storage units!

**What do you enjoy most about working for Adair County?**

I really enjoy working here in this office, I enjoy working with Rhonda and each of my coworkers! As I have said many times, I love my job!

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

Spending time with my family, whether we are junking or crafting at my sister's house, mini weekend vacations or going on our family cruises!

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

A couple of my favorite movies are Fried Green Tomatoes and Sandlot, among many others. I like to read Debbie Macomber books and my favorite TV shows are any of the NCIS shows.

**What is the craziest thing you've ever done?**

I can't think of anything...

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

I love castle's and lighthouses, I would love to visit anywhere these are!

**What are some of your pet peeves?**

People who don't use turn signals or continuously ride their brakes!!!

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

I have no talent!!!!!!!!!!!!