

EMPLOYEE NEWSLETTER

OCTOBER 2019

Birthday Wishes		
10/05	Diana Thomas-Couch	Road & Bridge
10/06	Pam Mihalevich	Sheriff's Office
10/07	Tammy Miller	Clerk's Office
10/08	Jason Lene	Sheriff's Office
10/13	Gary Krambeck	Sheriff's Office
10/13	Justin VanDolah	Juvenile Office
10/23	Ty Moran	Road & Bridge
10/25	Lisa Stitzer	Recorder's Office

Important 2019 Dates	
Monday October 14	Columbus Day County Offices Closed
Wednesday October 16	Boss's Day
Thursday October 31	Halloween
Sunday November 4	Daylight Saving Time Ends
Monday November 11	Veteran's Day County Offices Closed
Thursday November 28	Thanksgiving Holiday County Offices Closed
Friday November 29	Thanksgiving Holiday County Office Closed

Welcome New Employees	
Tucker Harrington	Sheriff's Office

Service Anniversaries			
10/10	2 yrs.	Heather Kelley	Human Resources
10/22	2 yrs.	Jared Clay	Sheriff's Office



SUPPLEMENTAL VISION INSURANCE INFORMATION



No significant increase in premium costs are expected for 2020.

Coverage	Vision Premiums	Coverage	Vision Premiums
Employee Only	\$3.81	Employee & Spouse Only	\$9.23
Employee & Child(ren)	\$7.78	Employee & Full Family	\$12.00

No significant increase in premium costs are expected for 2020.

Vision Benefit Deductible and Benefit Limit Summary	Amount
Annual deductible per participate (Maximum 2 per family)	\$50
Vision coinsurance % (Employee pays 10%/GBS pays 90%)	90%
Maximum annual benefit per participant	\$600

Covered Expenses	Benefit Paid
Eye exam, per person, in a 12 month period	\$100 Maximum
Single vision, frame type lenses, per pair, in a 12 month period	\$120 Maximum
Bi-focal, frame type lenses, per pair, in a 12 month period	\$130 Maximum
Tri-focal, frame type lenses, per pair, in a 12 month period	\$140 Maximum
Lenticular, frame type lenses, per pair, in a 12 month period	\$150 Maximum
Frames, per pair, in a 24 month period	\$130 Maximum
Contact Lenses in a 12 month period	90/10 (Plan limit)

Covered Expenses

Subject to the limits in the summary of benefits, the plan pays the **Usual and Customary Fees** for vision care services, as follows:

- a) **Eye Refractions.** Eye refractions, eyeglasses, contact lenses, or vision examination for prescribing or fitting eyeglasses or contact lenses, and
- b) **Recommended.** Recommended and approved by a physician or optometrist.

Exclusions and Limitations (Note: this is not a comprehensive list of exclusions or limitations)

Benefit Limitations. Participants can use the benefit to secure either eye glasses with frames or contact lenses (not both).

Greater Coverage. Any charges that are covered under a medical or health plan that reimburses greater than this plan amount.

Radial Keratotomy. Radial keratotomy or other plastic surgeries on the cornea in lieu of eyeglasses.

Safety Goggles or Sunglasses. Charges for safety goggles or sunglasses.

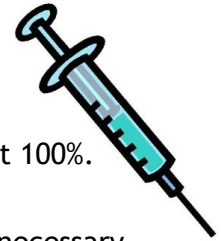
Employees: The above information is a summary of coverage. If you would like a detailed description of all covered and excluded vision services through our supplemental vision insurance plan please call or email Human Resources at (660)234-7914 or hkelley@adaircomo.com

Employees, did you know?

Participants in the GBS Medical Plan can get reimbursed up to \$100 for eye exams annually **without being enrolled in the supplemental vision coverage**. Employees just need to complete a claim form and submit it to GBS with a paid eye exam receipt. Call Human Resources at (660)234-7914 or email hkelley@adaircomo.com for information.



No Cost Flu Shot 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 Participating Pharmacy (CVS)—there's no appointment necessary
- Get your flu shot—the shot is covered at 100%, so there's no copay or coinsurance

Participating Pharmacy (CVS)	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 Coming Soon

Group Benefit Services (GBS) Open enrollment will be November 1-15, 2019. You will get the chance to make changes to your elected benefit coverages for yourself, your spouse, or dependents regarding:

- ◆ Medical/RX
- ◆ Dental
- ◆ Vision
- ◆ Dependent Life Insurance
- ◆ Flexible Spending Account

For Coverages Effective January 1, 2020

Employees

You will receive an information packet in November so that you can make informed decisions about your 2020 Insurance Coverages for Medical/RX , Supplemental Dental, Supplemental Vision, Supplemental Dependent Life Insurance, and Flexible Spending Accounts.



COUNTY EMPLOYEES'
RETIREMENT FUND

Public Pension Retirement Planning

You need to start your retirement application paperwork 30-90 days prior to your planned retirement date.

Once you submit your application, LAGERS and CERF will contact you and you will need to be able to answer the following questions:

1) What type of monthly benefit payments will you want to receive?

Below is a summary of retirement payment options (Note: Most payment option selected **cannot** be changed once a monthly benefit begins):

- Single Annuity: single payments made only to the member -this option provides the highest monthly lifetime benefit to a member
- Joint Annuity: sharing your retirement benefits with a beneficiary/spouse- with a reduction in life time benefits to the member (*Note: You **cannot** change the beneficiary/spouse once you start receiving benefits*)
- 10 Year Certainty: Guarantees 120 payments- the member will still receive a lifetime benefit (at a reduced amount) but if the member passes away within 10 years of retiring any remaining payments of the guaranteed (120 payments) can go to a designee (*Note: You can change the beneficiary (designee) on this option after receiving benefits*)
- Partial Lump Sum (LAGERS only): 2 years of benefit payments immediately-followed by a reduced monthly lifetime benefit to the member

2) Do you want your retirement check direct deposited?

3) Will you want State and Federal taxes withheld from your benefit payments each month (consulting with a tax professional might be a good idea prior to making this decision)?

Please visit Human Resources to discuss your retirement options in detail and to start the application process.

AFLAC



- **Accident**
- **Cancer/Specified-Disease**
- **Short-Term Disability**
- **Hospital**

Current AFLAC policy holder reviews and new enrollments will take place in October (*Time To Be Announced*).

AFLAC policies are separate from the County's regular Medical/RX, Dental, Vision, and Life Insurance Policies offered through Group Benefit Services (GBS).

AFLAC premiums are deducted automatically from bi-weekly pay checks (24 total).

Adair County's AFLAC Representative is Desaray Wilhite and she handles policy questions, policy changes, new enrollments, and claim submissions.

A notification will be sent to employees as soon as a date and time has been scheduled for Desaray's visit.

News From Around the County

New County Line Way Bridge Completed

The newly constructed County Line Way Bridge is 22ft wide and 138ft in length and took 2 ½ years to complete (initial grant application to completed construction). The bridge cost \$425,000 to build and was funded using federal transportation funding through the Highway Bridge Program (HBP) for Off-System Bridge Replacement and Rehabilitation (BRO). HBP/BRO provides funding to counties for replacement or rehabilitation of deficient bridges. The BRO funding, utilized in Adair County, is administered by the Missouri Department of Transportation (MoDOT).

Adair County is currently working on two HBP/BRO projects and will seek to replace bridges on Tiger Way and Archer Lane. The Adair County Commission expects those projects to be completed by 2021.



9-11 Ceremony Held

On Wednesday September 11, 2019 local residents, emergency service personal, and elected officials participated in a ceremony commemorating the 2001 terrorist attacks that left nearly 3000 people dead. The ceremony was held on the north side of the courthouse and was organized by A.T. Still University.



News From Around the County

Constitution Day Celebration

Kirksville, Missouri- On September 17, 2019 Elected Officials attended a Constitution Day Ceremony on the Campus of Truman State University.

The event included presentation of colors by ROTC, singing of the National Anthem, reciting the Pledge of Allegiance, followed by a reading of the Preamble by TSU President Sue Thomas. Selections from the Constitution were read by various student, faculty and community groups, followed by a retiring of the colors by ROTC.



Elected Officials and the local chapter of Daughters of the American Revolution (DAR) attended the event. Pictured above left to right: Danny Busick- District 3 State Representative, Mark Shahan- Presiding Commissioner, Neta Chandler-DAR, Julene Thornhill-DAR, Carol Navarro-DAR, Lysle Meyer -DAR, and Bill King- 1st District Commissioner



United Way 2020 Campaign

Check Your Paystubs for Details

For 65 years the United Way has been working to improve the quality of life in our community by enhancing the organized capacity of people to care in Adair County and beyond. Donations to the United Way support its 13 partner agencies across Northeast Missouri. Donation made support the following organizations.

Kirk Tran	Red Cross	Boy & Girl Scouts	RSVP
YMCA	Salvation Army	Victim Support Services	Macon Diversified Industries
Hospice	Community Opportunities	Senior Services	4-H

Please return all donation sheets to Human Resources or call Heather for pick up at (660)234-7914 or email hkelley@adaircomo.com. All donation sheets are due by October 25, 2019.

NOTE: Employees can donate through a bi-weekly payroll deductions through Adair County. Donating to the United Way is completely voluntary.

News From Around the County

Commissioner Thompson Attends 2019 MORA Conference



Pictured left to right: Lucinda Clubb- Northeast Missouri Regional Planning Commission Solid Waste Management Program Coordinator , Commissioner Mark Thompson, and Mayor Allen Garrett- City of Memphis, MO.

St. Louis, Missouri- Commissioner Mark Thompson attended the 2019 Missouri Recycling Association (MORA) annual conference held September 23-25. MORA's mission is to advocate and support recycling policies and practices which seek to stimulate the local economy, enhance community image and pride, and lure new citizens and businesses to the area.

Three representatives from the District 3 Northeast Regional Solid Waste Management Council attended the MORA conference (*see photo above*). Commissioner Thompson currently serves as Chairperson of the District 3 Northeast Missouri Solid Waste Management Council. One of the largest responsibilities of the Solid Waste Management Council is to provide education to the community promoting recycling practices and providing funding to local communities to support recycling initiatives.

Benefit Planned For Employee's Daughter



Betty Shahan, Deputy Clerk, is pictured with her daughter Rachel Powell

Melanoma Cancer Benefit

For Rachel Powell – aka Skin Cancer Warrior

Please Join Us!

All money raised will help her with medical bill and expenses.

On August 3rd, 2018 Rachel was diagnosed with Stage 3 Melanoma and started treatment September 6th, 2018.

She is self employed as a cosmetologist and works when she can.

November 9th, 2019, beginning at 5:00 pm
Loyal Order of the Moose Lodge
Kirksville, MO

Soup Supper, DJ & Auction with great items!

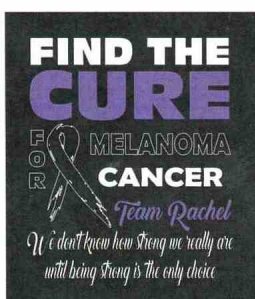
T-Shirts are available for preorder now!

For more information contact:

Christy – lckygr174@gmail.com

Lindsey – lindsey.dee83@gmail.com

Peggy – peggy_hinz@yahoo.com



EMPLOYEE SPOTLIGHTS



Name: Dave Hurt
Department: Sheriff's Office
Title: Fiscal Coordinator
Years of Service: 6 1/2



Briefly describe what you do at work for Adair County?

My job is to prepare & manage the Sheriff's Office annual budget, collect the Sheriff's Office fees for civil process, conduct daily banking and deposits, pay the Sheriff's Office bills, and write and monitor the Sheriff's Federal and State-level grants. I also manage the daily inmate finances for commissary, phone system and banking.

What do you enjoy most about working for Adair County?

The freedom the Sheriff gives me to do my job with minimal oversight. I keep the staff informed of our financial status on a regular basis and they allow me the freedom to do my job.

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

Spending time with the family, watching cop dramas on TV, reading, going to the firing range.

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

Having retired after 22 years in the US Air Force as a police officer, I enjoy military movies, cop movies, and futuristic Sy-Fi space movies....TOP GUN, Saving Private Ryan, all the John Wayne movies.

What is the craziest thing you've ever done?

I was told to "keep it clean" so I'll say taking a ski trip while in Turkey....I can't ski at all. Almost took out some kids at the bottom of the slope and almost skied into the bar/lounge before I decided to fall down. Ended up screwing up my knee that I still pay for today.

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

To the South Pole to "winter in" for six months at the research center down there.

What are some of your pet peeves?

Smoking, people who can't take a joke, negative people.

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

I can cook....I like to cook, but hate cleaning up!



Name: Dale Standfuss
Department: Maintenance
Title: Maintenance Worker
Years of Service: 10

Briefly describe what you do at work for Adair County?

Maintenance work at the courthouse, jail, and the Annex.

What do you enjoy most about working for Adair County?

The people and all the different projects.

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

Spending time with my family.

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

All the John Wick Movies.

What is the craziest thing you've ever done?

Went white water rafting.

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

Germany

What are some of your pet peeves?

People that can't drive and walk in front of you.

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

I use to redo furniture.

