

EMPLOYEE NEWSLETTER

OCTOBER 2020

Birthday Wishes

10/01	Tammy Key	Sheriff's Office
10/05	Diana Thomas-Couch	Road & Bridge
10/07	Tammy Miller	Clerk's Office
10/08	Jason Lene	Sheriff's Office
10/10	Gary Moffett	Road & Bridge
10/10	Nathan Lawson	Road & Bridge
10/13	Gary Krambeck	Sheriff's Office
10/13	Justin VanDolah	Juvenile Office
10/17	Dillon Sullivan	Road & Bridge
10/21	Mark Shahan	Commissioner
10/21	Johnny Gunnels	Road & Bridge
10/22	Rachel Holt	Sheriff's Office
10/23	Ty Moran	Road & Bridge
10/25	Lisa Patterson	Recorder's Office

Important 2020 Dates

Monday October 12	Columbus Day County Offices Closed
Friday October 16	Boss's Day
Saturday October 31	Halloween
Sunday November 1	Daylight Saving Time Ends
Tuesday November 3	Election Day
Wednesday November 11	Veteran's Day County Offices Closed
Thursday November 26	Thanksgiving Holiday County Offices Closed
Friday November 27	Thanksgiving Holiday County Office Closed

Welcome New Employees

Rebecca Story	Clerk's Office
Brandy Thomas	Sheriff's Office

Service Anniversaries

10/10	3 yrs.	Heather Kelley	Human Resources
10/21	2 yrs.	Riley Merdinian	Sheriff's Office
10/22	3 yrs.	Jared Clay	Sheriff's Office



SUPPLEMENTAL VISION INSURANCE INFORMATION



No significant increase in premium costs are expected for 2021.

Coverage	Vision Premiums per paycheck (24)	Coverage	Vision Premiums per paycheck (24)
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 2021.

Vision Benefit Deductible and Benefit Limit Summary

Amount
Annual deductible per participate (Maximum deductible charge 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:

- Eye Refractions.** Eye refractions, eyeglasses, contact lenses, or vision examination for prescribing or fitting eyeglasses or contact lenses, and
- 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 Googles or Sunglasses. Charges for safety googles 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 basic eye exam costs 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



2021 Open Enrollment Coming Soon

Group Benefit Services (GBS) Open enrollment will be November 9-20, 2020. 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, 2021

Employees

You will receive an information packet in November so that you can make informed decisions about your 2021 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**

AFLAC Representative On-Site Thursday October 22, 2020

Current AFLAC policy holder reviews and new enrollments will take place Thursday October 22, 2020 from 2:00pm-4:00pm at the Courthouse in the Commissioner's Office.

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's Desaray Wilhite handles policy questions, policy changes, new enrollments, and claim submissions.

Call Heather at (660)234-7914 or email at hkelley@adaircomo.com to schedule a time to meet with Desaray.

News From Around the County

Congratulations to the Germ Prevention Pack Winners!



Above left to right: Rose Montgomery and Karla Kramer, both employees at the Prosecuting Attorney's Office, were excited (see it in their eyes) about winning germ prevention goodies!

Below left to right: Lori Smith -Treasurer, Kim Salter- Deputy Treasurer, Joe Nicol-Maintenance Supervisor, Tammy Miller- Deputy Clerk, and Celesta Boltz- Mapping, were all big winners of a germ prevention pack!



Employees had to answer the questions below to be entered into the drawing for a germ prevention pack.

1. The County has a Third Party Administrator (TPA) that collects healthcare premiums and pays healthcare claims on it's behalf. What is the name of Adair County's TPA?
 - Answer: Group Benefit Services (GBS)
1. Adair County participates in two public pension plans. Name the two public pensions plans available to employees?
 - Answer: County Employees Retirement Fund (CERF) and Local Government Employees Retirement Systems (LAGERS)
1. Adair County offers an optional retirement saving plan in which employees contribute to a 457(b) plan and contributions are matched in a 401(a) plan. What is the name of the investment company that administers the 457(b) and 401(a) optional retirement savings plans?
 - Answer: Empower Retirement



Packs Included:

- Kleenex
- Thermometer
- Hand Sanitizer
- Two Facemasks
- Prevention Information

The drawing was held on September 11, 2020. Thank you to all employees that entered and congratulations to the winners!

News From Around the County

Missouri's Secretary of State Jay Ashcroft Visit The Courthouse

Missouri Secretary of State Jay Ashcroft visited the Adair County Courthouse on Wednesday September 23, 2020 to meet with Adair County Clerk Sandy Collop and to check-in on voting preparations for the 2020 General Election.

Pictured left to right: Adair County Clerk Sandy Collop and Kirksville Mayor Zac Burden listen as Secretary of State Jay Ashcroft explains the absentee voting process to reporters from local media outlets.



Absentee voting for the General Elections began Tuesday September 22, 2020 at the Adair County Annex Building on 300 North Franklin Street and will continue until 5 p.m. Monday November 2, 2020.

Residents can request an absentee ballot from Clerk's Office in person, by mail, by fax or by email. Mail in or faxed absentee ballots requests or applications must be received by the election authority no later than 5 p.m. on Wednesday October 21, 2020 .

Absentee voters must provide one of the following reasons for voting absentee:

- Absence on Election Day from the jurisdiction of the election authority in which such voter is registered to vote
- Incapacity or confinement due to illness or physical disability, including a person who is primarily responsible for the physical care of a person who is incapacitated or confined due to illness or disability
- Religious belief or practice
- Employment as an election authority, as a member of an election authority, or by an election authority at a location other than such voter's polling place
- Incarceration, provided all qualifications for voting are retained
- Certified participation in the address confidentiality program established under sections 589.660 to 589.681 because of safety concerns
- For an election that occurs during the year 2020, the voter has contracted or is in an at-risk category for contracting or transmitting severe acute respiratory syndrome coronavirus 2 (COVID-19)
- Voters who are considered at-risk for contracting or transmitting COVID-19 are those who:
 - Are 65 years of age or older
 - Live in a long-term care facility licensed under Chapter 198, RSMo.
 - Have chronic lung disease or moderate to severe asthma
 - Have serious heart conditions
 - Are immunocompromised
 - Have diabetes
 - Have chronic kidney disease and are undergoing dialysis
 - Have liver disease

News From Around the County

Correction Officers Receive OC Training (AKA Pepper Spray Training)

On Friday September 25, 2020, Corrections Supervisor Nathan Frazier conducted Oleoresin Capsicum "OC" training with Correction Officers at the Sheriff's Office. Practicing the deployment of pepper spray is important for officers to be prepared if needed on the job.



Pictured Top Row: Corrections Officer Rachel Wissler gets ready to experience the affects of pepper spray as Corrections Supervisor Nathan Frazier aims and sprays her in the face. Ouch...that has to sting!



Pictured Bottom Row: Corrections Officer Dillon Hutton practices deployment of a pepper spray canister before bracing himself to get sprayed by Corrections Supervisor Nathan Frazier. Looks like a really good time!

New Bridge On Archer Lane



Adair County Commissioners utilize Local Public Agency (LPA) Programs through the Missouri Department of Transportation (MoDOT) to secure federal funding for transportation improvements in the county. *The new bridge currently being constructed on Archer Lane in the Southeast part of the county was funded through the Off-System Bridge Replacement and Rehabilitation (BRO) LPA program which provides funding for replacement or rehabilitation of deficient bridges.*

Sheriff's Office Gets New Communication Equipment



The Sheriff's Office recently secured partial grant funding and a low interest loan to purchase 12 new vehicle and portable radios compatible with the Missouri Statewide Interoperability Network (MOSWIN). The new radios will allow Sheriff's Deputies to communicate across jurisdictional lines and expand the service range to better respond to emergencies and disasters. The radios will make it safer both for our Deputies and our community.

EMPLOYEE SPOTLIGHTS



Name: Lisa McKenzie
Department: Sheriff’s Office
Title: Administrative Assistant
Years of Service: 9 months

Briefly describe what you do at work for Adair County?
Clerical, CCW permits, sex offender registration, assist with civil process, inmate files, and whatever else needs to be done.

What do you enjoy most about working for Adair County?
Assisting the public & being part of something bigger.

What do you enjoy doing when you are not at work?
Spending time with my family, camping, going to the lake and spoiling my 2 dogs.

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

What is the craziest thing you’ve ever done?
Tried to switch dates with my twin sister

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

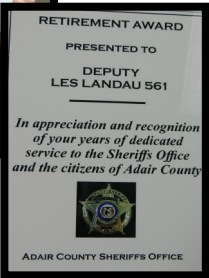
What are some of your pet peeves?
Dirty dishes in the sink! UGH!

What’s your secret talent that no one knows about?
My life is an open book. No hidden talents. I like to crochet and do craft projects.



Long Time Reserve Deputies Retire

On September 25, 2020, two long time Reserve Deputies retired after a combined 36 years of service to Adair County. Reserve Deputy John Bailey and Reserve Deputy Les Landau began their commissions with Adair County in 2002 and served under both former Sheriff Leonard Clark and current Sheriff Bob Hardwick. Thank you both for your years of service to Adair County!



Les Landau (Above) and John Bailey (Below) receive their retirement plaques from Sheriff Bob Hardwick.

