

Weakley County B.e.a.t

Bringing • Employees • Answers • Today

December 2014 - Volume 11 - Issue 4

Health Insurance Premiums to Decrease for Employees, Increase for County

In compliance with new federal mandates regarding the Affordable Care Act, beginning January 2015, Weakley County will pay 80% of the total monthly health insurance premium of employee only cost, and 50% of the additional cost for dependents. (Previously, Weakley County has paid 75% of the employee only cost plus 50% of additional dependents.)

This means that monthly premiums for employee only cost will decrease. **On the back side of this newsletter, you will find an updated health insurance rates listing that will be effective January 1, 2015.**

If you should have any questions regarding these changes, contact Director of Finance, Shawn Francisco, at 731-364-5429.

Flexible Spending Plan Year Begins January 1, 2015: Your Funds Are Available



The USABLE Flexible Spending Plan Year will begin on January 1, 2015. On that day, if you enrolled in the flexible spending program in November, or made modifications to an existing plan, those changes will be reflected.

Remember: The entire amount of your annual contribution is available to you on January 1, 2015. However, if you should spend the entire amount of your contribution before the end of the plan year [December 31, 2015], you will still be responsible for the monthly plan premiums, and you will have to pay out-of-pocket for additional costs accrued. You may begin requesting reimbursement for eligible expenses as soon as January 2, 2014, even though you have not contributed your total annual election.

New enrollees have or should

soon be receiving their FlexSystem TASC Card in the mail at his or her home address. As eligible expenses are incurred, the TASC Card allows members to pay for these expenses at the point of purchase. This eliminates the need for requesting reimbursement.

On the rare occasion that you cannot use the TASC Card for eligible expenses, simply submit a request for reimbursement from your My-Cash Account online, by text message, fax, mail, or mobile app.

Eligible expenses include dental co-pays and co-insurance, prescription drugs, eye exams, prescription glasses and lenses, daycare and dependent tuition.

If you should have any questions regarding Flexible Spending, contact Director of Finance, Shawn Francisco, at 731-364-5429.

Inclement Weather Notice

As you may be aware, five (5) snow days are currently worked into the school year schedule. In the event that school should be out longer than 5 days due to bad weather, it is possible that teachers may not be paid for the additional days missed. Be aware that snow days may be required to be made up during the scheduled Spring Break. It is not recommended for teachers and faculty to make non-refundable vacation plans for Spring Break Week.

County Holidays List

Date Observed	Event
Dec. 19 (Fri.)	Christmas Break Begins
Jan. 5 (Mon.)	Staff Development - No School
Jan. 6 (Tues.)	Students Return 2nd Semester
Jan. 19 (Mon.)	Martin L. King Day - No School
Jan. (TBA)	Parent Teacher Conference
Feb. 16 (Mon.)	All Presidents Day - No School
Mar. 30-Apr. 3 (Mon. - Fri.)	Spring Break [Tentative] No School [Tentative]
May 20 (Wed.)	Last Day of School for Students
May 21 (Thurs.)	Workday for Teachers
May 22 (Fri.)	1/2 Workday for Teachers

The first five snow days will not be made up. Any subsequent snow days will be made up as follows: Jan. 19; Feb. 16; Spring Break (Mar. 30 - Apr. 3) for emergency situations.



TCRS Annual Retirement Statements: Not Yet Available

The Tennessee Consolidated Retirement System (TCRS) sends out an Annual Statement to every Weakley County Employee eligible for the TCRS Benefit. However, TCRS does not yet have the statements prepared. As soon as they are ready, the Department of Finance will notify you. There is not an estimated time of arrival for the document as of yet.

Newly hired eligible employees: This statement will show salaries reported to TCRS, the amount of service credit you have with TCRS, the amount of your contributions, your vesting status, your TCRS beneficiary, and estimates of the TCRS benefits you could receive under various circumstances.

**WEAKLEY COUNTY LOCAL EDUCATION
HEALTH INSURANCE RATES
EFFECTIVE JANUARY 1, 2015**

PLAN	PLAN TYPE	TOTAL PREMIUM	COUNTY SHARE	EMPLOYEE SHARE
CIGNA - WEST PARTNERSHIP PPO	EMPLOYEE ONLY	\$ 540.71	\$ 432.57	\$ 108.14
	EMPLOYEE+CHILD(REN)	892.18	608.30	283.88
	EMPLOYEE+SPOUSE	1,054.39	689.41	364.98
	FAMILY	1,405.85	865.14	540.71
STANDARD PPO	EMPLOYEE ONLY	\$ 565.71	\$ 452.57	\$ 113.14
	EMPLOYEE+CHILD(REN)	917.18	628.30	288.88
	EMPLOYEE+SPOUSE	1,104.39	721.91	382.48
	FAMILY	1,455.85	897.64	558.21
LIMITED PPO	EMPLOYEE ONLY	\$ 346.06	\$ 276.85	\$ 69.21
	EMPLOYEE+CHILD(REN)	571.00	389.32	181.68
	EMPLOYEE+SPOUSE	674.81	441.22	233.59
	FAMILY	899.75	553.69	346.06
BLUE CROSS BLUE SHIELD - WEST				
PARTNERSHIP PPO	EMPLOYEE ONLY	\$ 560.71	\$ 448.57	\$ 112.14
	EMPLOYEE+CHILD(REN)	932.18	634.30	297.88
	EMPLOYEE+SPOUSE	1,094.39	715.41	378.98
	FAMILY	1,445.85	891.14	554.71
STANDARD PPO	EMPLOYEE ONLY	\$ 585.71	\$ 468.57	\$ 117.14
	EMPLOYEE+CHILD(REN)	957.18	654.30	302.88
	EMPLOYEE+SPOUSE	1,144.39	747.91	396.48
	FAMILY	1,495.85	923.64	572.21
LIMITED PPO	EMPLOYEE ONLY	\$ 366.06	\$ 292.85	\$ 73.21
	EMPLOYEE+CHILD(REN)	611.00	415.32	195.68
	EMPLOYEE+SPOUSE	714.81	467.22	247.59
	FAMILY	939.75	579.69	360.06

**WEAKLEY COUNTY PAYS 80% OF THE TOTAL PREMIUM OF THE EMPLOYEE ONLY COST PLUS
50% OF THE ADDITIONAL COST FOR DEPENDENTS. WEAKLEY COUNTY IS PREMIUM LEVEL 1.**

DENTAL INSURANCE RATES			
1/1/2015			
ASSURANT PRE-PAID		DELTA DENTAL PPO	
EMPLOYEE ONLY	\$10.13	EMPLOYEE ONLY	\$21.51
EMPLOYEE + CHILD(REN)	\$21.03	EMPLOYEE + CHILD(REN)	\$49.46
EMPLOYEE + SPOUSE	\$17.95	EMPLOYEE + SPOUSE	\$40.69
FAMILY	\$24.68	FAMILY	\$79.62
VISION INSURANCE RATES			
1/1/2015			
BASIC		EXPANDED	
EMPLOYEE ONLY	\$3.35	EMPLOYEE ONLY	\$5.86
EMPLOYEE + CHILD(REN)	\$6.69	EMPLOYEE + CHILD(REN)	\$11.72
EMPLOYEE + SPOUSE	\$6.35	EMPLOYEE + SPOUSE	\$11.14
FAMILY	\$9.83	FAMILY	\$17.23

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County 2015 Holidays List

Date Observed	Event
January 1, 2015 (Thursday)	New Years Day 2015
January 19, 2015 (Monday)	Martin Luther King, Jr. Day
February 16, 2015 (Monday)	President's Day
April 3, 2015 (Friday)	Good Friday
May 25, 2015 (Monday)	Memorial Day
July 3, 2015 (Friday)	Independence Day
September 7, 2015 (Monday)	Labor Day
November 11, 2015 (Wednesday)	Veterans Day
November 26-27 (Thursday and Friday)	Thanksgiving Day
December 24, 25, and 28 (Thursday, Friday, Monday)	Christmas Day



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**WEAKLEY COUNTY LOCAL GOVERNMENT
HEALTH INSURANCE RATES
EFFECTIVE JANUARY 1, 2015**

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CIGNA - WEST PARTNERSHIP PPO	EMPLOYEE ONLY	\$ 611.55	\$ 489.23	\$ 122.32
	EMPLOYEE+CHILD(REN)	947.90	657.41	290.50
	EMPLOYEE+SPOUSE	1,314.81	840.87	473.94
	FAMILY	1,651.18	1,009.05	642.14
STANDARD PPO	EMPLOYEE ONLY	\$ 636.55	\$ 509.23	\$ 127.32
	EMPLOYEE+CHILD(REN)	972.90	677.41	295.50
	EMPLOYEE+SPOUSE	1,364.81	873.37	491.44
	FAMILY	1,701.18	1,041.55	659.64
LIMITED PPO	EMPLOYEE ONLY	\$ 391.61	\$ 313.29	\$ 78.32
	EMPLOYEE+CHILD(REN)	606.99	420.97	186.02
	EMPLOYEE+SPOUSE	841.96	538.46	303.50
	FAMILY	1,057.35	646.15	411.20
BLUE CROSS BLUE SHIELD - WEST				
PARTNERSHIP PPO	EMPLOYEE ONLY	\$ 631.55	\$ 505.23	\$ 126.32
	EMPLOYEE+CHILD(REN)	987.90	683.41	304.50
	EMPLOYEE+SPOUSE	1,354.81	866.87	487.94
	FAMILY	1,691.18	1,035.05	656.14
STANDARD PPO	EMPLOYEE ONLY	\$ 656.55	\$ 525.23	\$ 131.32
	EMPLOYEE+CHILD(REN)	1,012.90	703.41	309.50
	EMPLOYEE+SPOUSE	1,404.81	899.37	505.44
	FAMILY	1,741.18	1,067.55	673.64
LIMITED PPO	EMPLOYEE ONLY	\$ 411.61	\$ 329.29	\$ 82.32
	EMPLOYEE+CHILD(REN)	646.99	446.97	200.02
	EMPLOYEE+SPOUSE	881.96	564.46	317.50
	FAMILY	1,097.35	672.15	425.20

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