



Bringing Employees Answers Today The County B•E•A•T

Happy
Thanksgiving

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Have Questions? Department of Finance Has Answers

It is so good to know when someone is there for you. As an employee for Weakley County, the Department of Finance is here to help serve your needs. The Finance Office can answer questions concerning benefits, whether it be health, dental, vision, or supplemental insurances (such as USABLE or AFLAC).

Thinking about retiring? Thinking about the future and have questions about the Tennessee Consolidated Retirement System? The Finance Office staff is your support team, and can explain options to employees.

Feel free to contact the Department of Finance with any question that you may have- we are happy to help:
Shawn Francisco, Director of Finance: 731.364.5429.



Weakley County now has Google Calendars!

The Weakley County Website has recently upgraded to Google Calendars. Add your event to the calendar by e-mailing it to us at weakleycountyttn@gmail.com, or share our events on your own Google Calendar. The calendar is part of the official county website, www.weakleycountyttn.gov. For more info, call 731.364.5429.

What to Expect from Your Partnership Promise: Questions & Answers



ParTNeRS for Health offers the Partnership Insurance Plan to encourage members to take a more active role in managing and improving their health and wellness. Below are a series of commonly asked questions.

Q: What is a health coach?

A: A health coach is a trained health care professional who is here to help you to set goals and track progress to manage your health. What you talk about with your health coach is completely confidential and cannot even be shared with your employer.

Q: When will my health coach contact me?

A: A health coach may contact you at any time during the plan year (January 1 - December 31, 2012). You may talk via phone or e-mail. There will be no set number of phone calls or e-mails. You and your coach will talk as needed and will develop a schedule that works best for you. Coaches are available Monday – Friday from 8:00 a.m. until 8:00 p.m.

Q: What are examples of personal health goals?

A: possible health goals include walking three times a week, or making an appointment with a doctor concerning your blood pressure.

Q: What if I miss a call from my health coach?

A: Your health coach will try to contact you again, or you can try to contact them. If the coach cannot reach you after 4 tries, they will send a letter to your home address and then it is up to you to contact your coach. If you do not follow up with your health coach, you will not be eligible for the Partnership PPO the next year.

Q: Am I required to lose a certain amount of weight?

A: No. There will be no “target weights” for members. You will work with your coach to establish short-term and long-term goals. The requirement is that you are making a sincere effort to meet your health goals.



Premiums and Dates and Policies - Oh My!

With open enrollment having just ended, employees that have recently added primary and/or supplemental insurances may have questions about when they become effective. Health, dental, and vision insurances will become effective January 1, 2012. This means if you have an appointment scheduled for January 2, you will be covered. Supplemental insurances, such as an added policy from AFLAC, USABLE, or Horace Mann became effective November 1, 2011.

Government employees, School Supervisors, Principals, and Non-Certified School Staff: Pay insurance premiums a month in advance. For example, November insurance premiums were paid in October. Some employees may have already noticed that their supplemental insurance premium came out of their October check. Health, dental, and vision insurance premiums will reflect on the December pay stubs for January’s coverage.

Teachers, Secretaries, and School Nurses: Pay insurance premiums in the month that the policy covers. Health, dental, and vision premiums will reflect in January for January’s coverage.

Highway Department employees get paid every two weeks, so the monthly insurance premiums are split into two monthly payments. In addition, health insurance deductions are taken out during the current month will pay the premium of the following month.

If you have any questions about this information, please call The Department of Finance at 731.364.5429.



Update Contact Information with Department of Finance

Have you moved or plan to move? Have you been recently married? Do you have a new phone number or e-mail address?

Make sure you contact the Department of Finance with any changes or updates you have concerning your contact information. If for any reason there are announcements or important notifications, we must have correct contact information to notify you. Please send any changes to franciscos@k12tn.net, call 731.364.5429, or drop by the Finance Office: 8319 HWY 22, Suite B, in Dresden.

Need More Cash Withholding? Make Those Changes Today



Need to make some changes to your W-4? Make them today at the Weakley County Department of Finance. You can have more, less, or no extra money withheld from your pay each pay period.

If you want to make changes that will affect your income tax returns for the year of 2012, those changes will need to be made in December 2011. Call the Finance Office today to schedule an appointment to make those alterations and/or corrections at 731.364.5429.

Holiday Events List



The Holiday Season is always packed with festive things to do in Weakley County! Make plans to attend something in the list below and get into the Holiday Spirit! To see what else is going on in Weakley County, visit www.weakleycountyttn.gov/community_calendar.htm.

Event	Date/Time	Location
Preview to Christmas	Sat. Nov 12, 9am-7pm	Downtown Martin
Dresden Open House	Sun. Nov 20, 1pm-5pm	Dresden City
Christmas in Greenfield	Sat. Dec 3, 9am-8pm	Greenfield City
Martin Open House	Sat. Dec 3, 9am-5pm	Martin City
Annual Kiwanis Parade	Mon, Dec 5, 7pm-8pm	Martin City
Ladies Night Martin	Thur, Dec 8, 5pm-8pm	Martin Downtown
Santa's Village	Thurs-Fri, Dec 8-10, 6pm-9pm & Sun, Dec 11 from 1pm-5pm	UT Martin West TN Agricultural Pavilion
Rotary Ham Breakfast	Sat, Dec 10, 6 am-11 am	Martin Elementary
Tour of Homes	Sun, Dec 11, 2 pm-5pm	Martin-587.5767
Christmas Party at Department of Finance	Mon, Dec 12, 11am-1pm	8319 HWY 22 S, Dresden
New Year's Eve Party	Sat, Dec 31, 7pm-12am	Dresden Senior Center

Annual Christmas Coat Drive - Calling for Coats to Keep Weakley County Warm



The Annual Coat Drive, sponsored by We Care Ministries, WCMT Radio, and Comet Cleaners is up and going for another year of collecting coats to be distributed to those in need.

As anyone who has lived here over the winter can attest, it can get pretty frigid out there. Citizens are encouraged to donate new or gently used coats. The coats will be cleaned by Comet Cleaners if necessary, and then taken to We Care Ministries for distribution.

Bring your donated coats to WCMT Radio Offices, 1410 North Lindell Street in Martin, or call 731.587.9526 for more information.

Retirement Talk: Start Here



Thinking about retirement can seem both exciting and intimidating. Tennessee Consolidated Retirement System [TCRS] is here to help. First, read [Retirement...A New Beginning](#), which is a guide to retirement. It can be found on the TCRS website: www.tn.gov/treasury/tcrs.

The first ideal step in the retirement process is to have a retirement benefit estimate calculated. General estimates are printed on your annual statement. Then, you must decide on the plan that would be right for you. To get information about payment plans available, visit the TCRS website at: www.tn.gov/treasury/tcrs. Once a payment plan and date are in mind, you should start the paperwork. TCRS suggests you begin the paperwork 60-90 days in advance to ensure the office has adequate time to calculate the benefit.

Here is a breakdown of the series of steps:

- Obtain necessary forms from Department of Finance.
 - Fill out a retirement application
 - Fill out insurance application (if under 65)
 - Notify Department of Finance of intent to retire
 - File TCRS retirement eligibility application and related forms 60-90 days prior to last paid date of service
 - If you meet eligibility requirements at time you terminate employment, file for benefits within 150 to avoid benefit loss
 - Decide which benefit payment option to be selected
 - Choose payment method of any accrued annual leave
 - If 65 or older, apply for Part B of Medicare when sponsored insurance coverage ends.
 - Apply for social security benefits when eligible. You must file a separate application: call 1-800-772-1213 for info.
- To learn more, visit the TCRS website: www.tn.gov/treasury/tcrs. Feel free to stop by the Finance Office with any question you may have, or call us at 731.364.5429.