



The County BEAT

Bringing Employees Answers Today

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SPOTLIGHT ON EMPLOYEES



Yalanda (Landa) Harris began working with the Weakley County Highway Department as the Highway Secretary in September 1982. She also serves as the Coordinator of the Weakley County Litter Program. She and her husband, Don reside in Gleason. They have two sons and one grandson.



Steve Todd, Gulf War veteran, began working at the Weakley County Sheriff's Dept. as a Corrections Officer in June 1986. In 1987 he started as a Deputy Sheriff and was promoted to Sergeant in 1997. In 2005, he became a Courtroom officer. He received his Bachelor's Degree in Business from Murray State.

Weakley County
Department of Finance
8319 Highway 22 Suite B
Dresden, TN 38225
Shawn Francisco,
Director of Finance

Insurance Changes



Starting January 2011, you will be offered two new PPO options. The current PPO and POS options will no longer be available. Both plans will have deductibles, co-pays and co-insurance. Premium levels will expand from two to four: employee, employee + spouse, employee + child(ren), or employee + spouse + child(ren). For the first time in many years, you will have to choose a health insurance option during the Annual Enrollment Transfer Period. You will be asked to choose the Partnership PPO or the Standard PPO. If you choose the Partnership PPO, you will commit to a Partnership Promise that includes three steps to help you achieve a healthier lifestyle.

1. Know your health history.
2. Know your health risks.
3. Take steps to get and stay healthy.

In return for making the Partnership Promise, you will pay less for your health care. Your premium will be less each month for all premium levels. Your annual deductible will be less than the Standard PPO. Your co-pays and co-insurance for all types of medical care are likely to be lower. Your out-of-pocket maximum will be lower, which will give you more financial protection.

You will receive more information leading up to the Annual Enrollment Transfer Period, which will be September 15 through October 15, 2010. Members who don't complete an enrollment form during the Annual Enrollment Transfer Period will be automatically enrolled in the Standard PPO and will not be able to switch options until the next enrollment period. New monthly premium rates are expected by July 1, 2010.

GOVMARKET.ORG

In mid-December 2009, the NACo (National Association of Counties) Financial Services Center introduced the Government Employee Marketplace (GEM) Web portal. The GEM portal is designed to provide public employees, retirees and family members a single location to locate various discounts presently offered to them by companies and suppliers, locally, regionally and nationally. NACo partners with Govmarket.org to provide this portal. Govmarket.org offers four kinds of discounts to participants:

1. Discounts offered to government employees
2. Discounts available to the public
3. Exclusive discounts negotiated by Govmarket.org on behalf of the site, and
4. Regional and local discounts provided by suppliers in local communities.

The Program is free to employees, and the portal does not send e-mails or solicitations to users unless they ask for RSS feeds or e-mail alerts for specific suppliers or products. The site offers printable coupons on items such as grocery, hair care, cosmetics, medicine, etc. The coupons expire on a monthly basis. Each month there are new product coupons available.

Visit the county website at www.weakleycountyttn.gov

REV UP YOUR OLD COMPUTER

It's a sad fact of tech life: Every computer loses its out-of-box pep after a year or so. But you needn't buy a new machine to get like-new vim and vigor. Computers are like cars in that they need regular maintenance. The following easy tune-ups can help restore your PC or Mac to peak performance and extend its lifetime. No screwdriver required.

1. Get Rid of Garbage

The more files and programs you have, the slower your machine will be. So deleting unnecessary stuff off the hard drive can speed startup and energize the CPU. Definitely ditch the trial versions of software that came on your computer as well as temporary files and system logs.

2. Clean Up the Desktop

Got documents, folders, photos, and programs scattered across your desktop? Both PC's and Macs must sort and load this pile of files when you start the computer. That wastes memory and takes time. For snappier startup, store stuff elsewhere.

3. Manage Launches

Apps that are set to launch automatically delay startup. Such programs then run in the background, draining processing power. Some open without you knowing it. To unchoke startup, disable auto-launch where possible.

4. Simplify Security

PC security suites provide whole-hog protection from worms, viruses, hackers, and more--but they drain computing resources while scanning for these threats. Besides, some of the programs' features are redundant. Today's web browsers have pop-up blockers to prevent malware installation, and Windows has firewalls to block spyware. Trading out power-draining suites for simple virus protection can make your computer more efficient.



Students Job Shadow Local Gov't Officials

Recently, Weakley County students were given the opportunity to job shadow. Weakley Co. Government was fortunate to have four students to job shadow our elected and appointed officials. Payton Lee, sophomore at Gleason High School, job shadowed Shawn Francisco, Director of Finance. Dresden Middle School eighth graders, Ben Kendall shadowed the Register of Deeds Office, Elizabeth Francisco shadowed Judge Tommy Moore and Meredith Johnson shadowed Assistant Public Defender Colin Johnson. Weakley County officials were very proud to participate in this wonderful learning experience.

Work Statistics

According to the Bureau of Labor Statistics, the average American spends about 26 % of each week at work. That means more than one fourth of your working life is spent at your job. To add a little more perspective, let's say that the average American spends 40 years of his or her life working. This means you will spend over 10 years worth of total time (more than 87,600 hours!!) at your job. Regardless if you are at your computer 10 of those hours, or 80,000 of them, you deserve to be able to incorporate your personality and working habits into your job.

Spotlight on District 8

Sam Sinclair, Sr. was first elected to the Weakley County Commission in 1982. He presently serves on the Public Works Committee, Rules Committee, and the Personnel Committee. Sam has also served as a member of the executive board of the Weakley County Democratic Party consecutively since 1982. He is a Vietnam War veteran.



Sam Sinclair, Sr.

Sam and his wife Donna have been married for thirty-eight years and they have four grown children and seven grandchildren. He and his family are active

members of the Southside Baptist Church in Martin where he serves as an adult Sunday school teacher and in other leadership positions.

Sam holds a B.S. and a M.S. degree from the University of Tennessee at Martin. He is a member of the management team at the Goodyear Tire and Rubber Company plant in Union City, TN.

Questions and Answers

If any employee has questions they would like addressed in future newsletters, please forward them to franciscos@k12tn.net

Q: When are these changes in the health reform law effective?

A: The earliest date that any changes would be effective would be January 1, 2011.

Q: How can I make sure that my 24- or 25-year-old child is covered?

A: The earliest date that we would begin to cover these dependents would probably be January 1, 2011.

Q: Do my 24- and 25-year-old dependents have to be students to qualify for coverage?

A: It is unclear to us whether the new law applies to non-students age 24 and 25.

Q: Does the law require the state to implement this provision before 2011?

A: No. The health care reform law requires that some of the changes, specifically the extension of coverage to 24- and 25-year-old dependents be implemented for the plan year beginning 6 months after implementation of the law.

Q: I understand that the new reform law prohibits plans from refusing to cover pre-existing conditions. When will this take effect?

A: For enrollees under 19 as well as children we plan to implement this provision on January 1, 2011. For all other enrollees, we plan to implement this provision on January 1, 2014 when the requirement for adults takes effect.

**PARTNERS
FOR HEALTH**

Visit the county website at www.weakleycountyttn.gov