



THE COMMUNICATOR

Grant County Employee Newsletter

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From the Desk of...

Joyce Roling
Grant County Personnel Director

Grant County went LEAN in 2015

Congratulations to the group of employees who completed LEAN training in November. It is very exciting to see the projects and efficiencies as a result. The plan for 2016 will be to consider facilitator training, and to implement a webpage to include resources for LEAN projects as well as first hand accounts of success stories. In addition, we will coordinate a networking group to meet and share ideas, concerns, and problem solve.

Grant County Website Resources



Take a look at the Grant County Website. We have a lot of information that you have access to right at your fingertips.

www.co.grant.wi.gov

Click on County Employee HR Documents to find the wage schedules, handbooks and benefits information. You will also find the Employee Grievance Policy on the left column on the home page as well as the Grant County Employment Opportunities. More documents will be available to you instantly as we move further into the electronic mode of information. *Stay tuned....* Keep checking back as we keep the information current and add things periodically.

Happy New Year Everyone!

Anyone wishing to have a specific subject discussed in a future newsletter may contact Joyce Roling at 723-2045 or jroling@co.grant.wi.gov.

HEALTH CARE COVERAGE

for your Out-of-Area Dependents



Dean Health Plan is committed to helping your out-of-area dependents (up to age 26) get the health care coverage they need when they need it. Students who attend college outside of the area and children living in another community are common examples of out-of-area dependents.

NOTIFY US

If you have an out-of-area dependent, please complete the Out-of-Area form as part of your health plan enrollment. You may also contact the Dean Health Plan Customer Care Center at **(800) 279-1301**.



New Insurance Card After Notification

Once a health plan member has been identified as an out-of-area dependent, Dean Health Plan will send a new ID card, which the dependent should carry at all times. On this ID card will be a sticker to identify access to a national network of providers. Out-of-area members will use the networks listed on the back of their ID card to access care and receive in-network benefits.



Prior Authorization

It is the responsibility of the enrolled health plan member to ensure prior authorization has been obtained for services that require prior authorization. Please review your member certificate or contact the Dean Health Plan Customer Care Center at **(800) 279-1301** for questions about what services require prior authorization.



Think Ahead

Students and other out-of-area dependents should consider scheduling routine exams or non-urgent procedures with Dean Health Plan providers when visiting our service area.



Please remember

All out-of-area dependents must see a Dean Clinic or network provider when in our service area. All out-of-area dependents moving back to our service area need to contact the Dean Health Plan Customer Care Center at **(800) 279-1301** to update their status.



1277 Deming Way | Madison, Wisconsin 53717

Out-of-Area Dependent Form

Dean Health Plan is committed to helping your out-of-area dependents (up to age 26) get the coverage they need when they need it. Students who attend college out-of-town or children who live in another community are common examples of out-of-area dependents. If you have an out-of-area dependent, please notify Dean Health Plan by completing this form and sending by mail or fax to the following location. You may also contact Dean Health Plan's Customer Care Center at (800) 279-1301.

Employee First Name: _____

Employee Last Name: _____

Health Plan Member Number (if known) _____

Employer Name: _____

Dependent Name: _____

City/State Where Dependent Lives _____

City/State

Mail Form

Dean Health Plan
Attn: Customer Care Center
PO Box 56099
Madison, WI 53705

FAX Form

(608) 827-4212

6064_1511



Care Package PROGRAM

Do you have a dependent child living outside the Medical Associates Health Plans service area? Send them off knowing they're covered by enrolling them in our **Care Package** program!

With the Care Package program, dependent children who are enrolled in one of our health plans and live outside the designated service area will now receive out-of-area coverage at the in-network level of benefits.

How to Participate

Your dependent child may be able to participate in the Care Package program if he or she:

- is eligible for dependent child coverage as explained in your Subscriber Agreement and
- resides or attends school outside your plan's designated service area.

You may sign up your dependent child for the Care Package program by completing the form attached. If you do not enroll your out-of-area dependent child in the Care Package program, only Urgent and Emergent Coverage will be provided.

Using the Care Package program

- Always present your member ID card so providers can contact Medical Associates Health Plans to verify coverage.
- Just like your in-network benefit, certain services require prior authorization. Failure to obtain necessary prior authorization can result in a denial of benefits.

If you have any questions, please contact Member Services Department at 584-4885 or (toll free) 866-821-1365 and they would be happy to assist you.



CARE PACKAGE PROGRAM APPLICATION

You may sign up for the Care Package program by providing the following information:

Employer/Group Name: _____

Employee/Subscriber Name: _____

Dependent's Member ID Number: _____ Dependent's Date of Birth: _____

Dependent's address: _____

Effective (today's date:) _____

Please submit this form to: Medical Associates Health Plans, Attn: Member Services, 1605 Associates Dr., Dubuque, IA 52002

2016 Training Opportunities

Please let your supervisor know if you are interested in attending any of these training sessions. The sessions are held in the County Board Room and reserved seating is appreciated by calling 723-2540 or emailing Dawn at dmergen@co.grant.wi.gov.

Dates:	March 17, 2016 (Thursday)	September 15, 2016 (Thursday)
	June 20, 2016 (Monday)	December 15, 2016 (Thursday)
8:15 a.m. to 8:50 a.m.	Civil Rights Compliance	
8:50 a.m. to 9:15 a.m.	Electronic Communication Policy / I.T. Update / Security Tips	
9:25 a.m. to 10:10 a.m.	Sexual Harassment Workplace Violence	
10:10 to 10:30 a.m.	FMLA	
10:40 a.m. to 11:00 a.m.	Workers Compensation	
11:00 a.m. to 11:20 a.m.	March and September: Deferred Compensation Presentations June and December: Aflac and Platinum Presentations	
11:20 a.m. to Noon	County Benefits in Review	

Reminder...Bookkeepers Training on February 12, 2016

8:15 a.m. – 11:30 a.m. in the County Board Room

2016 Paid Holidays

The following is a listing of Grant County's
2016 observed paid holidays.

New Year's Day.....	Friday, January 1, 2016
Friday Afternoon before Easter.....	Friday, March 25, 2016
Memorial Day.....	Monday, May 30, 2016
Independence Day.....	Monday, July 4, 2016
Labor Day.....	Monday, September 5, 2016
Veteran's Day.....	Friday, November 11, 2016
Thanksgiving Day.....	Thursday, November 24, 2016
Christmas Eve.....	Friday, December 23, 2016
Christmas Day.....	Monday, December 26, 2016

The New Year's Day holiday for the year 2017 will be Monday, January 2, 2017

Dana's Desktop

by Dana C. Andrews, IT Technician



IoT (The Internet of Things)

Have you heard this term in 2015? It is the most pervasive item in any technical discussion of near-future directions in computing. **IoT** is the concept that just about everything we interact with will become a computable entity. Our home furnishings, our cars, and even objects on the street, will interact with our tablets, laptops, and especially smartphones; seamlessly and unnoticed in the background.

Probably time we got up to speed on what this truly is and what it will mean to us.

At a very basic level, "Internet of Things" means devices that can sense components in the real world. Things like temperature, lighting, the presence (or absence) of people, other connected objects, etc, will be known and act on. Instead of most data on the Internet being produced and consumed by people (text, audio, video), information would be produced and consumed by *machines*, communicating between themselves with little or no personal interaction.

The classic example is a smart refrigerator that can read RFID tags on grocery items as they're put inside. They then look up those tags via the Internet to identify them. The fridge tracks usage; alerting owners when they're running out of groceries, or ordering refills online (possibly for UPS/Amazon delivery the same day). By accessing your calendar, it will adjust stock for the people you have coming over to watch the game this weekend. That same smart fridge would also warn about products nearing (or past) their expiration dates. Imagine shopping lists that include where to get the items at the best price.

Seniors and others could benefit from smart medicine cabinets that track meds, order refills, and even alert physicians if something's amiss. And just think: A bathroom cabinet that lets you know when it's running low on toilet paper could be worth its weight in gold. Smart closets could help you manage your clothes with reminders when you *really* ought to do laundry (you've got two pairs of clean socks left!), or take things to the dry cleaners, or even say goodbye to some items you never wear. How efficient would street lighting be if it only illuminates when it senses a person or car in the area. Imagine walking out of a store with your purchases having never stopped at a register (legally).



However there are also drawbacks. This technology brings a multitude of privacy and security implications. Although recent reports of smart refrigerators sending spam are likely exaggerated, an "Internet of Things" is also an "Internet of Things That Can Be Hacked." Smart-home devices will know a great deal about our personal lives, from our schedules to shopping hab-

its, appointments, what medicines we take, and even what room we're in. That makes the privacy implications enormous. We'd have to consider what our homes know about us and not just worry about what we post to social networks

So, is this going to happen soon? Probably not. RFID tagging of items like groceries, clothes, and medicines hasn't trickled down to consumer level yet (It is used more and more in areas like manufacturing and shipping however). Even if items are tagged, right now there's no simple way to look them up. There are start-up projects like Open Food Facts and SimpleUPC that are trying to fill that void but right now there is no one definitive source.

Without the ability to easily and accurately identify items smart appliances are really pretty dumb. For instance, even the latest smart fridges demonstrated this year at CES make users track food items by scanning receipts or barcodes with their phones. Don't forget that most "connected home" products are proprietary ecosystems. Good luck getting your Samsung refrigerator, Whirlpool washer, Nest thermostat, Sears dishwasher, and ADT home security system to talk to each other (look at the issues we have just with printers). Until there is standardization, things are like a "basket of remotes"; sure, there are ways to get (some) devices to (kind of) work together, but it's too much hassle for most people (think programming a universal remote). However, again, there are efforts being made in that area. The AllSeen Alliance is currently working on creating a universal open-source framework that these devices could utilize (like the android phone o/s). These type issues are also being addressed right now with point and pay using your phone. Getting all phones to work at all stores will definitely move this task along.

But it seems a safe bet that the "Internet of Things" is coming and will be enormous: IDC anticipates 200 billion connected devices by 2021, many if not most being autonomous devices.

DILBERT



BY SCOTT ADAMS



Service Anniversaries

January through March (5 year increments)

Kathy Ames (Orchard Manor), **35 years** on March 2

Michael Nugent (Highway), **30 years** on March 31

Patricia Miles (Orchard Manor), **20 years** on January 17

Mareeta Kolman (Health), **15 years** on January 3

Jeffrey Anderson (Information Technology), **10 years** on January 18

Todd Miller (Sheriff), **10 years** on February 5

Chad Chappell (Sheriff), **10 years** on February 12

Nicole Johnson (Orchard Manor), **10 years** on March 13

Congratulations on reaching these milestones! Thank you.

Retirement Recognition

October 1, 2015 through December 31, 2015

Gene Chapman (Highway), **30 years** (retired December 31st)

Grant County wishes you a happy and healthy retirement!

Reminder ~~ Contact Dawn at the County Personnel Office at least two months before your retirement date so we can assist you with the process. Thank you!

New Year – Think Positive

J O Y F U L A U G H E E A I V C E O A N
 D E I C A C H I E V E M E N T S E B D P
 I Y M N V B O U X I A D L L I W D O O G
 G E P M V P Q E H Z C E T S E C Y S R T
 C L R B R I L L I A N C E H L B I A E S
 I I O L N B G N L N L N Y I G T T N D T
 T M V U O O G O A A N A E H I I E V N R
 S S E N E V I G R O F L D V T R R C E I
 A H M A T C E M A A B A E U G R M B N V
 T E E D N N I E T A T B D E A A O H E E
 N L N N E D E N I M R E T E D L A W M B
 A P T R M P I C N B C I D I O R P O B H
 F F O Y I S E E G N C I T T M A C P R H
 E U C E L R T N E T E P M O C L N C A V
 S L A I P N M L D E U R N A E E O P C I
 O S P P M L L O Y A L Y I W N N P E E C
 M W A I O E T N A R B I V P Q Y J S V T
 O U B V C R M A R V E L O U S L D O E O
 O L L X E M O T I V A T E D V N B G Y R
 S S E N D N I K E E P R P A S S I O N Y

Achievements

Adored
 Amazing
 Applaud
 Appreciable
 Balanced
 Best
 Bright
 Brilliance
 Capable
 Competent

Compliment

Conquer
 Dependable
 Determined
 Dynamic
 Embrace
 Energetic
 Enjoy
 Excellence
 Exhilarating
 Fantastic

Forgiveness

Generous
 Goodwill
 Gratitude
 Happy
 Harmony
 Helpful
 Improvement
 Inspire
 Invigorated
 Joyful

Kindness

Laugh
 Love
 Loyal
 Marvelous
 Motivated
 Nice
 Noble
 Passion
 Positive
 Respect

Save

Smile
 Strive
 Unique
 Vibrant
 Victory
 Welcome
 Worthy