



THE COMMUNICATOR

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Grant County Employee Newsletter

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Dental Insurance Changing to Delta Dental Effective December 1, 2017

Delta Dental

Coverage begins: 12/01/2017

Premium: 5% less than County's 2017 dental plan

Locked in for 25 months (through 12/31/2019)

Deductible does not reset (if you already met your 2017 deductible, you don't have to start over on 12/01/2017, but the deductible will reset 01/01/2018)

Annual maximum benefit resets

Lifetime orthodontia maximum benefit resets

******(if someone has used all of their lifetime ortho benefit, they get to start over)******

Certificates of coverage will be available on our website as soon as they are available. You may also contact the Personnel Office for a paper copy.

Current Members - You will be automatically moved from MetLife to Delta. No paperwork required. You will be issued a Delta Dental membership ID card as soon as they are available for distribution.

Special Open Enrollment: Contact the Personnel Office for an enrollment/change form should you want to enroll or cancel your coverage effective December 1st. All change forms must be submitted to the Personnel Office no later than 4 p.m. on Friday, October 27th. (You may also make changes during our annual open enrollment with those changes effective January, 2018.)

Monthly Premium Comparison

	Metlife 2017	Delta 12/01/2017 thru 12/31/2019
Low Plan		
Employee Only	\$ 38.66	\$ 36.74
Employee + 1	\$ 78.24	\$ 74.34
Employee + 2 or More	\$ 131.84	\$ 125.26
High Plan		
Employee Only	\$ 52.56	\$ 49.94
Employee + 1	\$ 106.64	\$ 101.32
Employee + 2 or More	\$ 178.32	\$ 169.40

You may continue to use any dentist you wish to, but the below link will take you to a website from which you can easily get a **list of PPO providers** that have contracted with Delta Dental to provide reduced fees for their services.

<https://www.deltadentalwi.com/provider-search/dental/>

Team Grant County

Welcome to our Team!

New Employees - July 9, 2017 through September 29, 2017

Ashley Letcher ~ July 17 ~ Orchard Manor
Audrey Foltzler ~ July 25 ~ Sheriff's Office
Kayla Zenz ~ July 25 ~ Orchard Manor
Christina Potempa ~ August 1 ~ Social Services
Kayla Cummins ~ August 7 ~ Fair
David Janney ~ August 7 ~ Emergency Management
Bryann McGuire ~ August 7 ~ Social Services
Catherine McPhail ~ August 7 ~ Fair
Shauna Tucker ~ August 7 ~ Social Services
Meghan Blindert ~ August 9 ~ Child Support
Jackson Fry ~ August 14 ~ Highway
Hallie Bell ~ August 16 ~ Orchard Manor
Cassidy Hagen ~ August 16 ~ Orchard Manor
Kierstin Adams ~ September 2 ~ Orchard Manor
Abigail Borcharding ~ September 2 ~ Orchard Manor
Kyran Brinkman ~ September 2 ~ Orchard Manor
Madison Kirschbaum ~ September 2 ~ Orchard Manor
Chelsy Klaas ~ September 2 ~ Orchard Manor
Dalton Poljar ~ September 2 ~ Orchard Manor
Lucy Tian ~ September 2 ~ Orchard Manor
Brinley Wood ~ September 2 ~ Orchard Manor
Nolan Ackerman ~ September 5 ~ Orchard Manor
Sarah Jeardeau ~ September 6 ~ Orchard Manor
Wendy Mahr ~ September 8 ~ Orchard Manor
Jennifer Fure ~ September 13 ~ Orchard Manor
Sissy Munoz ~ September 13 ~ Orchard Manor
Jordan Walker ~ September 14 ~ Sheriff's Office
William Fike ~ September 18 ~ Sheriff's Office
Cody Trumm ~ September 18 ~ Sheriff's Office
Samantha Cook ~ September 20 ~ Orchard Manor
Richard Oyen ~ September 25 ~ Orchard Manor

Training Schedule Webpage

The Personnel Office now has a webpage listing the training events it sponsors. Check it out!

www.co.grant.wi.gov

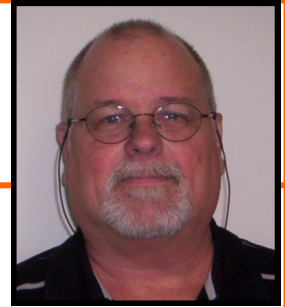
Click on "County Employee Training Event"

You can then click on the training you are interested to see a full description.

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.

Dana's Desktop

by Dana C. Andrews, Grant County IT Technician



Modern Life (Updated)

I don't know about you, but I have 5 or 6 credit monitoring services running for free from various reported breaches (such as Equifax) and credit card companies using credit protection as a member benefit. Every month my public email account gets deluged with credit reports and newsletters. If you are concerned about the Equifax or other data breach (everyone who has ever applied for credit – be it credit card, bank loan, or even most store specific accounts – were affected to some degree by Equifax), the Federal Trade Commission has a website of what to do: <https://www.consumer.ftc.gov/blog/2017/09/equifax-data-breach-what-do>

Note though to be careful on placing a credit freeze on any of your accounts. This can prevent you from getting any further credit (like if you are planning to buy a car, get a credit card, or open a new bank account). Also, be aware that there are scammers trying to use data breach notification letters and emails to gain financial information for fraud purposes. The big three for credit reporting agencies are Equifax, Experian, and TransUnion. You can/should also check your annual benefits report from the Social Security Administration – <https://www.ssa.gov/myaccount/statement.html>

Wisconsin does have laws about credit protection

Besides the FTC (Federal Trade Commission), the state of Wisconsin has a Bureau of Consumer Protection (<https://datcp.wi.gov>; email: datcpwisconsinprivacy@wi.gov). Wisconsin Statue 134.98 requires most businesses in Wisconsin that collect personal information about Wisconsin residents to report if an unauthorized person or group has acquired access to that data. Besides businesses, this statute also applies to state agencies and local government entities (Grant County & Lancaster City for example). Personal information in this case includes individual's last name and first name (or initial) and:

- Social security number
- Driver's license number
- State identification number
- Financial account number (not just credit/debit card numbers but passwords and pins too)
- DNA profile
- Biometric data

(Please refer to the statute for specific requirements and exceptions. This is just an overview discussion)

This statute does not apply if the data was properly encrypted or otherwise stored in an unreadable manner, or is part of some public record. If you do think you are being hacked (identity theft), contact your local police/sheriff departments. They are trained to handle these incidents.

What is Fake News

Maybe the best way to explain this is with an example.

I set up a website that says Elvis is alive. I make the website look like CNN's website (I copy their online code but change the banner to say CNNs instead of CNN). I then create numerous fake accounts on Facebook and Twitter and have each one of those accounts post/tweet a link to my fake article ("Lancaster residents were shocked to learn what the government was hiding from them"). Other believers then post

links to my fake social media accounts about this story. The real media then sees all this buzz and, without checking the source, publish their own article using a ‘cut-n-paste’ of my original fake website article. I may do this for political reasons, or just to be funny, or I may have malicious software embedded in some of the advertising on the webpage (doing it for profit). The most famous person for doing this during the election has said numerous times that he planted all the fake Hillary articles “just to see what would happen.” He had no particular political affiliation himself.

Interestingly, while Facebook is working very hard to reduce/prevent this, by requiring real names and validating sign up information, Twitter is basically doing nothing. Their statement is that they cannot be a real time free speech app with this kind of censorship applied.

Pick your poison but any time you are online, you are in the wild Wild West and need to think before you act (or believe).

P.S. I personally believe Elvis is not alive but I’m just guessing on that.

Flu Vaccinations It’s that time of the year again

Can you get a flu shot at the County’s Health Department?

The Grant County Health Department is offering flu shots to county employees and dependents that are members of the County’s employee health insurance plans. Dean and Medical Associates Health Plans will pay for these shots. Bring your insurance card with you to any of their clinics or their office when you receive your shot.

Grant County Employee Influenza Shot Clinics

Location	Date	Time
Social Services	10/04/2017	11:30 a.m. to 12:30 p.m.
Unified Community Services	10/10/2017	8:30 a.m. to 9:00 a.m.
Sheriff’s Office	10/11/2017	11:00 am to Noon
Sheriff’s Office	10/18/2017	11:00 am to Noon
Orchard Manor	10/12/2017	1:00 p.m. to 3:00 p.m.
Orchard Manor	10/17/2017	9:00 a.m. to 11:00 a.m.
Highway Department	pending	
Health Department	Any weekday	8:30am to 12:00pm; 1:00pm to 4:00pm

The complete schedule for immunizations can be found on the county website at www.co.grant.wi.gov (click on Health Department).

What does it cost?

Medical Associates Health Insurance: Covered in full; No deductible; No prescription drug co-pay. Flu Shot must be administered in a participating physician's office. No coverage/no payment if administered in a pharmacy.

Dean Health Insurance: Flu shots are covered in full as preventive if they are done in the office at a plan provider. If members use another plan pharmacy that does not submit the claims for them, Dean will reimburse the flu shot cost up to \$33 upon the member submitting a flu shot claim form.

Flu shots and good hand washing are two of the best ways to prevent illness!

Open Enrollment

The County's annual open enrollment period for completing benefit change and enrollment forms will be **during the month of November**. Please watch by the beginning of November for a special newsletter and instructions to access the materials. **All changes will be effective January 1st.**

Health Insurance Premium — Employee Share Comparison of 2017 to 2018

Monthly Full-Time Employee Share*

	2017	2018
Dean		
Single	\$ 43.26	\$ 80.86
Family	\$ 341.18	\$ 449.14
Employee/Spouse	\$ 212.26	\$ 298.48
Employee/Child(ren)	\$ 241.22	\$ 322.20

Medical Associates		
Single	\$ 28.92	\$ 30.64
Family	\$ 201.22	\$ 213.26
Employee/Spouse	\$ 182.16	\$ 193.04
Employee/Child(ren)	\$ 156.12	\$ 165.46

** Note: County and Employee shares of health insurance are pro-rated for regular part-time employees. (Monthly premium is higher for regular part-time employees)*

Do you have money left in your flex account?

Remember with healthcare and daycare flex you USE IT OR LOSE IT. You must request reimbursement before March 31st, 2018 for your 2017 healthcare and daycare flex election balances. Contact EBC or the County's Personnel Office if you have questions.

EBC: (800)346-2126 or www.ebcflex.com
 Grant County Personnel: (608)723-2540 or dmergen@co.grant.wi.gov

Aflac

Representative Visit Schedule

Grant County's benefit eligible employees may participate in Aflac. This coverage helps you pay for medical related out-of-pocket costs.

Aflac policy changes/enrollments are effective July 1st and January 1st

A representative from Aflac will be in Lancaster to meet with employees that would like to learn about the coverage types, have questions, or want to make changes.

Our contact person is Michelle Nodorft. (608)778-8057

Please see the below schedule and choose the location(s) and time(s) that work best for you.

Visit Schedule for One-on-One Meetings (no appointment needed)

November 16, 2017

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)
11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)
1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)
2:30 p.m. to 3:30 p.m. at the Law Enforcement building

December 14, 2017

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)
11 a.m. Group Presentation at the County Board Room; must contact Personnel Office if plan to attend
11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)
1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)
2:30 p.m. to 3:30 p.m. at the Law Enforcement building



Service Anniversaries

October, 2017 through December, 2017 (5 year increments)

Marsha Gore (ADRC), **30 years** on October 9

Linda Orr (Social Services), **25 years** on December 7

Brenda Schneider (Fair), **20 years** on October 27

Amy Miller (Health), **20 years** on December 15

Amanda Schnitzler (Orchard Manor), **15 years** on December 3

Janice Blindert (Orchard Manor), **15 years** on December 18

Clark Thelemann (Social Services), **10 years** on October 8

Ronald Whitish (Highway), **10 years** on November 19

Judy Dressler (Orchard Manor), **10 years** on December 4

Tori Iverson (Social Services), **10 years** on December 10

Kessa Klaas (Health), **5 years** on October 3

Stephanie Moore (Sheriff's Office), **5 years** on October 7

Theresa St. John (Orchard Manor), **5 years** on October 22

Denece Udelhoven (Social Services), **5 years** on November 26

Thomas Vesperman (Sheriff's Office), **5 years** on December 2

Racheal Reynolds (Orchard Manor), **5 years** on December 30

Retirement Recognition

July 9, 2017 through September 29, 2017

Marlene Patterson (Child Support), **15 years** (retired July 31)

Brian Dailey (Orchard Manor), **5 years** (retired September 13)

Laura Murphy (Sheriff's Office), **12 years** (retired September 15)

Grant County wishes you a happy and healthy retirement!

Reminder ~~ Please contact the County Personnel Office at least two months before your retirement date so we can assist you with the process.