



THE COMMUNICATOR

Grant County Employee Newsletter

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Jeff Anderson
Information Services Manager

The Technical Side of Things...

Submitted by Jeff Anderson; Information Services Manager



Adam Wisecup
Information Services Technician

There are many exciting things happening in Grant County as far as information technology. The first big project we had was in the Sheriff's Department. The Sheriff's Department software allows for an integrated computer aided dispatch, jail, records management, mobile, and reporting system. This project went very well except for some issues keeping the mobiles connected. Once we fixed that problem, this project has continued to go very smoothly. Except for a module or two that still need to be installed, we are continuing to install/configure updates. These are usually two per quarter for the 6 modules we are using.

Some of you have heard about the County going wireless. You may have heard this referred to as a microwave system. This **will not** give each building wireless access (say for laptops & such) but will allow us to connect the buildings wirelessly to each other. This will allow us to have things such as improved speeds in accessing email, the ability to do backups of servers to other servers, work toward our Business Continuity goals, and create Disaster Recovery sites. We have had some issues with some configuration and we are currently working to bring the first site up.

The Health Department is upgrading their systems for better and more efficient billing. They have just purchased new billing software for home health, hospice, public health, and personal care and they need to have it installed by January 1, 2010. The Health Department's software also enables them to utilize an electronic medical record.

One last thing we are working on is a user portal. This will allow you to see the status of your request(s), and the other projects we are working on. Some of you may have had some experience with this as we have been testing this for a few months now. Remember to use the designated go-to person in your office first, and then email helpdesk@co.grant.wi.gov and remember to use a descriptive subject line. Please do not email Adam & myself individually.

Orchard Manor is going through some exciting changes as well. We went from all paper charting to mostly paperless. Orchard Manor's software enables the nursing home to utilize an electronic medical record. This includes billing, pharmacy, cares given, MDS care plans, progress notes, Physicians orders, and therapy. This project has not gone without challenges. There are two parts to this software project: CareTracker and Keane. The CareTracker installation and training went very well. We are currently finishing training for Keane and will be moving into the install/configure updates phase very shortly. Orchard Manor has also purchased timekeeping software that we will need to be installed/configured by January 1, 2010.

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This is a very exciting time for us and we appreciate everybody's patience and understanding. A big fat thank you to everybody involved in these projects. It was very refreshing to have people take individual modules and make them their own by working on

them so hard. It's also nice to see people have patience and understanding while things are not working correctly. We are looking forward to the same kind of helpfulness and attention to detail we have experienced in the past with the other projects.

Anyone wishing to have a specific subject discussed in a future newsletter may contact Joyce Roling at 723-2045.



Dawn Mergen,
Personnel Specialist

H.R. News and Reminders from the County's Personnel Department

Submitted by Dawn Mergen, Personnel Specialist

Office Visit Co-pay Reimbursement requests due October 12th

The Personnel Office will be accepting office visit co-pay reimbursement requests on the following dates for 2009: October 12th and January 15th (of 2010).

You may print a reimbursement request form at www.co.grant.wi.gov or contact the Personnel Office.

Any 2009 dates of service submitted after January 15, 2010 will be denied.



Family and Medical Leave Act (FMLA) Changes

The County has revised its FMLA paperwork to match the model State and Federal forms due to new regulations. These forms are more detailed because of the new information required in the notice.

Recent major FMLA changes include qualifying exigency for military family leave, leave for serious injury or illness of covered service member, and up to two weeks of leave for the serious health condition of a domestic partner or domestic partner's parent. The amendment defines domestic partner to include individuals who file "declarations of domestic partnership" in their county of residence and individuals in less formal "domestic partnerships."

It is very important that you immediately contact your supervisor when you need to take a medical leave of absence or if you feel you may be eligible for FMLA leave.

Please contact the Personnel Office with any questions you may have regarding these changes.



Annual Open Enrollment It's that time again!

Grant County's Annual Open Enrollment and Informational Meeting is scheduled for Monday, October 26th at the Administration building from 4:00 - 6:00 p.m.

Representatives will be at the meeting from Dean Health Plan, Medical Associates Health Plans, Ameritas dental, Wisconsin Deferred Compensation Program, The Equitable (AXA Advisors), Nationwide Retirement Solutions, Benefits Inc. (voluntary life insurance), AFLAC, and Platinum.

This meeting starts the annual open enrollment

period where employees may make health and dental insurance changes, sign up for, or change their elections for EBC Flex, AFLAC insurance, voluntary life insurance, Platinum insurance, or deferred compensation.

Please contact me with any questions on how to change insurance carriers, to obtain a complete schedule of benefits and provider list, or with questions regarding open enrollment. Changes are effective January 1, 2010.

Watch for more information in emails or attached to paychecks.

Two **Health Insurance Plans** are offered to Grant County's benefit eligible employees. The main differences in the plans are listed in this chart.

	<u>Medical Associates Health Plans</u>	<u>Dean Health Plan</u>
Primary Physician	Not necessary	Required
Coverage Area	Parts of Iowa, Illinois & Wisconsin	Southern Wisconsin
Specialists	Dubuque and Iowa City	Madison – St. Mary's
Lifetime Maximum	\$2 Million	Unlimited
Prescription Drug Co-pay	\$5 generic / \$10 brand name	\$6 generic / \$10 brand name
Routine Eye Exam	Coverage frequency based on age	Covered annually
Eye Wear Coverage	Partially covered	None
Hearing Aid	Only for children	\$500 every 36 months
Fitness Club / Wellness Programs Reimbursement	None	WIN Program

2010 INSURANCE COSTS (MONTHLY)

DEAN HEALTH PLANS			MEDICAL ASSOCIATES			AMERITAS DENTAL		
	COUNTY SHARE *	EMPLOYEE SHARE *		COUNTY SHARE *	EMPLOYEE SHARE *		BASIC	ADVANCE
SINGLE	543.80	28.62	SINGLE	568.06	29.90	EMPLOYEE ONLY	19.64	28.56
FAMILY	1386.69	244.71	FAMILY	1179.17	208.10	EMPLOYEE + 1	39.76	57.92
EMP/SP	1021.77	180.31	EMP/SP	1067.36	188.36	EMPLOYEE + 2 OR MORE	67.00	96.88
EMP/CH	924.46	163.14	EMP/CH	914.87	161.46			

* Note: The above health insurance rates are for full-time employees. For regular part-time employees, the County and Employee shares are pro-rated.

State of Wisconsin Mandated Health Insurance Changes



Article submitted by
Greg Hermiston, Senior Account Executive
Medical Associates Health Plans

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The health insurance market is in a dramatic state of change. Outside of the possibility of a government sponsored health care plan there are a number of mandated benefits that have been passed by the Federal Government and the State of Wisconsin. Following is a brief synopsis of the changes your policy will have by January 1, 2010.
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Dependent Age Change

The new dependent age requirements will allow dependents to remain on their parent's plan until age 27 with a few conditions. The child must be: A) unmarried B) not eligible for coverage under a group health benefit plan that is offered by the child's employer and for which the amount of the child's premium contribution is no greater than the premium amount for his or her coverage as a dependent under the parent's plan. In addition the child may remain on their parent's policy, regardless of age, as long as they are considered a full-time student.

audiometric examination every three calendar years for children under the age of 18. Services covered include hearing aid device, annual hearing evaluation, hearing aid maintenance services, and electroacoustic evaluation. In addition, Cochlear Implants are covered when determined to be medically necessary for children and adults. Coverage for cochlear implants requires precertification prior to the services being provided.

Please remember that these services must be provided through a participating provider to be eligible. For assistance, you may call our Member Services Department to find an eligible provider.

Mental Health Parity

Effective with the renewal of the plan on January 1, 2010 mental health benefits may not be subject to limitations greater than limitations for any other medical illness. In the past there were maximum dollar and visit limits for mental health services. These limitations can no longer be imposed on the plan. The \$10 office visit copay will apply when you receive services in the office setting. Please remember that these benefits still require precertification for inpatient services.

Autism

The plan will now cover treatment for diagnosis and treatment of Autism Spectrum Disorder. Coverage includes psychiatric care, psychological care, habilitative and rehabilitative care and therapeutic care including behavioral, speech, occupational, and physical therapies addressing the following areas: self-care and feeding; pragmatic, receptive, and expressive language; cognitive functioning; applied behavioral analysis, intervention, and modification; motor planning; and sensory processing. There are limits to the coverage so please refer to the subscriber agreement on our internet site when you receive your new policy in January for additional details.

Hearing Aid/Cochlear Implant Coverage For Children

Hearing aids will now be covered under the health plan when determined to be medically necessary. In general the plan will include a hearing aid test or

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The full language of these changes can be found in the subscriber agreement you will be able to view online through our website after January 1, 2010.

This Year's Flu Season and the 2009 H1N1 Influenza



Article submitted by
Jeff Kindrai, Director / Health Officer
Grant County Health Department

There has been a great deal of attention paid to this year's flu season since the discovery of a new strain of influenza virus known as 2009 H1N1 flu (A.K.A. Novel H1N1 Influenza). The 2009 H1N1 flu seems to be affecting a different population than the normal seasonal flu and those at risk for more severe illness include:

- Pregnant women
- Children, adolescents and young adults aged 6 months to 24 years
- Health care personnel
- People aged 25 to 64 years who are at risk of complications because of an underlying medical or immune system condition

It appears that individuals over 64 years of age are actually LESS likely to be come ill from 2009 H1N1 and may have some natural immunity. However, all individuals can and should protect themselves from becoming ill. Here are a few tips to stay healthy:

- Obtain the seasonal ("regular") influenza vaccine now. It is available and is offered at the Grant County Health Department (schedules are posted at www.co.grant.wi.gov or call 723-6416).
- Identify those in your household who should receive the H1N1 vaccine and have them get vaccinated as soon as it becomes available.
- Stay informed by visiting pandemic.wisconsin.gov or by contacting the Grant County Health Department at 723-6416.
- Make a household plan for illness or other possible emergencies.
- Cover your nose and mouth with your sleeve or a tissue when you cough or sneeze. Dispose of tissue properly.
- Clean your hands frequently and thoroughly with soap and water or an alcohol-based hand-sanitizer solution.
- Limit your contact with others who may be ill.
- Be aware of the symptoms of 2009 H1N1 flu, which are similar to those for seasonal flu including: fever, cough, sore throat, runny or stuffy nose, body aches, headache, chills, fatigue, vomiting and diarrhea (which is not typical of seasonal flu).

What should I do if I catch the flu?

- Stay home from work or school and generally avoid going out in public if you are sick with symptoms of the flu. People with influenza-like illness remain at home until at least 24 hours after they are free of fever (100° F [37.8°C]) without the use of fever-reducing medications. If you are a health care worker you should stay home for at least 7 days from the start of illness or until your fever is gone for 24 hours without the use of fever-reducing medications, which ever is longer.
- If you need medical attention call your provider first unless there are life-threatening symptoms (then call 911). By calling first, your provider can help determine if you actually need to see them in person. If a visit is needed, steps can be taken to avoid exposing other patients to the flu.
- Try to have only one person care for an ill household member. This person should take steps to avoid becoming ill themselves. (Avoid getting coughed or sneezed on and wash your hands after providing care. More information is available on caring for the ill at pandemic.wisconsin.gov)

2009 H1N1 influenza vaccine has been developed. The first limited supplies are expected to arrive in mid-October and will be administered first to individuals at greatest risk for infection and complications. Please contact the Grant County Health Department at 723-6416 or visit pandemic.wisconsin.gov for further information.



Health and Dental Insurance Reminders

Submitted by TRICOR Insurance

Dean Wellness Incentives Now! Forms due December 31st!

Dean Health Plan's WIN Program offers cash back for a variety of health-related expenses for the whole family. Anyone who is covered under a Dean Health Plan is eligible to participate. This includes insured dependent children and spouses.

All reimbursement forms sent to Dean Health Plan for services received in 2009 must be post-marked by December 31, 2009. Dean will reimburse individual members up to \$100 each contract year. In addition to the individual maximum, there is also a family maximum of \$300 per contract year. For full details or a reimbursement form visit www.deancare.com and pick the WINS program.



Generic Drug Facts

Today, 7 in 10 prescriptions filled in the United States are for generic drugs. These facts explain generic drugs. When you visit your physician ask if there is a generic equivalent and save money.

- FACT: FDA requires generic drugs to have the same quality and performance as the brand name drugs. Generic drugs are required to have the same active ingredient, strength, dosage form, and route of administration.
- FACT: Research shows that generics work just as well as brand name drugs. A recent study evaluated the results of 38 published clinical indicated that there was no evidence that brand-name heart drugs worked any better than generic heart drugs.
- FACT: When it comes to price, there is a big difference between generic and brand name drugs. On average, the cost of a generic drug is 80 to 85% lower than the brand name product. A typical formulary now charges \$6 for generic medications, \$29 for preferred branded drugs, and \$40 or more for non-preferred branded drugs.
- FACT: Generic manufacturers are able to sell their products for lower prices, not because the products are of lesser quality, but because generic manufacturers generally do not engage in costly advertising, marketing and promotion, or significant research and development.



For more information on Facts vs Myths of generic drugs visit www.fda.gov/Drugs

Dental Insurance

The strong link between oral health and overall medical health is leading to increased integration between the fields of medicine and dentistry. As a result, dental benefits are becoming a more significant component of total wellness programs.

Millions of work hours and days are lost each year to workers with dental problems. Lack of coverage is the main reason individuals don't go to the dentist or limit their visits. Unfortunately, this can lead to higher medical and dental expenditures down the line for patients, and employers. For example, studies show:

- Oral cancer is more common than liver, ovarian, brain, thyroid and stomach cancer;
- Diabetes is associated with an increased occurrence and progression of periodontis;
- Periodontal (gum) disease is linked to the development of coronary heart disease and stroke;
- Periodontal disease during pregnancy can lead to delivering pre-term and low-birth weight babies. Pre-mature birth increases a child's risk of illness and death in the first year of life.



Grant County is switching its Dental Insurance effective January 1st to Ameritas Group. Ameritas is a national (A) rated company providing vision and dental coverage to 3.3 million people and 33,000 employer groups.

For more information on dental health visit www.ameritasgroup.com or www.ada.org



Voluntary Life Insurance

In an Effort to offer our employers the most up-dated coverage, Grant County along with the Benefit Companies is offering a new and exciting Universal Life program including lower premiums and increased death benefits.

No Employee refused coverage regardless of medical condition

Low cost Spouse and Children coverage

Multiple options available

Portable coverage; if member's employment ends, coverage continues at same rate

Informational meetings will be held on October 20th and 21st; a schedule will be posted in October. Coverage begins January 1st.

Article submitted by Peter Plew, The Benefit Companies

Service Anniversaries

(5 year increments)

Douglas Hubbard, 30 years on October 3rd

Mary Lenz, 20 years on December 14th

Vance VanKirk, 10 years on October 3rd

Randall Stojan, 10 years on October 18th

Jennifer Vesperman, 10 years on December 2nd

Amy Leffler, 10 years on December 9th

Tricia Vogelsberg, 10 years on December 28th

Susan Birchman, 5 years on October 4th

Timothy Hill, 5 years on October 6th

Brenda Post, 5 years on October 12th

Kathy Marty, 5 years on November 8th

Troy Moris, 5 years on December 3rd

Jessica Droessler, 5 years on December 6th

Kathleen Mumm, 5 years on December 21st

Congratulations on reaching these milestones!

Thank you

Autumn Word

School

Buses

Home-work

Teachers

Sports

Football

Homecoming

Volleyball



Carving

Pies

Applesauce



Halloween

Candy

Trick-or-Treat

Daylight Saving

Time

Clocks



Trees

Leaves

Colors

Sight-seeing

Raking



Veterans Day

Remembering

Respect

Thanksgiving

Pilgrims

Family



Harvest

Pumpkins

Apples



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