

# The Chit Chat

# 2016

## Open Enrollment Benefit Fairs

Please attend on 4/28 (in Newport) or 5/5 (in Unity) and meet with our benefits providers who will be on site to answer all your questions regarding the benefits offered at Sullivan County.

### What's New Effective 7/1/2016:

- ⇒ Matthew Thornton Blue becomes Access Blue New England HMO - New ID cards will be issued for both medical & prescription coverage
- ⇒ Expansion of the Provider Network for access throughout New England
- ⇒ PCP Referrals to network specialists\* will no longer be required with Access Blue
  - \*The specialists must be in network
- ⇒ Health Insurance premiums will increase approximately 22% (see page 2 for premiums)
- ⇒ Dental Insurance premiums will remain the same

We will have representatives from Health Trust (Health Insurance), Northeast Delta Dental, Mutual of Omaha (Life & LTD), Davis & Towle (Short Term Disability), AFLAC & Colonial Life (voluntary insurance options including Cancer Coverage, Accident & Short Term Disability), Nationwide Retirement Services & ICMA-RC (additional 457 retirement options) and Group Dynamics (Flexible Spending and HRA administrator)



### OPEN ENROLLMENT TIME FOR YOUR BENEFITS

Attend one of the Benefit Fairs and meet with our benefit provider representatives to discuss various benefit plans.

#### *NEWPORT*

Thursday, April 28, 2016

10am to 12pm

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#### *UNITY*

Thursday, May 5, 2016

7am to 4pm

See Open Enrollment Notice on page 4

# Spring

## An Update from Your Wellness Team



**April** is Stress Awareness Month. I will be sending out weekly tip sheets and there will be a stress level assessment due at the end of the month. If you are interested in participating in this month's challenge, please email me back your confirmation of participation and to receive copies of the first two tip sheets.

To become eligible for one of the grand prizes at the beginning of July, you must participate in 5 out of 6 challenges we have provided for you. Our previous challenges which you may have already participated in are Maintain Don't Gain, Heart Health Awareness, and the Biometric Screening. There will be more challenges coming, so keep your eyes open for emails and postings. Please see the flyer on page 5 for details for the May 18th **Take a Walk at Work Day**.

As always, if you have further questions, feel free to contact me in the HR office, or by email.

Thank you,

Jamie Martel

[jmartel@sullivancountynh.gov](mailto:jmartel@sullivancountynh.gov)

**THIS MONTH**

**Learn Skills For Managing Stress**

Adjust Your Attitude

Work It Out!

The Art Of Relaxation

### HEALTH & DENTAL INSURANCE PREMIUMS EFFECTIVE 7/1/2016

Coverage Type	Health Premiums		Dental Premiums	
	Employee Share	Deduction Per Payroll	Employee Share	Deduction Per Payroll
<b>Non-Bargaining Unit</b>				
Single	10%	\$35.30	0%	\$0
Two Person	16.5%	\$116.50	14%	\$3.51
Family	20%	\$190.64	20.7%	\$8.83
<b>Bargaining Unit</b>				
Single	25%	\$88.26	15%	\$2.00
Two Person	25%	\$176.52	16.5%	\$4.08
Family	25%	\$238.31	22%	\$9.38

*(Deductions will change with the first payroll in June)*

*Employees who opt out of County-provided insurance and can provide proof of health coverage, will receive an annual buyout of \$2,400 (taxable), paid out monthly in \$200 increments.*

## ***April 18th is Tax Day***

*That annual day of reckoning with the IRS is upon us yet again. The traditional April 15th deadline was extended to the 18th because of Emancipation Day, a legal holiday in the nation's capital. Hopefully, you have already filed your taxes or at least filed for an extension. You may have found that you under withheld (owed in) or over withheld (got a big refund), either way, you may want to adjust your withholding for 2016. If so, you will need to complete a new W-4 and submit it to Human Resources. Keep in mind that we are already 8 pay periods into 2016. Blank W-4 forms are available in the Human Resources Office.*

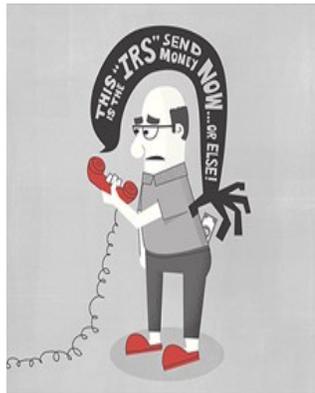
### **BEWARE OF SCAMMERS TRYING TO STEAL YOUR MONEY AND YOUR IDENTITY**

If someone calls claiming to be an IRS agent and tells you to send money, hang up. Fake IRS phone calls are a scam that tops the IRS's list of tax scams.

Here's how it works: Scammers change caller ID numbers to make it look like they're calling from the IRS, demanding payments be made on prepaid debit cards.

They often threaten vulnerable people, like the elderly and new immigrants, with arrest, deportation or the loss of a driver's license. If they're demanding payments, however, they may also send follow-up emails, once again instructing payments be made on prepaid debit cards. The real IRS wouldn't call when first contacting you and it never demands payment or asks for credit card or debit numbers over the phone. Nor does it ask for personal or financial information by email, text or social media.

If you get what you suspect is a scam call, report it to TIGTA at [www.treasury.gov/tigta](http://www.treasury.gov/tigta) or call 800-366-4484.



**Here are some things the scammers often do, but the IRS will never do.**

#### **The IRS will NEVER:**

- Call to demand immediate payment over the phone, nor will they call about taxes owed without first having mailed you several notices or bills.
- Call or email you to verify your identity by asking for personal and financial information.
- Demand you pay taxes without first giving you're the opportunity to question or appeal the amount.
- Require you to use a specific payment method such as a prepaid debit card.
- Ask for credit or debit card numbers over the phone or by email.
- Threaten to immediately bring in local police or other law enforcement groups to have you arrested for not paying.



## *Important Open Enrollment Notice*

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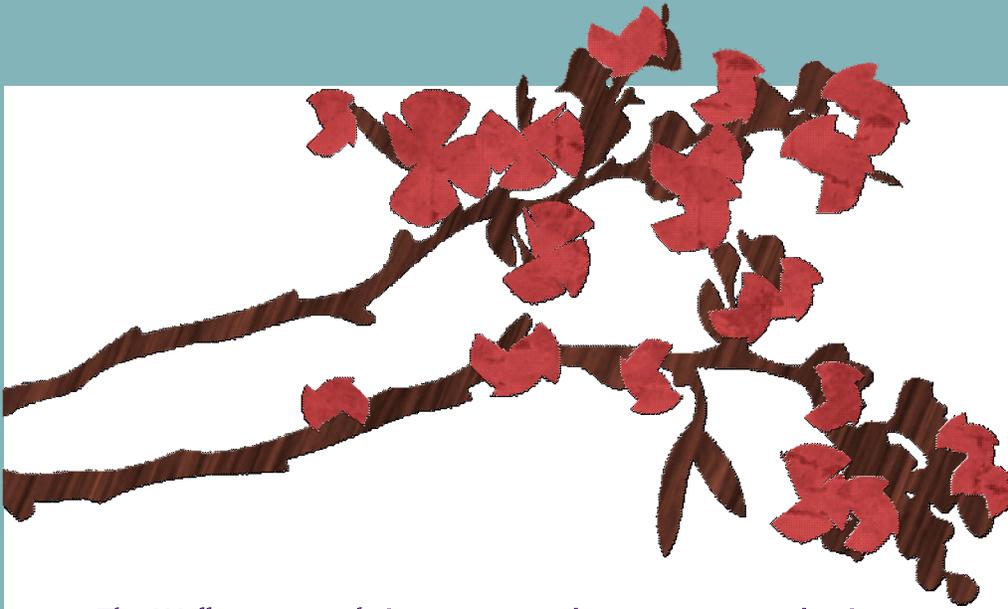
Your open enrollment period has begun! **You are responsible for notifying your employer regarding the events indicated below. Please contact your Benefits Administrator or Human Resources Department immediately if you:**

- Wish to change benefit plans.
- Have changed your address or phone number.
- Have married, divorced or legally separated.
- Have begun receiving Medicare benefits for yourself or any family member due to a disability.
- Wish to enroll yourself and any eligible family members.
- Wish to enroll or remove a dependent child who is between 19 and 26 years of age.

### **Notice Regarding Primary Care Provider (PCP) or Ob/Gyn Provider Selection\***

HealthTrust Access Blue New England (HMO) – formerly known as Matthew Thornton Blue (HMO) – and BlueChoice (POS) plans generally require the designation of a PCP. You have the right to designate any PCP who is available to accept you or your family members. For BlueChoice plans, you may select from any PCP who participates in the New Hampshire Anthem Blue Cross and Blue Shield (Anthem) network. For Access Blue New England plans, you may select from any PCP who participates in the Access Blue New England network throughout the six New England states. For children, you may designate a pediatrician as the PCP. You do not need prior authorization from HealthTrust or Anthem or from any other person (including a PCP) in order to obtain access to obstetrical or gynecological care from a healthcare professional in the Anthem network who specializes in obstetrics or gynecology. The healthcare professional, however, may be required to comply with certain procedures, including obtaining prior authorization for certain services, following a pre-approved treatment plan, or procedures for making referrals. For information on how to select a PCP, and for a list of the participating PCPs and/or health care professionals who specialize in obstetrics or gynecology, contact Anthem at 800.870.3122 (for Access Blue New England) or 800.438.9672 (for BlueChoice).

**Please note:** Changes become effective July 1, 2016 provided that all required enrollment forms are received by HealthTrust during June 2016. Your employer may elect a July 1, 2016 or August 1, 2016 effective date for enrollment applications received during July 2016.



The Wellness team brings to you a day to get out and enjoy nature, get some exercise and eat some Healthy refreshments.

## TAKE A WALK AT WORK DAY!

SPRING INTO FITNESS!



**MAY 18, 2016**

**ON WEDNESDAY MAY 18<sup>TH</sup> WE ARE DOING A TAKE A WALK AT WORK DAY. GET OUT, GET SOME EXERCISE AND FEEL REFRESHED!**

**Come out and enjoy fitness awareness Month!**

These will be organized times. We will meet at the main door of **SCHC** and **DOC**. First walk is at 9:00am, then 11:00am, 11:30 am, 12:00pm and 12:30pm.

FOR MORE INFORMATION CONTACT: [SHILL@SULLIVANCOUNTYNH.GOV](mailto:SHILL@SULLIVANCOUNTYNH.GOV)

# What's new at Sullivan County?

## New Employees

Housekeeping has added Housekeepers: Lacey Bunce and Tiffany Ayotte.

Nursing added LNAs: Rebecca Kennedy, Selina Hamilton, Sierra Burress, Catherine Brooks, Esther Enoch, Gwen Westover, Barbara Almstrom, Melissa, McKane, Brooke Rondos, Eunice Bugbee, Jordan Gardner, Jennifer Haynes, Tammy Havlir and Tonya Hayward. Also joining were LPNs: Jason Puttre and Andrea Nickerson as well as RN, Kimberlee Langlois.

Department of Corrections was joined by two new Correctional Officers: Noah Houske and Jacob Goulette.

Facilities welcomed Facilities Technician, William Clement.

Activities has added Activity Aides: Sabrina Durgin, Lydia Wuest and Amanda Bastarache.

Commissioner's Office was joined by Alecia Farquhar as the Director of Youth Diversion and Melanie Corley, Public Health Network Coordinator.

Sheriff's Office welcomed Bailiff, Donald Smith.

Human Resources welcomed Mary Patria, Senior HR Generalist.

Please welcome these individuals as they help work towards a brighter future for themselves and for Sullivan County.

## New Garden Program will provide for Nursing Home

### DOC News

The Sullivan County Department of Corrections inmate garden program will be starting in early May, weather permitting. This year for the first time, we will be providing produce for the nursing home kitchen. Our residents will be getting fresh vegetables weekly from a garden they can view from their rooms. We will be increasing the size of the garden this growing season and will still be able to provide produce to our local partners; the Claremont Food Pantry, the Newport Senior Center and the Tranquility Sober Living House in Unity, to name just a few.



The Newport Rotary Club has graciously donated \$200.00 to be used for the inmate garden program and Officer Pete Mahair will be presenting to the group and discussing the garden project at their May 4<sup>th</sup> meeting. We would also like to thank the students at the Newport High School Vocational Tech Center for starting our plants in their greenhouse again this year. They do an excellent job and are a huge part of our success.

Congratulations  
to our co-workers who have  
recently retired.

Jane Stickney (26 years)

&

Richard Aiken (29 years)

We wish them

All the Best

## COMMUNITY DEVELOPMENT UPDATE

Happy Spring!

We had quite a mild winter this year, so we had no major staff incidents relating to slips and falls due to weather. We are moving into the time of the year where we expect the DHHS Survey Team to arrive. I am confident we will again have a very positive outcome since we prepare for survey every day by providing great care to our residents consistently and with compassion and respect. "All Day Every Day We Make Life Better"!

The Commissioners have approved an Architectural Study to provide design recommenda-

tions for the nursing home (including Sanders) and the Ahern Building. The purpose of the design study is to enhance the environment of care and community for our residents and to improve the work environment for our staff. Harriman Architects from Maine have recently spent several days reviewing the facility lay out and physical plant and gaining insight and ideas for improvement from residents, families and staff. Our goal is to complete the review and renovation recommendations by June.

Respectfully,

Ted J. Purdy  
SCHC Administrator

## Human Resources Corner

Let's help each other out.

As we come into these summer months, full of play, sunshine and good times with our friends and family, please remember your co-workers. Scheduled time off is a treat for all of us which gives us the chance to enjoy the rewards of our work. Unscheduled absence while at times can't be avoided, puts so much strain on our co-workers. Please make your plans in advance and give yourself the joy of anticipation! And your co-workers the joy of covering your hours with advanced notice.

Have a great summer!

*Jane Jontz*  
Director of Human Resources

## NHRS Member Education Sessions

May, June & July

Listed below are the New Hampshire Retirement System (NHRS) member education sessions scheduled in May, June and July. To ensure seating availability, registration is required. For more information, or to register, please visit the NHRS website at:

<https://www.nhrs.org/meetings-events/>

### Group I (Employee and Teacher)

**Grafton County Admin Office, North Haverhill, NH 5/19/2016, 3:30 p.m. - 4:45 p.m.**

**NH Retirement System Office, Concord, NH 5/26/2016, 4:30 p.m. - 5:45 p.m.**

**NH Retirement System Office, Concord, NH 6/23/2016, 4:30 p.m. - 5:45 p.m.**

**NH Retirement System Office, Concord, NH 7/20/2016, 4:30 p.m. - 5:45 p.m.**

Register early as these sessions fill up quickly.