

The Chit Chat

2016



YOUR BENEFITS WORKING FOR YOU

We would like to remind all employees who are covered under the County’s health insurance that the plan pays 100% of all preventive care services when provided by in-network providers.

FOR ALL OF THE FOLLOWING SERVICES YOU PAY \$0!!

- ⇒ Routine physical exams for babies, children & adults
- ⇒ Cancer screenings such as mammograms, pap smears, prostate (PSA), routine colonoscopy
- ⇒ Immunizations for babies, children & adults
- ⇒ Lead screening
- ⇒ Outpatient/office contraceptive services
- ⇒ Nutrition counseling
- ⇒ Routine vision exams (1 per year for members 18 and younger, 1 every 2 years for 19 and older)
- ⇒ Routine hearing exams (1 per year for members 18 and younger)

What’s inside

Wellness Update.....Pg. 2

3-D Mammography.....Pg. 2

HR/Policy Updates.....Pg. 3

County Update.....Pg. 4

Sheriff Simonds Awarded..Pg. 5

New Hires & Retirees.....Pg. 6

Community Dev Update....Pg. 7

***YOUR HEALTH IS WORTH IT!
ALL IT TAKES IS YOUR TIME!***

Make the most of your benefits by taking advantage of the preventive care benefits offered through your insurance plan.

See special notice on pg. 2 regarding coverage for 3-D Mammography under the County’s health insurance.



An Update from Your Wellness Team



July is UV Safety Month, but skin safety is a year-round concern. We hope you were able to stop by Frank Smith Living Room on June 27th and look at your face in the skin health analyzer to see how the sun affects the skin on your face. Skin screening is very important for all ages. As you enjoy your outdoor activities this summer, always wear sunscreen and not just on your face. Also remember to drink plenty of water to stay hydrated.

The DOC recently ran a very successful weight loss challenge and the Wellness Team hopes to do the same challenge in other departments. Through the

holidays, we will also do a 'Maintain, Don't Gain' program.

If you have any suggestions for wellness activities you would like the team to consider, please contact me.

Thank you,

Jamie Martel

jmartel@sullivancountynh.gov

Here are some things to do outside in the Summertime!



Garden

Birdwatch

Picnic

Volunteer

Play

Yard work

Exercise

Fish

Cook

Just Relax

Important information regarding 3-D Mammograms

Anthem's medical policy does not recognize **3-D Mammograms** as medically necessary. They are considered to be investigational. Members are eligible to receive **3-D Mammograms**; however, the service will only be paid at the maximum allowed amount for regular mammograms. Participating network providers should **not** balance bill any member for the difference unless the member signs a waiver acknowledging that they will be balance billed.

Members should not be concerned unless they get an actual bill from the provider, and they should be aware that if they are asked at their appointment, they **never** should sign a waiver agreeing to be balance billed.

If you have additional questions please feel free to contact HealthTrust directly at:

Phone: 603.226.2861

800.527.5001

Fax: 603.226.2988

Email: enrolleeservices@healthtrustnh.org

Human Resources Corner

Flexible Spending Account - For the plan year that just ended June 30, 2016, you have until August 31, 2016 to submit any claims for expenses incurred during that plan year.

Shift Differential - Sullivan County has had the practice of paying shift differential pay when an employee works more than two consecutive hours on a qualifying shift. We recently realized that our timeclocks had been mistakenly programmed to pay differential after only fifteen minutes into the differential shift, which was not the intention of differential pay. We have made the necessary corrections to the timeclock system and have been accurately paying the differential pay as of 7/1/2016.

In addition, on 7/1/2016, the County adopted a differential pay policy for certain non-union employees which pays the differential pay when an employee works more than one hour on a qualifying shift.

Director of Human Resources

Jane Jontz

How Your Differential Pay Is Applied

The Union agreement requires more than two hours work in a differential shift to qualify for the differential rate as further defined below:

Employees working between the hours of 3:00 PM and 10:59 PM are eligible for a shift differential of \$1.00 per hour in addition to their base rate of pay.

Employees working between the hours of 11:00 PM and 6:59 AM are eligible for a shift differential of \$1.15 per hour in addition to their base rate of pay.

Employees working between the hours of 11:00 PM on Friday and 11:59 PM on Sunday are eligible for a weekend differential of 20% of base pay.

The County pays a shift differential to certain non-union employees when that employee works more than one hour on a qualifying shift, as further defined below:

Employees of the Nursing Home, DOC, and the Facilities Department working between the hours of 3:00 PM and 10:59 PM are eligible for a shift differential of \$1.00 per hour in addition to their base rate of pay. Employees of the Sheriff's Office receive the same differential for time worked between 4:00 PM and 11:59 AM.

Employees of the Nursing Home, DOC, and Facilities Department working between the hours of 11:00 PM and 6:59 AM are eligible for a shift differential of \$1.15 per hour in addition to their base rate of pay. Employees of the Sheriff's Office receive the same differential for time worked between 12:00 and 7:59 AM.

Employees of the Nursing Home, DOC, Sheriff's Office and Facilities Department working between the hours of 11:00 PM on Friday and 11:59 PM on Sunday are eligible for a weekend differential of:

Nursing Home: 20% of base pay

DOC, Sheriff's Office and Facilities Department: 15% of base pay

July 11, 2016

Dear Sullivan County employees:

You are the best! It is an honor to know you and see the work you do. Thank you.

I wanted to write to you about an important issue affecting our community and our workplace: drug addiction. As healthcare providers, law enforcement and corrections professionals, and citizens, you have seen the impact of the opioid epidemic and addiction on the families of this community. Sullivan County has long been involved in response to addiction, from counseling and rehabilitation programs at the jail to prevention and education via the public health network to enforcement activity in the Sheriff's and County Attorney's offices.

Our efforts as a County have mostly been outward; as local government, we have a responsibility to protect and improve the quality of life of our citizens. And the same goes for the lives of our employees and their families. It is time for us to look inward. What can we as one of Sullivan County's larger employers do to help our own employees address the impacts of drug use and addiction in our lives?

In May, the Board of Commissioners approved our partnership with Hope for NH Recovery, which has addiction recovery centers in Newport and soon in Claremont as well. A recovery center is a location for individuals and family members to receive recovery support services and to support one another on the way to and through recovery. The recovery centers are free, public, and available to all members of the community.

Sullivan County is the first employer in the region to go a step further. We have become a Workplace Initiative Partner with Hope for NH Recovery, through which we will be developing training and programming to treat addiction and recovery as wellness challenges for our workforce and families. In the coming weeks and months, we will work with HOPE to educate ourselves about the disease of addiction, change perceptions and language around addiction, and grow a culture of addiction wellness. We want to support employees seeking help for themselves or their family members. Essentially, we are creating an EAP specifically to address addiction.

Please stay tuned for more information as the program develops. In the meantime, if you need immediate assistance, the HR Department has contact information and locations for HOPE. In addition, the State of NH has established a crisis help line for addiction: **1-844-711-HELP (4357)**.

Thank you again for all you do, and take care.

All my best,

Jessie Levine

Sheriff John Simonds Receives Award

Sullivan County High Sheriff John Simonds was deeply touched when he heard that he had been picked to receive the second annual “No Issue Too Hot to Handle” award from the Raymond S. Burton Legacy Fund during its “Annual” picnic on July 16, 2016. The award, given in memory of the well-respected Executive Councilor and County Commissioner, honors a public servant in District One who exemplifies Burton’s commitment to public service.

In his letter to Sheriff Simonds, Legacy Fund Chairman Duane Baxter wrote: “Your many years of service to the citizens of New Hampshire, especially to District One, has been outstanding in every measurable way. You have never shied away from challenges no matter how large or small.”

Simonds has been in law enforcement for over twenty-six years, having served as a police officer in the towns of Sutton, Newbury, and Newport, as well as in the City of Claremont, where he is now in his second term as a City Councilor. He was the Chief Deputy Sheriff of Sullivan County from 2012 until his election as sheriff in November 2014. In 2015, Simonds was chosen as one of twenty-eight Sheriffs in the country to attend the National Sheriff’s Institute in Colorado. He is a member of the Executive Board of the Attorney General’s Drug Task Force and Chair of the Sullivan County Chiefs of Police Organiza-



What's new at Sullivan County?

New Employees

Housekeeping was joined by Cheyenne Ayotte.

Laundry added Tiffany Spaulding and is happy to welcome back Doug Flnnemore.

Nursing added LNAs: Irene Adkins, Bonnie Kenyon, Elizabeth McHugh, Hannah Meier, Melissa Anwar, Wendy Butler, Angel Ledwell, Tina Rounds, Dawn Twitchell, Gina Beaulieu, Stefanie Politza, and Lynette Silver. Michelle Chiesa was welcomed as RN. Nursing welcomed back LNAs: Dawn Kozlik & Megan Gokey, and RN, Ashley Bielarski. Leah Lemieux was welcomed as Ward Secretary.

Department of Corrections welcomed new Correctional Officers, David Olson and Tori Jacques, as well as Ronald Greenleaf, who previously worked for the County as an LNA.

Dietary added Kara Grady.

Activities welcomed Joyann Mahaffy & Allyson Delaney as Activity Aides.

Commissioner's Office was joined by Deanna Dolan, Public Health Network Coordinator.

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

Important Update on Insurance Effective Dates

When a new employee elects Health and/or Dental insurance, his/her deductions begin in the month prior to the effective date of coverage, essentially paying one month in advance of his/her effective date of coverage.

In the past, when an employee terminated, his/her coverage would continue through the end of the month following the month in which termination occurred.

Effective immediately, coverage will terminate the end of the month in which the employee terminates and any deductions withheld from pay during that month will be refunded to that employee.

Cobra coverage will be offered and if accepted, will be effective the first of the month following termination.

Congratulations

to

Carol Greenwood

Carol retired on 7/29/16

After 39 years at

Sullivan County

We wish Carol

All the Best

**COMMUNITY
DEVELOPMENT
UPDATE**

Happy Summer!

Since the last Chit Chat we had our annual Health Care and Life Safety Survey in April 2016. I am pleased to say that we had a true “Clean Sweep” in our surveys. Both Health Care and Life Safety were deficiency free! This does not happen very often in our profession and it is a recognition of the work and quality of care we provide to our residents every day. Thanks so much to each and every person for what you do every day! We had a nice Employee Appreciation event during Nursing Home week to recognize the survey results. We appreciate the support and attendance of our County Manager, Jessie Levine and our Commissioners, Bennie Nelson, Jeff Barrette and Ethel Jarvis.

In June we had our annual Pancake Breakfast. Our best guess is that we served over 300 people, a bit less than in previous years. It was still great fun and well received. Thanks to Dietary, Facilities, Corrections and the staff that assisted during the event.



Another fun day was “Smoothie Day”. The Wellness Committee provided nutritious and delicious smoothies to all shifts at SCHC, Corrections and the Newport Office. I learned how to cut up fresh pineapple! Thanks to everyone who made the day possible.

As you can tell, I am thankful for a lot of things. Especially for the privilege of taking care of our residents in Sullivan County. Have a safe and pleasant Summer!

Respectfully,

Ted J. Purdy, Administrator

NHRS Member Education Sessions

August, September & October

Listed below are the New Hampshire Retirement System (NHRS) member education sessions scheduled in the next three months. 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 Employees

NH Retirement System Office, Concord 8/17 4:30 p.m.
Kenneth A. Brett School, Tamworth 8/30 3:45 p.m.
City of Claremont, Claremont 9/14 3:30 p.m.
Hillsborough-Deering High School, Hillsborough 9 /20 3:30 p.m.
NH Retirement System Office, Concord 9/21 4:30 p.m.
Jaffrey Fire Dept., Jaffrey 10/4 3:30 p.m.

Register early as these sessions fill up quickly.