



Bringing Employees Answers Today

The County B•E•A•T

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November 1 - Last Day for Open Enrollment & Insurance Changes

The annual enrollment transfer period (AETP) for 2012 benefits will end Tuesday, November 1, 2011.

Any insurance coverage changes must be made before November 1. This includes coverage changes for health, vision, and dental insurances. The enrollment period allows members the opportunity to make changes to their insurance benefits, including adding dental and vision. Employees can also enroll in health insurance for themselves and/or eligible dependents if they did not join when initially eligible (a monthly late applicant fee will apply).

In addition, during the annual enrollment transfer period, members enrolled in the Standard PPO may switch to the Partnership PPO for 2012. Don't forget to schedule an appointment to make changes to your insurance! Call the Finance Office to make an appointment or for more information: 731.364.5429.



2011-2012 Holiday Observances Update

The holidays are approaching with a surprising swiftness. As Weakley County employees, we have the luxury of having several holidays off to spend with our families and friends. Below is a list of upcoming holidays:

Holiday	Day(s) Off	Day(s) of Week
Veteran's Day	November 11	Friday
Thanksgiving	November 24-25	Thursday & Friday
Christmas	December 23, 26, 27	Friday, Monday, Tuesday
New Year's Day	January 2, 2012	Monday

Happy Holidays, Weakley County Employees!



2012 Insurance Rate Premiums: Some Will Change, Some Will Not

The employee insurance premiums for 2012 are available. Weakley County pays 75% of the total premiums for the employee only cost plus 50% of the additional cost for dependents. Insurance for local government employees, both CIGNA and Blue Cross Blue Shield plans, will be increasing 7.6%. Specific premium increase prices were attached to the September pay stubs, and are available on Weakley County Website: <http://www.weakleycountyttn.gov/downloads/insurance/2012-LocalGovInsuranceRates.pdf>. Local government insurance late applicant rates will be decreasing.

Local education employee insurance premiums **will not** be changing. Vision Blue rates will also be the same.

Dental Insurance premiums for all employees will be slightly increasing for Delta Dental PPO plans, but will be staying the same for Assurant Dental pre-paid plans. For a complete list of changes, call 364.5429 or visit http://www.weakleycountyttn.gov/employee_insurance.htm.

Delta Dental PPO	2011 Rates	2012 Rates
Employee Only	\$ 19.14	\$ 19.86
Employee + Child(ren)	\$ 44.01	\$ 45.66
Employee + Spouse	\$ 36.20	\$ 37.56
Family	\$ 70.84	\$ 73.50



Pay Schedules for the End & Beginning of Year

Pay schedules for all Weakley County employees for the months of November, December, and January 2012 are as follows:

• GEN FUND, COURTHOUSE EMPLOYEES, LOCAL GOV

Payroll Dates	Full Time Sheets Due	Part Time Sheets Due
November 30	November 10	November 18
December 30	December 9	December 16
January 30, 2012	January 10, 2012	January 19, 2012

• BUS DRIVERS, CUSTODIANS, ED ASSIST, FOOD SRVC

Payroll Dates	Pay period start/end	Time Sheets Due
November 30	Oct 16-31, Nov 1-15	November 18
December 30	Nov 16-30, Dec 1-15	December 16
January 30, 2012	Dec 16-31, Jan 1-15	January 19, 2012

• TEACHERS, SUBS, NURSES, READING INTERVENTIONISTS

Payroll Dates	Reports of Leave Due
November 15	November 1
December 15	December 1
January 13, 2012	January 3, 2012



Daylight Saving Time to End in November

Daylight Saving Time is upon us. This year the day to “fall back” an hour will be **2:00 a.m. on Sunday, November 6, 2011**. So remember to set back clocks one hour to get an extra hour of sleep!

One warning to those who have smart phones: If you use your smartphone as your alarm clock, consider switching the phone to manual time settings and adjusting the time yourself if you need to be up early on November 6. The iPhone has a bad history with Daylight Saving Time. Owners of the Droid should also consider the manual method.

Weakley County Website Calendar Keeps Events Countywide



Weakley County’s official website, www.weakleycountyttn.gov, has been building up the calendar of events to include all countywide affairs-including events at UT Martin. The calendar holds benefit suppers, ribbon cuttings/grand openings, Senior Citizen activities, concerts, competitions, games, and tournaments from many sports and departments on UTM’s campus.

“Associating Weakley County’s website calendar with UT Martin’s events is one more important way to keep people informed and connected,” said Shawn Francisco, Director of Finance for Weakley County.

A community website requires community participation. To add events to the Weakley County Community Calendar, send them to weakleycountyttn@gmail.com. For more information, call 731.364.5429.

2012 Holiday List



Holiday	Date(s) Observed	Day of Week Observed
New Year’s Day 2012	January 2, 2012	Monday
Martin Luther King Day	January 16, 2012	Monday
President’s Day	February 20, 2012	Monday
Good Friday	April 6, 2012	Friday
Memorial Day	May 28, 2012	Monday
Independence Day	July 4, 2012	Wednesday
Labor Day	September 3, 2012	Monday
Veteran’s Day	November 12, 2012	Monday
Thanksgiving Day	November 22-23, 2012	Thursday & Friday
Christmas Day	December 24-26, 2012	Monday, Tuesday, Wednesday
New Year’s Day 2013	January 1, 2013	Tuesday

United Way Kicks Off Another Year of Enriching Lives in Weakley County



Weakley County is once again supporting this year’s United Way Campaign, and is giving the opportunity to donate to the local Campaign. The money raised in Weakley County stays in Weakley County unless the donor designates another county. 13 local agencies are currently supported by the United Way, including the Carl Perkins Center for the Prevention of Child Abuse, the Greenfield, Dresden, and Sharon Senior Centers, and We Care Ministries. The Office on Aging in Dresden’s Meals on Wheels Program actually covers the entire county. Without the United Way’s funding, many people would not get these necessary meals.

Anyone giving at a level equal to at least one hour of pay per month will be entered into a drawing for lawn mower that has been donated by MTD. There are many ways to give and contribute to this cause that supports the needs of so many people in this community. For more information, log onto www.unitedway.tn.org, or contact the United Way of West Tennessee in Jackson at 731.422.1816.

Weakley County Welcomes New Horace Mann Representative



Weakley County educators have a new Horace Mann Representative: Angie Miller. Mrs. Miller is available for educators to talk about retirement and financial planning for the future. Some preliminary steps to choosing a retirement investment program are determining what kind of investor you are, reviewing your budget, and developing a retirement goal. Horace Mann can help you make informed decisions and find the right retirement program individually.

Retirement options include taking advantage of the benefits of tax deferral, increasing amount contribution, and considering a Roth IRA. Horace Mann also has a few tips to free up money now by adjusting spending habits, living within a budget, paying off balances, and building an emergency fund. More tips are available at www.horacemann.com.

Contact Angie Miller at 731-886-7301, or email her at angie.miller@horacemann.com.

NOVEMBER - MAKE HEALTH YOUR TOP PRIORITY

November 17 - Great American Smokeout - www.cancer.org
November 1-30: American Diabetes Month-www.diabetes.org
November 1-30: Lung Cancer Awareness Month
www.lungcanceralliance.org