



The County BEAT

# Bringing Employees Answers Today

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## SPOTLIGHT ON EMPLOYEES



Kellie Thayer was hired on October 24, 2008 and currently serves as the Deputy Director at the Department of Finance. We welcome her to our staff.

Weakley County  
Department of Finance  
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Dresden, TN 38225  
Shawn Francisco,  
Director of Finance

# 2009 Insurance Changes

### PPO

- Annual medical deductible -Increase to \$350 per individual and \$875 family
- Annual medical out-of-pocket maximum(in-network) -Increase to \$1350 per individual and \$2700 family(in-network); \$4050 per individual and \$8100 family (out-of-network)
- Emergency room use -Increase to \$75 per visit
- Prescription drug -Increase to \$25 to preferred brand and \$50 for non-preferred brand
- Annual pharmacy copay maximum -Increase to \$1620 per individual
- Diabetic supplies (strips,lancets,syringes) -Coinsurance waived when using in-network provider
- Diabetic prescription drug (oral and insulin) -Copay waived for generic and preferred brand when using in-network provider; \$50 for non-preferred brand

### POS

- Physician office visit (in-network) -Increase to \$25 copay general; \$30 copay specialist
- Maternity (in-network) -Increase to \$25 copay general; \$30 copay specialist
- Chiropractic care -Increase to \$25 copay
- Emergency room use -Increase to \$75 per visit
- Prescription drug -Increase to \$25 for preferred brand and \$50 for non-preferred brand
- Diabetic supplies (strips,lancets,syringes) -Copay waived when using in-network provider
- Diabetic prescription drug (oral and insulin) -Copay waived for generic and preferred brand when using in-network provider; \$50 for non-preferred brand

### PPO Ltd

- Emergency room use -Increase to \$75 copay per visit
- Diabetic supplies (strips,lancets,syringes) -Coinsurance waived when using in-network provider
- Diabetic prescription drug (oral and insulin) -Coinsurance waived for generic and preferred brand when using in-network provider; 40% for non-preferred brand

**The following pharmacy copayments will apply for those enrolled in the PPO and POS effective January 1:**

#### **30-34 day supply at retail pharmacies**

- Tier 1 (generic drugs); \$5 copayment
- Tier 2 (preferred brand name drugs); \$25 copayment
- Tier 3 (non-preferred brand name drugs); \$75 copayment (change)

#### **90-102 day supply by mail order or at participating "mail at retail" pharmacies**

- Tier 1 (generic drugs); \$10 copayment (change)
- Tier 2 (preferred brand name drugs); \$50 copayment (change)
- Tier 3 (non-preferred brand name drugs); \$100 copayment (change)

**These changes have been made since the printing and distribution of your health plan member handbook this fall.**

## POTLIGHT ON EMPLOYEES



### RICHARD BARBER

**Years active in Weakley County Schools:** 40 yrs

**Occupation:** Director of Schools

**The hardest thing I've ever done:**

Be principal of a middle school

**Three people (living or dead) I'd invite to dinner:**

Abraham Lincoln, my parents

**A dream I have is to:**

See our grandchildren grow up and be successful

**The most adventurous thing I've ever done is:**

Run for Superintendent position in Weakley County

**My favorite way to relax is:**

Play with my grandchildren

**I'm most proud of:**

My family, especially my grandchildren

**My favorite meal is:** Granny's cooking

**The last book I read was:**

High Five- The Magic of Working Together

**My favorite movie is:** Dr. Zhivago

**My favorite music is:** Oldies

**My hobby is:** Working on family farm

Congratulations On  
Your Retirement

# Health Corner

## HOW TO LOWER YOUR BLOOD PRESSURE

Blood pressure is increasingly looking like the new cholesterol. Like cholesterol, blood pressure tends to go up as we get older. Because high blood pressure has no symptoms or warning signs, 30% of the people who have it don't realize it. But with the right information and guidelines you can lower your blood pressure.

Things to help lower your blood pressure:

1. Don't smoke cigarettes or use any tobacco product.
2. Lose weight if you're overweight.
3. Exercise regularly.
4. Eat a healthy diet that includes lots of fruits and vegetables and is low in fat.
5. Limit your sodium, alcohol and caffeine intake.

## Spotlight on District 5

### Easy Recipes

#### Banana-Strawberry

#### Smoothie

- 1 Banana
  - 1 cup milk
  - 1 cup yogurt
  - 4 strawberries
- Put all ingredients in blender until smooth. Chill and enjoy.



Larry Taylor was elected to the Weakley County Commission in 2006. He currently serves on the Nursing Home Committee, and the Public Works Committee. He represents the citizens of Martin, where he resides with his wife Pat. They have two daughters, Leigh and Lynn and four grandchildren.

## Questions and Answers

If any employee has questions they would like addressed in future newsletters, please forward them to [franciscos@k12tn.net](mailto:franciscos@k12tn.net).

**Q:** What is a Form W-4 and why would I want to change mine?

**A:** A Form W-4 is completed to tell the payroll department how much money to withhold from your gross income for your Federal income tax. You can change your W-4 any time you deem necessary. The most common time to change your W-4 is after completing your Federal Income Tax Return. If you had to pay the government, you may want more taxes to be withheld. If you received a refund, you may want less taxes to be withheld. If you have any questions regarding Form W-4, please contact the Department of Finance.