

The County **BEAT**

Bringing Employees Answers Today

Tennessee Consolidated Retirement System (TCRS)

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SPOTLIGHT ON EMPLOYEES



Harold Blakemore has been employed by Weakley County since August 1967 and currently teaches at Dresden Middle School.



Rosemary Neville has been employed by Weakley County since August 1965 and currently teaches at Westview High School. She was recently named Outstanding Secondary Science Teacher of West Tennessee by East Tennessee State University.

Weakley County
Department of Finance
8319 Highway 22 Suite B
Dresden, TN 38225
Shawn Francisco,
Director of Finance

Where do I apply for retirement?

Contact the Department of Finance for an application or you may contact the office in Nashville at 1-800-770-8277.

How soon do I need to apply for retirement?

File the TCRS retirement application and related forms 60-90 days prior to your last paid day of service. You may file your application up to 150 days prior to your last paid day of service.

Can I go back to work after I retire?

Yes. Under certain conditions, you may return to work for an agency or department covered under TCRS for a period of 120 days. You must contact TCRS to find out how such part-time employment may affect your TCRS benefit.

If you plan to return to work in the private sector, stay informed about the Social Security earnings limits and the benefit offset that occurs after exceeding those limits. Employment in the private sector does not affect your TCRS benefit.

Will my retirement check increase in the future?

Your benefit may increase each year with a Cost-of-Living Adjustment (COLA). The COLA is calculated based on the Consumer Price Index (CPI).

Will my state sponsored insurance plan continue after retirement?

All employees who retire before turning age 65 will be allowed to continue health coverage until becoming eligible for Medicare or turning age 65. Retired employees must meet one of the following criteria to qualify for continuation of medical insurance coverage.

1. Age 55 with at least 20 years of service and be covered under the plan for one full year immediately prior to retirement, or
2. Age 60 with at least 10 years of service with the agency and be covered under the plan for at least three full years prior to retirement, or
3. 30 years of service and under age 65

New Travel Rates

The State of Tennessee Commissioner of Finance and Administration announced that the reimbursement rate per mile of travel is \$0.42 effective January 1, 2006. Weakley County has adopted the state travel regulations; therefore, this is the rate for Weakley County employees.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Ways to Get a Great Night's Sleep

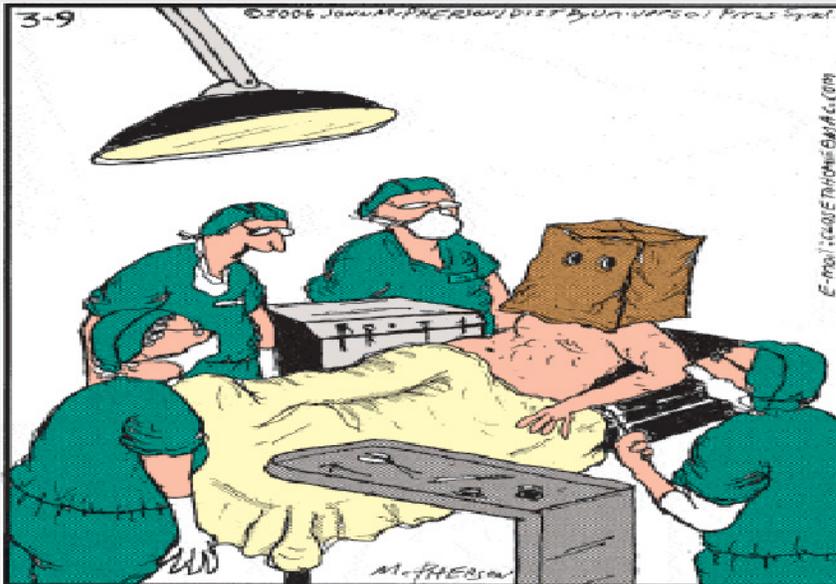
1. Go to bed.
2. Establish a relaxing bedtime routine.
3. Skip stimulants.
4. Squeeze in daytime fitness.
5. Breathe easier by sleeping on your side, stop smoking if you do, lose any excess weight, or talk to a doctor.

If you are enrolled in the Preferred Provider Organization (PPO) or (PPO Limited), or the Point of Service (POS) health insurance plans through Weakley County, you and your covered dependents are eligible for EAP benefits. This is a confidential counseling and referral service. The EAP can handle problems related to: emotional, family, grief, financial, mental health, legal, stress, marital, chronic illness and elder care. All services are strictly confidential and

can be accessed by calling Magellan Health Services at 1-800-308-4934. They are available 24 hours a day, 365 days a year. The counselor who takes your call will ask you some questions and refer you to a provider based on the information you provide. You and your covered dependents may receive up to six counseling sessions per problem episode at no cost to you. If you have further questions about this program, please contact the Department of Finance.

Spotlight on District 2

A FUNNY FOR YOUR DAY



"I realize it's a bit strange, sir, but due to the new health information privacy laws, none of us is allowed to know your identity."



Eric Owen was elected to the Weakley County Commission in 1998. He currently serves on the Finance, Ways, and Means; Health Education and Economic Development; and the Rules Committees. He and his wife Doris are the proud parents of four children: Erica, Ellen, Sam, and James.

Questions and Answers

If any employee has questions they would like addressed in future newsletters, please forward them to franciscos@k12tn.net.

Q: Does the Cigna HealthCare Plan or the Blue Cross Plan(s) offer vision care?

A1: Yes, if you are enrolled in the POS Cigna Plan, you and your covered dependents are entitled to a once per year annual eye examination at a participating facility for a \$10 or \$25 co-pay. To view a list of participating providers visit the web at www.vsp.com.

A2: The Blue Cross Blue Shield Plan(s) has limited vision coverage. This plan on most occasions will only pay if the eye exam is related to a medical problem (ex. cataracts).

It is good practice to always present your I.D. card when visiting an optometrist or ophthalmologist.