



Weakley County
B.E.A.T

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Bringing • Employees • Answers • Today

New Insurance Cards To Be Mailed

ParTNers for Health will start shipping health insurance cards for 2016 in mid-December. New dental cards should also be on the way as well. If you have recently moved, make sure to verify it with the Department of Finance, and keep watch for your new cards to arrive in the mail.

TCRS Annual Statements Available Online

The Tennessee Consolidated Retirement System [TCRS] Annual Statement is available online! Using the online system, you will also have access to your TCRS account history, and beneficiary information. To get into your account, navigate to <http://tcrs.tn.gov> and click the "Self-Service" link. From the login page, click "Need to Register". Complete the registration process, and once registered and logged in, click the drop down tab "Account" and click on "Annual Statement".

While you are logged in, verify your beneficiary information is correct under the View/Change Beneficiary link under the Account Tab.



First Look: The 2016 Partnership Promise Requirements In Place

January 1, 2016 is the start of a new insurance plan year for Weakley County Employees with ParTNers for Health Group Health Insurance. Employees who have chosen the Partnership PPO Plan will want to begin making plans to fulfill the requirements of the Partnership Promise. The requirements and deadline dates for the plan have already been put into place by ParTNers for Health. All members and their covered spouse must:

- Complete the online Healthways Well-Being Assessment™ (WBA) by March 15, 2016
- Complete a biometric health screening by July 15, 2016 [Read more about biometric screenings below!]
- Actively participate in health coaching if you are called. Coaching could include a tobacco cessation program and/or case management, which is managed by BlueCross BlueShield, Cigna and Magellan.
- Keep your contact information current with your employer; or, if a covered spouse, keep your contact information current with Healthways, if it changes.

If you and/or your covered spouse fail to fulfill any requirement of the 2016 Partnership Promise, the entire family will be transferred to the Standard PPO. Don't forget: Covered dependent children are not required to fulfill the Partnership Promise. For all questions about the Partnership Promise, call the ParTNers for Health at 888.741.3390, Monday - Friday, 8:00 a.m. to 8:00 p.m.

Well-Being Assessment PPO Requirement Analyzes Lifestyle Habits

Partnership PPO members and covered spouses must complete the Healthways Well-Being Assessment® (WBA) between January 1 and March 15, 2016 as a requirement of the Partnership Promise. The WBA summarizes your overall health and offers steps you can take to improve your lifestyle habits. To complete the WBA, after January 1, 2016, go to www.partnersforhealthtn.gov and click "Complete Your Well-Being Assessment" at top right Quick Links box. Next, sign in to your Well-Being Account with your unique username and password. If you do not have one, you can set one up. The WBA takes about 15 minutes to complete. Once completed, you can view your Well-Being Report. Go to www.partnersforhealthtn.gov for more info about the WBA.

Biometric Screenings Back On-Site for 2016 - Dates TBA

All members and their covered spouses enrolled in the Partnership PPO must complete a biometric screening before July 15, 2016 as a requirement of the Partnership Promise. **There are two ways to get a biometric screening:**

1. Onsite Biometric Screening:

The Weakley County Department of Finance will host a onsite health screenings in early 2016. The screenings will take place in the conference room, and exact dates and times will be announced as they become available. Certified health professionals will be onsite to administer the screenings and typically collect medical information such as height and weight. They take a blood sample to determine cholesterol and glucose levels, triglycerides and other biometric information that will tell about lifestyle and levels. There is no cost for the onsite biometric health screenings.

2. In your health care provider's office:

ParTNers for Health with Healthways will accept

biometric screening results from a doctor's visit that occurred between July 16, 2015 and July 15, 2016. To download a physician's screening form, visit the Partners for Health website, www.partnersforhealthtn.gov, and click "Complete Your Biometric Screening" link in the top right Quick Links box. Questions? Give us a call at (731) 364-5429 or e-mail Director of Finance, Shawn Francisco, at shawn.francisco@wcsk12tn.net.

Considering Retirement ?

Have you thought about retirement? **Vested** TCRS members can retire:

- At 30 years of service, despite age
 - At age 60, despite years of service
 - At age 55, with reduction factor
- Accumulated sick time can add up to additional time towards your retirement credit! Some members are eligible to retire at 25 years of service with reduction factor. Call Shawn Francisco, Director of Finance, for info at 364-5429.

Flexible Spending Plan Year Begins January 1, 2016: Your Funds Will Be Available

The USABLE Flexible Spending Plan Year will begin on January 1, 2016. If you enrolled or made modifications to an existing plan in the Flexible Spending Program in late September/early October, you can begin using your Flexible Spending Account [FSA] to pay for you eligible medical expenses.

The entire amount of your annual contribution is available to you the first of the year. However, if you should spend the entire amount of your contribution before the end of the plan year [December 31, 2016], you will still be responsible for the monthly plan premiums, and you will have to pay out-of-pocket for additional costs accrued. You may begin requesting reimbursement for eligible expenses as soon as January 2, 2016, even though you have not contributed your total annual election.

(A word of advice: To avoid any inconveniences, you may want to wait until the end of the first week of January before you begin using your account to ensure that USABLE has the funds in place.)



New enrollees will receive a FlexSystem TASC Card in the mail at his/her home address. The TASC Card allows members to pay for eligible expenses at the point of purchase. This eliminates the need for requesting reimbursement.

On the rare occasion that the TASC Card cannot be used for eligible expenses, simply submit a request for reimbursement from the FlexSystem My-Cash Account online, by text message, fax, mail, or mobile app. Eligible expenses include dental co-pays and co-insurance, prescription drugs, eye exams, prescription glasses and lenses, daycare and dependent tuition. Questions? Call us at 364-5429.



Inclement Weather Statement

At the start of each school year, five (5) snow days are included in the school schedule. In that event of inclement weather that causes school to be out longer than 5 days, it is possible that teachers may not be paid for additional

missed days. Be aware that snow days may be required to be made up during Spring Break. Do not make non-refundable vacation plans for Spring Break Week!