

County Lines

An in-house publication for the employees of Elkhart County Government

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February/March 2008

Changes to Health Insurance Plan Highlighted

On January 18, 2008 employees of Elkhart County were advised, by a payroll staffer, that Board of Commissioners had chosen not to increase employee premiums for either health or dental insurance again in 2008. However, several changes were made to the health plans. These plan changes include the following:

- **Plan 1** Primary care physician office co-pays will increase from the current \$15.00 to \$25.00/ per visit and specialist and/or urgent care co-pays will increase from \$30.00 to \$50.00/per visit.
- **Plan 2** The respective co-pays noted above will increase to \$30.00 and \$60.00/per visit.
- Both **Plan 1 & Plan 2** The individual deductible will increase from the current \$350 to \$500 per calendar year and the family deductible will increase from \$700 to \$1000 per calendar year.
- Out of pocket maximums (deductible and co-insurance) will also increase:
 - **Plan 1** in-network will be \$2000 (single) and \$4000 (family).
 - **Plan 1** out-of-network will be \$3000 (single) and \$6000 (family).

Insurance Rates 2008

The cost of the medical and dental insurance for employees has not changed in 2008. The cost the County pays has increased by about 12%. Costs paid per month are reflected below.

Medical Plan 1	Number in Plan	Total Cost Per Month	Employee Cost Per Month	County Cost Per Month
Single	342	\$ 523.00	\$ 51.30	\$471.70
Family	435	\$1,118.00	\$ 180.80	\$937.20
Medical Plan 2				
Single	34	\$ 502.00	\$ 41.91	\$460.09
Family	29	\$1,070.00	\$ 147.80	\$922.13
Dental Plan				
Single	294	\$ 27.00	\$ 6.20	\$ 20.80
Family	476	\$ 74.00	\$ 27.00	\$ 47.00

- **Plan 2** in-network will be \$3050 (single) and \$6100 (family).
- **Plan 2** out-of-network will be \$5050 (single) and \$10100 (family).
- **Plan 1 & Plan 2** Prescription co-pays will increase from the current \$5/\$15/\$20 for generic/formulary/non-formulary to \$10/\$20/\$40.
- Gastric by-pass surgery will no longer be a covered charge.
- There were no changes made to the County's Dental plan.
- **Plan 1 & Plan 2** Employees and covered dependents in both plans are eligible to utilize the services provided at the Novia Care Clinics.

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Changes to Health Insurance

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There have been no plan changes or premium increases for employees since April, 2006. These changes are necessary to combat extraordinarily high claims utilization and the rising cost of health care across the country.

The decision to make plan changes and/or increase employee premiums is always a very difficult one. However, many employees have sought primary care services for themselves and their dependents at the Novia Care Clinics. Although the clinics have not been available for a full year, based on the usage during the first eight months of operation, we can project that employees alone will have saved over \$64,000 in co-pays (office visits, prescription drugs and laboratory co-pays) in the first year of operation. Savings to the plan are much more difficult to estimate and a full year of operation will be needed to determine plan savings. The Commissioners are encouraged and optimistic as to the savings the clinics may have for the County's health plan and felt it was prudent to pass on these expected savings to employees in the form of no increase in employee premiums.

The use of the Care Clinics continues to be an option available to employees and their dependents enrolled in the County's health insurance plan. While, initially, some employees may have heard of a problem another employee may have had, all once reported all concerns were promptly addressed and corrected by Novia. Many were associated with our initial startup although we have been pleased with Novia's continuing efforts to monitor and address all employee concerns. We do want to encourage those who may have not yet sought services at the clinics to do so and further encourage those who have to continue. Available clinic hours have been expanded over time and we believe we have the capacity, if needed, to expand and offer more hours.

Because of the significant potential for both employee savings and savings to the plan when employees seek Care Clinic services, the Elkhart County clinics and the employee response to them have become a model for other employers in the Michiana area. Several have visited our clinics, complemented us for the insight of the Elkhart County Board of Commissioners and the staff in Personnel and have chosen to open their own Novia Care employee clinics in recent months.

March is Disability Awareness Month

The Indiana Governor's Council for People with Disabilities announces this year's theme is Make Room for Everyone in your heart and in your community. A payroll stuffer about Disability Awareness will be distributed on March 2. It talks about how your attitude and words are important.

For more information, visit the Governor's Council's web site: www.in-gov/gpcpd

County Lines

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Annual Service Awards Program Scheduled for Feb-

The annual Service Awards Program will be held on February 13 at 10:00 a.m. at the Health Department, 608 Oakland Avenue, Neff Conference Room, Elkhart. County Government will recognize 101 employees who reached 5 - 35 years of continuous service in 2007. The awards are presented in 5-year increments. Employees with 25, 30 and 35 years of service will receive an engraved plaque. Those with 5, 10, 15 and 20 years of service will receive a certificate. Congratulations to this year's award recipients.

35 Year Service Awards



Nancie C. Adams
General Accounts Specialist
Auditor's Office



Peggy A. Garber
Bookkeeper III
Auditor's Office



Dan L. Seltenright
Director
Park and Recreation



Barbara J. Wray
Clerical Supervisor I
Auditor's Office

30 Year Service Awards



Carol L. Caviness
Assistant Director
Personnel & Insurance



Debra L. DeVreese
Legal Assistant IV
Public Defender



Nancy L. Dietz
Comm. Health Staff
Nurse
Health Department



Robert S. Girard
Director
Court Services



R. Gordon Lord
County Attorney
Commissioners'

25 Year Service Awards



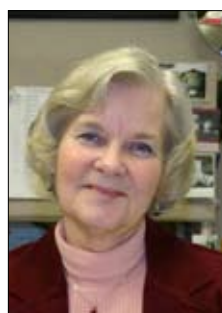
Michael K. Books
Elected Official
Sheriff's Depart-



Marc T. Cook
Chief Adult
Probation Officer
Court Services



Fred E. Mock, Jr.
Corrections Of-
ficer III



Christina A. Phillips
Elected Official
Osolo Township



Kathleen L. Wilson
Office Manager
Public Services
-Code Enforce-



Joanne K. Yoder
Manager
- Juvenile
Detention

Employees Recognized for Continuous Years of Service

Twenty-Year Service Awards

Ronald C. Bauman, Buildings and Grounds
Rhonda J. Bixler, Public Defender
Deborah A. Britton, Superior Court VI
Lori L. Bruce, Clerk's Office
Dennis E. Chapman, Sheriff's Department
Jayna K. Chenoweth, Sheriff's Department
Paula J. Daniel, Court Services
Robert A. Keim, Sheriff's Department
Jacqueline R. Lakey, Victim Assistance
James A. Loomis, Data Processing
Larry L. Peterson, Sheriff's Department
Richard M. Rice, Court Services
Bradley D. Rogers, Sheriff's Department
James B. Smith, Sheriff's Department
Myron R. Vanderwerf, Buildings & Grounds
Daryll L. Warner, Sheriff's Department

Fifteen-Year Service Awards

Arloa A. Bell, Health Department
Mary E. Chapman, Health Department
David M. DeVincent, Public Services - Highway
C. Blake Doriot, Surveyor's Office
Beverly M. Kitzmiller, Clerk's Office
Kristine K. Klosinski, Sheriff's Department
Karla C. Kreczmer-Baker, Health Department
John D. Loos, Jr., Cleveland Township Assessor
Michael K. Lowell, Public Services - Highway
Jason S. Reaves, Sheriff's Department
Mark C. Renkiewicz, Park & Recreation

Ten-Year Service Awards

Shelley A. Basham, Voter's Registration
Carolyn S. Dimos, Superior Court V
Betty J. Drust, Alcohol & Drug Abuse Program
Patricia D. Fletcher, Health Department
Brett L. Haines, Public Services - Highway
Faith L. Harmon, Public Safety Communications
David L. Kline, Data Processing
Michael L. McHenry, Sheriff's Department
Michelle E. Miller, Public Safety Communications
April D. Nusbaum, Clerk's Office
Charles A. Osterday, III, Sheriff's Department
Leone E. Petry, Sheriff's Department
Linda I. Plummer, Health Department
Gary Q. Richards, Park & Recreation
Diana M. Rodman, Health Department
Mitchell J. Sailor, Public Services - Highway
Jeremy W. Shotts, Sheriff's Department

Ten-Year Service Awards

Joan J. Stephen, Public Services - Highway
Cindy J. Stephens, Court Services
T. Jeffery Taylor, Public Services - Highway
Elizabeth J. Turgi, County Assessor's Office
Dianne M. Turner, Court Services
Diana K. Zornow, Park & Recreation

Five-Year Service Awards

Natalie C. Beer, Court Services
Denise E. Benedict, Health Department
Vincent G. Brown, Sheriff's Department
Antoinette Burson, Health Department
Roxanne M. Chupp, Treasurer's Office
Gregg P. Dudding, Sheriff's Department
Elizabeth D. Finnigan, Juvenile Court
Amy D. Griner, Prosecutor's Office
Gail D. Hostetler, Health Department
Thomas R. Jones, Buildings and Grounds
Crystal L. Juhasz, Treasurer's Office
Heather M. Kruk, Court Services
Jean A. Lloyd, Public Services - Highway
Joanna Lugo, Court Services
Vickie R. Morgan, Buildings and Grounds
Jennifer A. Munro, Court Services
Susie D. Neff, Public Services - Highway
Regan M. Osborne, Public Safety Communications
Center
Aixsa Pérez, Health Department
Elise W. Pfaff, Health Department
Alma Jean Pletcher, Elkhart Township Assessor
Dawn R. Powell, Sheriff's Department
Vanessa L. Pressler-Etling, Concord Township
Assessor
Judy K. Ramirez-Ingold, Clerk's Office
Michael J. Smith, Court Services
James M. Snyder, Sheriff's Department
Kelly Stansbury, Public Defender
Peter D. Todd, Public Defender
Maria E. Toler, Microfilm
Cathy Valdez, Court Services
Jeff W. Vander Reyden, Court Services
William V. Wargo, Prosecutor's Office
Theresa Drust Whitlock, Court Services
Joel V. Williams, Prosecutor's Office
Virginia R. Yoder, Health Department
Jonathan H. Zakutansky, Surveyor's Office

Retirees to be Honored, Those Who Have Passed Away to be Remembered During Service Awards Program

The following co-workers retired from their employment with Elkhart County in 2007. We congratulate them and wish them well as they start their new beginnings. Employees to be recognized include: Walter 'Skip' E. Miller, Sheriff's Department - 34 Years; Frederick A. Call, Sheriff's Department - 33 Years; Meri VanDiepenbos, Circuit Court - 27 Years; Noah Schrock, Sheriff's Department - 25 Years; Evelyn Schollian, Public Safety Communications - 24 Years; Mervin Zook, Data Processing - 21 Years; Betty Drake, Baugo Township Assessor - 18 Years; Eileen M. Martin, Extension - 18 Years; Thomas Romberger, Public Service - Highway - 18 Years; David McGuire, Sheriff's Department - 18 Years; Sylvia Merasco, Health Department - 16 Years; Maria Garcia, Health Department - 14 Years; George Myers, Public Services - Code Enforcement - 12 Years; Carolyn Cregier, Auditor's Office - 11 Years; Don Campbell, Buildings and Grounds - 7 Years.

IN MEMORY ... The following employee, retirees and former employees who passed away in 2007 will be remembered with a moment of silence during the Service Awards Program. **Employee:** **Virginia Peich, Osolo Township Assessor's Office.** **Retirees:** **Jane Huser, Public Services - Code Enforcement; Keith Mast, Public Services - Highway; Rachel Mast - Auditor's Office; Isabelle Price, Cleveland Township Assessor; Sue Whitehead, Auditor's Office.** **Former Employees:** **Mary Betsy Amiss, Concord Poor Relief; Bernard Bloss, Public Services - Highway; Marguerite Hawkins,**

by Jim Bennett, Risk Management Specialist

LSS Saf-T-News advises that effective January 1, 2008 airline passengers will no longer be able to pack lithium batteries in checked baggage. Why? Lithium batteries have the potential to overheat and ignite, and therefore are considered hazardous materials. Lithium batteries are allowed if installed in electronic devices or stored in original containers or in plastic bags.

A lesson to take note of - do not remove lithium batteries from their original packaging until you are ready to use them.

The U.S. Consumer Product Safety Commission has issued a recall of DeWalt cordless drills due to possible overheating of the trigger switch. Model numbers are:

DC 920 Heavy Duty XRP 1/2" 18 Volt Cordless Drill/Driver

DC 930 Heavy Duty XRP 1/2" 14.4 Volt Cordless Drill/Driver

DC 935 Heavy Duty 1/2" 14.4 Volt Cordless Hammer Drill/Drill/Driver

DC 936 Heavy Duty XRP 1/2" 14.4 Volt Cordless Hammer Drill/Drill/Driver

DC 940 Heavy Duty XRP 1/2" 12 Volt Cordless Drill/Driver

If any of our departments, or any of us personally have one of these units, contact DeWalt at 1-800-742-9168 or at www.dewalt.com for instructions.

Remember! Stop using these units immediately until contacting DeWalt.

NEW FACES

WELCOME THESE NEW COUNTY EMPLOYEES