

Human Resources Update



Upcoming Workshops

October 1, 2008 – St. George Council Chambers 9am to 11:30 am
Personnel Issues Update-
Teleconference presented by Linda Edwards

October 9, 2008 – Facilities Maint. Meeting Room 3:00 pm – 4:00 pm
Benefits Workshop

October 10, 2008 – St. George Council Chambers 9am-11am
Benefits Workshop

October 10, 2008 - Summerville Council Chambers 2pm-4pm
Benefits Workshop

FREE Mammograms

October is Breast Cancer Awareness Month and we wanted you to be aware that Routine mammograms are covered 100 percent. The only requirement is that you use a participating facility and meet eligibility requirements.

- If you are age 35 through 39, one baseline mammogram (four-view) will be covered during those years.
- If you are age 40 through 74, one routine mammogram (four-view) a year will be covered.

Don't forget to visit:

http://www.surveymonkey.com/s.aspx?sm=L_2fJhhD8pyEUbU6LZ0nTF_2bA_3d_3d and take our online wellness survey or visit one of the team captains to pick up a survey.

Compensation is More Than Earnings

Life seldom runs at a steady pace. Changes occur, and you want to be prepared for them. It helps to understand the health care coverage benefits you have at work and how they can be used to their greatest potential.

A group health plan is an employee welfare benefit plan established or maintained by an employer or by an employee organization (such as a union), or both, that provides medical care for participants or their dependents directly or through insurance, reimbursement, or otherwise.

Here are some situations with information on how to prepare for them:

Marriage: Get all the details on your spouse's health care plan, and be sure you understand how it works. You may be entitled to add yourself and dependents to your employer's plan or to your spouse's employer's plan under a special enrollment period.

Pregnancy, childbirth, and adoption:

We will use this survey to identify what programs will benefit the employees of Dorchester County. Deadline for surveys is October 13th.

Understand the limits placed on the amount of time a pre-existing condition exclusion period may apply. Check to see if birth and adoption (including placement for adoption) triggers a special enrollment period during which you, your spouse, and new dependents can enroll in your employer's health care plan.

When your child is no longer a dependent: Check to see if the child may be eligible to purchase temporary extended health care coverage for up to 36 months under the Consolidated Omnibus Budget Reconciliation Act (COBRA).

Death, legal separation, and divorce: Check to see if the covered spouse and dependent children are eligible to purchase temporary extended health coverage for up to 36 months. The cost will be higher, since the employer will no longer pay a portion, but it is usually less than the cost of coverage they might obtain on their own. Also check to see if the spouse and any dependents are eligible to obtain coverage through special enrollment. Finally, look into coverage under COBRA's extended health care coverage.

September 20th and walk. Dorchester County also collected over \$2,000 to help fund critical research to fight heart disease and stroke.

2008Start! Lowcountry Heartwalk

A HUGE thank you to all our walkers and donors for doing their part to make this year's Start Lowcountry Heart Walk a huge success. We had 15 county employees come out Saturday



Thanks again for your support of the American Heart Association!

October 2008

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