

# HR News

Informational Publication for Genesee County  
Human Resources and Labor Relations

ISSUE

## September

2018

### Don't Know Who 44 North is?

44 North are free 24/7 healthcare consultants who are here to work for you. It's a benefit Genesee County provides for employees.

The consultants are HIPAA certified medical coding experts, that can help you:

- Navigate healthcare bills
- Understand EOB's
- Sort out your pharmacy charges
- Act as your advocate between provider and insurance company

There is no cost per call, and there is no limit to how many times you can call.

Watch this video to learn more:



**#TEAMGENESE**

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### Technology and Keeping Your Kids Safe

HelpNet has this and many other online seminars available.

For free unlimited access, go to:

[www.helpneteap.com](http://www.helpneteap.com)

Hold your cursor over "More" at the top

Click on Work-Life Login

Username: helpnet

Password: employee

Click login

Click on + at the lower right corner of ONLINE SEMINARS

## You're Invited to the HMO Lunch & Learn

**Where: County Administrative Building Training Room**

**When: Wednesday, September 19, 2018**

**Times: 11:00, 12:00 and 1:00 (each session will last approximately 30 minutes)**

**You can register online at : <https://goo.gl/forms/klvRtIMBzwdrYmE63>**

Representatives will be here to answer questions about referrals, networks, prior authorizations, EOB's, etc.

You will need to use your lunch period or personal time to attend. HAP will provide cookies and drinks. Feel free to bring your lunch (not provided).

**For more information contact Jennifer Draheim, HR Representative at 810-237-6120 or [jdraheim@co.genesee.mi.us](mailto:jdraheim@co.genesee.mi.us)**

**Did you know that you do not need a referral from your primary doctor if you are staying in network? Sign up to learn more!**



## EMPLOYEE NOTICE!

### FMLA Calculation for Genesee County

The federal Family and Medical leave Act (FMLA) provides eligible employee with 12 work weeks of qualifying leave within a 12-month period. Effective January 1, 2019, Genesee County’s method for calculating the 12-month period will change to a “calendar year”. This announcement fulfills the requirements to provide 60-days’ notice of the change to all employees. During the transition period, employees taking FMLA between now and December 31, 2018 will do so under whichever method yields the greatest benefit to the employee.

**Current Genesee County Method:** Genesee County currently uses “fixed 12-month leave year” for the employee’s 12-week entitlement. Using this method an employee would be entitled to 12 weeks from the date of certification by the physician.

**New Genesee County Method:** Effective January 1, 2019, Genesee County’s method for calculating the 12-month period will be the calendar year of January 1 to December 31.

Please make sure you advise your physician of this change when getting your annual certification. (Not all doctor’s will certify for the entire year. In that case, your certification will end on the date your doctor notes certification should end)

For questions regarding changes to the FMLA calculation, please contact:

Jennifer Draheim, HR Benefits: (810) 237-6120 or [jdraheim@co.genesee.mi.us](mailto:jdraheim@co.genesee.mi.us)

## OAKLAND COUNTY TRAININGS

7/18/18	Managing Conflict and Working Relationships Effectively	8:30 - 12:30	\$40
8/14/18	Write On! Effective Email, Letters and Reports	8:30 - 3:30	\$75
8/22/18	Managing Time Effectively	8:30 - 12:30	\$40
9/14/18	Exploring Diversity and Individual Differences	8:30 - 3:30	\$75
9/18/18	Mastering Change	8:30 - 12:30	\$40

For more information go to the training tab on the HR website.

To register, or for information on other trainings, contact Amy Alexander at:

(810) 766-6578 or [aalexander@co.genesee.mi.us](mailto:aalexander@co.genesee.mi.us)

# Welcome To Our **TEAM!**

**Dawnell McClure—Health Department**

**Christian Bowman—Sheriff's Office**

**Jeanette Gradowski—Friend of the Court**

**Jonathan McMillian—Drain Commission**

**Christopher Young—GCCARD**

**Richard Keeley II—Health Department**

**Scott Taylor—Drain Commission**

**Corey Graves—Sheriff's Office**

**Michael Walkowski—Sheriff's Office**

**Connor Storms—Sheriff's Office**

**Deaundre Fuller—Sheriff's Office**

**Max Polmanteer—Sheriff's Office**

**Amanda Elston—Health Department**

**Caleb Desoto—Sheriff's Office**

**Jacob Measel—Sheriff's Office**

**James Duhart—Sheriff's Office**

**Robert Stankiewicz—Sheriff's Office**

**John Smith III—Drain Commission**

**Kirk Holcomb—Sheriff's Office**

**Joshua Tody—Sheriff's Office**

**David Waskom—Sheriff's Office**

**Todd Sherrill—Sheriff's Office**

**Shanda Morency—Friend of the Court**

**Elijah Back—Sheriff's Office**

**Whisper Miller—Planning**

**Kristopher Davis Jones II—Sheriff's Office**

**Bailey Clarke—Health Department**

**Kara Polmanteer—Health Department**



**Do you have family and friends asking if Genesee County is hiring?**

Tell them to **Follow us on FACEBOOK!**

Job Postings and other important information is added daily.



## **44 NORTH—Advocating for YOU!**

44 North is the patient advocate for Genesee County employees and retirees.



In 2018 alone, 44 North has recovered over \$58,000 due to overcharges and incorrect billings.

Contact 44 North 24/7 at (855) 306-1099 to assist with:

- Rejected Insurance Claims
- Overcharges
- Uncovered Procedures
- Incorrect Billing by Doctor's, Hospitals, and Labs