



# Employee Newsletter

December 16, 2019

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## ENGAGE Request for Proposals



The ENGAGE 2020 Request for Proposals is now open! Do you have an innovative strategy or best practice that you would like to share with your colleagues? Click on the graphic above to submit your proposal to present at the ENGAGE conference in 2020!

Graphic provided by Professional Learning.

## Benefits Update

### 2020 Contribution Maximum for 401(k) and 403(b) Retirement Accounts

The Internal Revenue Code limits the amount you can contribute each calendar year to 401(k) and 403(b) retirement accounts. The federal general limit for 2020 will be \$19,500. If you are age 50 or older, the general limit contribution amount may be increased by an additional contribution of \$6,500.

### Great News from Tennova

Tennova Healthcare has announced that they will be changing to American Physician Partners (APP) for their emergency room physician coverage at the main campus ER (651 Dunlop Lane, Clarksville) as well as at Tennova ER – Sango (1325 Hwy 76, Clarksville) starting December 10, 2019. APP is in our BCBS of TN SELECT (S) network and with the most popular insurances covering Middle TN including Blue Cross Blue Shield, Humana, MultiPlan, Aetna, Anthem, United Healthcare, Medicare, TennCare and Kentucky Medicaid among others.

Headquartered in Brentwood, Tennessee, American Physician Partners was founded in 2015 to provide a better alternative to hospitals for their clinical outsourcing needs. Since its inception, the company has grown to more than 120 care sites and has become a recognized leader in the provision of exceptional emergency medicine and hospital medicine management services to hospitals and healthcare systems nationwide. APP has earned its 100 percent client retention rate by remaining true to its purpose of exceeding the expectations of its patients, providers and hospital partners.

### CMCSS Retirement Information Meetings

Three retirement meetings are scheduled for 2020. These meetings are very informative and open to all employees. We urge anyone who is considering retirement to attend either one of the meetings. All of the meetings will be held in the Lecture Hall on the first floor of Central Services-Gracey, on the following dates.

- Tuesday, Jan. 28 at 4:00 p.m.
- Thursday, Jan. 30 at 5:00 p.m.
- Monday, Feb. 3 at 4:30 p.m.

### Important Dental Insurance Information

The Clarksville Montgomery County Employees Insurance Trust is pleased to announce an increase in the Annual Maximum Benefit amount for the Blue Cross Blue Shield Dental Plan, effective January 1, 2020. The Annual Maximum Benefit will increase from \$1500 to \$2000 per member per year. This is the only change in the dental coverage and Preferred will remain the provider network for the dental plan. You may use the following link to view the dental plan Schedule of Benefits.

[https://portal.cmcss.net/docs.aspx?doc=benefit\\_15.pdf](https://portal.cmcss.net/docs.aspx?doc=benefit_15.pdf)

Due to the increased dental plan benefit and past claims history, there will be a 1.45% premium increase. The current as well as the new dental premium deductions are listed below. Please see the chart that matches your pay frequency, either monthly or bi-weekly.

Due to dental deductions not being payroll deducted in the summer, an additional deduction will be taken to catch up your dental premium for the 2019-2020 year. The amount of the deduction and the payroll it will be deducted on will be communicated at a future time.

## Benefits Update Cont.

Administrator Monthly Dental Premiums beginning with December 31st payroll (premium deducted 10 times a year)  
Certified (teacher) Monthly Dental Premiums beginning with January 3rd payroll (premium deducted 10 times a year)

Type of Coverage	Current Monthly Premium	Monthly Premium Effective January 2020
Single	\$39.98	\$40.56
2-Party	\$80.30	\$81.47
Family	\$120.80	\$122.56

Classified Bi-Weekly Dental Premiums beginning with December 19th payroll (premium deducted 20 times a year)

Type of Coverage	Current Bi-Weekly Premium	Bi-Weekly Premium Effective January 2020
Single	\$19.99	\$20.28
2-Party	\$40.15	\$40.74
Family	\$60.40	\$61.28

## Need to Update Any of Your Personal Information?

Please notify Human Resources if you have had a change of address, have a name change, or need to make other updates to your personal information.

If you're adding a spouse or new baby, or making any changes to your insurance, contact the Benefits Office. Remember that changes to your insurance coverage due to a status change must be made within 30 days of the event.

If you need to update your beneficiary forms, please contact the Benefits Office.

**The Benefits Office is open Monday - Friday, 7:30 a.m. to 4:30 p.m.**

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## Alive & Well December Events

Check out December Alive & Well events at <https://bealive.cmcss.net/events!>

**Holiday Crafts at NEHS 4:30 p.m., Dec. 11:** The holiday season can be a stressful time of year! Give yourself a little break to be creative and relieve some stress, and join us for holiday crafts! All supplies are provided for ornament making.

**NEW Online Nutrition and Wellness Courses Available:** Learn about various nutrition and health topics from the courses at <https://aliveandwell.cmcss.net/resources/nutrition-and-health-courses/>.



## CMCSS TEACHER RESIDENCY PATHWAYS

### INFORMATIONAL MEETINGS

#### CURRENT CMCSS CLASSIFIED AND SUBSTITUTE EMPLOYEES

Tuesday, January 21 | 5:30 - 6:30 P.M.

Central Services South - Room locations will be posted on site

#### OPEN TO THE PUBLIC

Thursday, January 23 | 5:30 - 6:30 P.M.

Central Services Gracey - Room locations will be posted on site

**FOR MORE INFORMATION, EMAIL [TRP@CMCSS.NET](mailto:TRP@CMCSS.NET).**

