

HUMAN RESOURCES DEPARTMENT

Martha S. Roy, Director

During the past year the Human Resources Department conducted many training programs for the County's over 700 employees. Administrative Professional Training days and a Supervisors Academy took place in the spring. The Healthy Lunch lecture series continued to offer employees a calorie conscious lunch with a health topic lecture. In a joint effort with Engineering and Maintenance Services, a series of computer training courses were held in the fall ranging from Microsoft Word to Power Point. The seventh annual Health and Benefits Fair was held in October. This event provides employees a chance to meet with health and benefit providers plus learn ways to lead healthier lifestyles.

The County continued with Group Insurance Service Center as the self-insured health insurance plan third party administrator and Delta Dental as our self-insured dental plan administrator and network in 2004. The Preferred Provider Organization network (Health Care Value Management) remained the same for the health insurance plan, which experienced increases in the premiums for 2004.

All work necessary to comply with the Health Insurance Portability and Accountability Act was completed by the Human Resources Department in 2004. Privacy language was inserted in all Benefit Summary Plan Descriptions and Business Associate Agreements were developed with all involved vendors.

The Human Resources Department continues to provide entrance and exit interviews to all County employees, introducing County benefits as well as policies and procedures. Support is provided for personnel issues and facilitation is supplied to the Employee Advisory Committee, Joint Loss Management Program (Safety Committee), and County Management Team. All employee personnel files for each department are maintained in the Human Resources Department.

HUMAN SERVICES DEPARTMENT

Diane D. Gill, Director

The Department of Human Services was responsible for an appropriated budget of \$15,383,610 for the funding of services to residents of nursing homes, juveniles and their families, the disabled, and the elderly.

The Intermediate Nursing Care (INC) line of the budget represents the most costly portion of this department's budget. INC pays for nursing home care for Medicaid-eligible residents of private nursing homes, as well as the Rockingham County Nursing Home, with costs split – 50% federal share, 25% county, and 25% state share. There were an average of 725 recipients, at an average total monthly cost of \$521,300; a reduction in both the cost and number of recipients from the previous year.

Some elderly persons prefer to remain at home, or in a setting less acute than a nursing facility. Medicaid-eligible elderly and chronically ill adults may receive services in their own homes, or in mid-level care facilities. The two categories of