

JANUARY BIRTHDAYS

Robert Gray	2
Dorothy Raper	2
Steve Hudson	3
Candace Baldwin	4
Cal Stiles	9
Jessica Avett	10
Megan Palmer	10
Monty Ward	10
Laura Jones	11
Kathy Hinzman	11
Hoyt Raper	13
Vonie Dockery	14
Terry Parker	14
Mary Beth Cornwell	15
PeeWee Davis	15
Eddie Hardin	15
Delenna Stiles	15
Marsha Stiles	16
Wil Meiners	18
Mel Nicely	19
Ed Holloway	20
Orlando Ortega	20
Binky Reed	20
Joe Mariano	21
Carrie Gray	22
WC King	22
Dan Bourscheid	23
Betsy Messer	23
Valerie Morrow	23
Tyler Hyatt	24
Nora Blomgren	26
Jeremy Payne	27
Andy Williams	27
Paul Wilson	27
GW Stewart	28
Tracy Stewart	28
Rebecca White	30

Ages from 20 to 68

New Year's is just a holiday created by calendar companies who don't want you re-using last year's calendar.

Dear Luck...Can we be friends in 2016?

Board Meetings

Mon, Jan 4, 2016 6:30 PM
Tues., Jan 19, 2016 6:30 PM



Employee Newsletter

January 2016



Pay Change

Most of you will see a slight change in your take-home pay beginning with the January 15th pay day due to new tax tables that apply for tax year 2016. I'm not sure if net pay will increase or decrease. The tax rate for North Carolina increased from 5.75% to 5.85% and the amount for standard deduction and withholding allowances increased a tiny bit for both federal and state withholdings.

Vacation balances

The first pay day in January is when any vacation balance in excess of 240 for regular folks or 252 for EMS/dispatch/detention roll into sick leave. Because of the way this is handled in MUNIS it always looks like we've made some huge mistake on vacation and sick balances. Please wait until the second pay period (Jan 29th) before you panic and see if your hours don't look correct by then. If you still think your balances are incorrect, call after the Jan. 29th pay day and we'll see if anything needs to be corrected.

The payroll for pay period ending Jan 9th will be processed and any vacation or sick you have used is deducted and amounts updated. Then after the update and printing of deposit notices and pay checks, the vacation hours in excess of 240 and 252 are transferred to sick leave, then the accrual for the first pay period in January is done. You should be able to check your balances in MUNIS self service on January 15th. I don't think they will show up until then due to the check date.

Congratulations to John Fillyaw who is retiring from Code Enforcement after 5 years. Best of luck!

W2s

Please check the information on your W2 when you get it, **ESPECIALLY THE SOCIAL SECURITY NUMBER.** If your name or social security number are **incorrect**, please let me know as soon as possible so it can be corrected.

The amount in box 1 represents your year to date gross from your last pay stub minus all 125 deductions (EE Med 125, EE Dent 12, cancer 125, vision, flex 125, Critcareprot, and accident 1), your retirement contributions, 401k pre-tax contributions, and VALIC457 contributions. The amount in box 3 is equal to your year to date gross minus all 125 deductions (see above). If you have any questions, please let me know.

As on last years W2, you will see the cost of health insurance in box 12 with Code DD. This amount includes what the County pays for employees, what employees pay to cover dependents and any Cancer premiums. This is part of the requirement of the Affordable Care Act passed in 2010 and is for information only.

I will have W2s out sometime between the middle and end of January, depending on when I get my reports from Lincoln Financial for those who received disability payments this year.

If you gave me permission last year, you will be receiving your W2 and ACA form by email, otherwise, you will receive a print copy.

We all get the exact same 365 days. The only difference is what we do with them.

You don't need a New Year to make a change. All you need is a Monday.



FROSTBITE

A victim is often unaware of frostbite because frozen tissue is numb.



Signs & Symptoms

– Redness or pain in any skin area may be the first sign of frostbite.

Other signs include:

– a white or grayish-yellow skin area
– skin that feels unusually firm or waxy
– numbness

Recognizing Frostbite

The official start of winter begins December 21, but some parts of the country are already experiencing severe winter weather. According to the Centers for Disease Control and Prevention (CDC), serious health problems can result from prolonged exposure to the cold. One of the most common problems is frostbite.

Frostbite is an injury to the body caused by freezing, and most often affects the nose, ears, cheeks, chin, fingers, or toes. [Signs of frostbite](#) include:

- White or grayish-yellow skin area;
- Skin that feels unusually firm or waxy; and
- Numbness.

If you detect symptoms of frostbite, seek medical care immediately. If medical care is not available, [follow these important tips](#) from the CDC, including:

- Get into a warm room as soon as possible;
- Do not walk on frostbitten feet or toes, unless necessary. Doing so can increase the damage; and
- Immerse the affected area in **warm** water.

For more information about frostbite and how to prevent it, [check out this video](#) from the National Weather Service.

AFFORDABLE CARE ACT

As your employer Cherokee County wants you to have the information you'll need to fulfill your personal responsibilities now that health care reform has been implemented for individuals. Starting in January 2016, employees will receive important documentation with your normal employer tax documents regarding employer-provided health insurance coverage.

In January of 2016, Human Resources will send you an Internal Revenue Service (IRS) form called a "1095-C". This document provides information that you will need to accurately fill out your federal tax return. Form 1095-C provides information about the coverage we offer. In addition, any other individual who is offered health insurance because of their relationship with you and was enrolled in our health plan will also be listed on the Form. Part III of Form 1095-C will provide those individuals with additional information to assist with completion of your and/or their tax returns. You will receive the form either via Email or printed copy. It will also be available to you on Employee Self-Service (ESS).

There will be instructions on the back of the form explaining what all the information means for you and your household. If you would like to preview the document, an example of the 1095-C form is available via the IRS website at this address: www.irs.gov/.../f1095c.pdf.

We want to make sure you have everything you'll need to meet your personal responsibilities regarding the Affordable Care Act. If you have questions or concerns about this new form, please contact our Human Resources Department at ext 816, or 837-2735.

New Training Opportunities

The NCACC has partnered with First Learning to provide County employees a way to receive safety training. The first two courses offered were in November and December. November's was Operating Safety Committees. Everyone who is on the County's safety committee should go online and complete that one. December's course is Winter Driving Safety. Everybody who drives a County vehicle should complete that one. January's course is Bloodborne Pathogens. Everybody who has the potential to come into contact with any type of bodily fluids (spit, blood, feces, urine, etc) should complete that course.

All current County employees have been assigned a user name and a password. Your user name is CH_FIRSTNAMELASTNAME (ex: CH_JOHNNYDOLLER). Your initial password is the first three letters of your first name plus the first three letters of your last name (ex: JOHDOL). Go to <http://firstnetcampus.com/NCACC/entities/NCACC/logon.htm> to sign in and take any courses that are applicable to your job. I strongly encourage you to change your password when you log in since they are currently in the same pattern for all employees—change it to something you can remember.

To take a course, go to the my training tab (second from left) and click on one of the available courses. The ones from November and December will still be available through the end of January. You can print a certificate of completion to be placed in your personnel file or you can wait and let me print them when I go in to see who has completed what training. I'm not sure if there is a tutorial when you log in the first time, but it's a pretty user friendly site. The only courses we can currently take are the ones that NCACC has pre-arranged to pay for. However, feel free to look at the course offerings and if there is something that would benefit a lot of us, send your recommendations to me and we'll look into the possibility of purchasing additional courses if need be.

WageWorks + FSASore.com = A Healthy New Partnership

WageWorks has partnered with [FSASore.com](http://www.FSASore.com), the only one-stop online shop stocked exclusively with Healthcare FSA-eligible products and services, to make it even easier for you to use your Healthcare FSA dollars—and get the best value from each dollar spent. When you use your Flex Benefits Visa® Debit Card to pay for more than 4,000 FSA-eligible products from FSASore.com, card transactions are automatically verified—no more submitting receipts!

Here are some highlights of this partnership:

Automatic Card Use Verification: When you use your Flex Benefits Visa® Debit Card to buy products and services from FSASore.com, card transactions are automatically verified—no more submitting receipts. This will reduce the number of card use verification requests and most likely the number of suspended cards.

Simplified Spending: There are more than 4,000 products on FSASore.com that are all eligible for Healthcare FSA reimbursement. You can buy everything from glasses and contact lenses to diabetes care supplies.

Great Service: FSA Store provides great services including 24/7 customer service, one-to-two-day order turnaround on orders, and free shipping on orders more than \$50. Plus, FSA Store will help you get reimbursed for over-the-counter items by submitting prescription requests to your healthcare provider on your behalf.

Helpful Information: FSA Store features a national provider database of Healthcare FSA-eligible services and a Healthcare FSA Learning Center to help you understand and get the most from your Healthcare FSA.

As of December 1, you are now able to access FSASore.com from <http://www.takecarewageworks.com/FSASore.html>, and WageWorks will begin promoting this new partnership to participants in early December.

If you have any questions about this exciting program, please contact WageWorks at (888) 342-3532.

Sincerely,

Your Team at WageWorks

Borrowing money for a house or car???

If you are applying for a loan to purchase a vehicle or house, or any other type of loan for that matter; your lending company will need to verify your employment and your pay history. Those requests for verification of employment should be faxed to the Human Resources department at 837-0194—not to your department. Your department doesn't have information about your pay history and other things that are asked on the form, so if you send it to them, they in turn have to forward that to Human Resources. The response is usually returned the same day as the request is received unless I happen to be out of the office. If that is the case, your lending agency can fax the request to 837-9684 and another employee in the Finance Office can return the information. I'm almost always available by cell phone, so if I'm not here, someone in the Finance Office can reach me with any questions.

"The sun did not shine. It was too wet to play. So we sat in the house. All that cold, cold, wet day."

— Dr. Seuss, [The Cat in the Hat](#)

Might as well laugh...



Thank God I brought my umbrella

