



Employee Newsletter JULY 2016



JULY BIRTHDAYS

Sandra Page	3
James Bolick	4
Julie Stillwell	4
Tim Howe	6
Sarah Pendarvis	6
Donna Pendergrass	6
Bruce Brown	7
Ann Cole	9
Keith Watkins	9
Jane Stiles	11
Connie Fowler	12
Joy Kephart	12
Dan Sherrill	13
Katrina Plemmons	14
Jon Crist	15
Jason Rowland	15
Heather Weaver	15
Kitt Bolus	16
Linda Conley	16
Amy Meiners	16
Jake Bryson	17
Jason Caylor	17
Jimmy Amos	20
Becky Stiles	21
Joshua Gunter	23
Addison Hincke	23
Ralph Robinson	24
Adam May	25
Scott Lindsay	25
Dot Beasley	27
Joyce Bernier	27
Lauren Rhoton	27
Courtney Myers	28
Valerie Auberry	29
Dedra Cook	29
Stacy Lindsay	30
Nicole Foster	31
Ruth Whitener	31

Ages 16 to 80

The deductible year for our health and dental insurance ends on June 30. The new deductible year begins July 1st. Also, the Vision plan year starts over again on July 1st. Please remember this.

PAY INCREASES & June 30 pay day

We are fortunate this year to be receiving a 2% pay increase that was approved at the Commission meeting on June 20. This increase goes into effect with the July 15th pay date.

Also, just a reminder that the June 30th pay date is considered the third pay period in June and as such there will be no leave accruals and no insurance, Credit Union or VALIC deductions. Your pay will be deposited into your account on Thursday, June 30 instead of July 1st. This was one of those rare years when there were going to be 27 pay days in one fiscal year or the other and we chose to add that 27th pay period to Fiscal Year 15-16.

A NOTE ABOUT THE FLEXIBLE SPENDING ACCOUNTS

I want to make sure that anyone who enrolled in the flexible spending accounts understands that even though we will receive pre-loaded debit cards to use with our flex accounts (or you already have one from last year—if it hasn't expired you will continue to use the card you have), **YOU STILL NEED TO KEEP YOUR RECEIPTS TO SUBMIT TO SUBSTANTIATE YOUR CLAIMS.** Unless you are using an approved no-receipt vendor (there is a list of these on the flex website which is www.myflexonline.com.) you have to submit a receipt every time you use your card.

If you're new to the benefit, I think you're going to love it. This is the only benefit that we offer that you actually benefit more from than you put into it. I personally believe that any employee who will have known medical or dental expenses for themselves or their family members who may be claimed as a dependent should take advantage of the savings provided with this benefit.

Employee Offers & Insurance Information/Vision Ins.

I have placed a link to offers for discounts on Orlando vacations on the County website. To get there, go to departments, then Human Resources, then Employee Information, then Employee Offers and click on the link provided.

Also on the Employee Information page you will find a link to insurance and privacy information. The newest Summary Plan Document—SPD (what I call our insurance book) and Summary of Benefits and Coverage are now posted there. If you open the SPD and look through it, the areas that are in gray are a highlight of the benefits offered for medical, dental and prescription coverage. There is also a flyer out there with a summary of our vision benefits.

If you enrolled in our vision insurance during open enrollment, your ID card for that will come via snail mail to your home. It will be in a Community Eye Care envelope and I am told it looks like junk mail if you aren't expecting it. The Community Eye Card is a blue thin cardboard card. If you did not receive one or have accidentally thrown your card away, let me know and I can order you another one or you may be able to go online to <https://www.ccevvision.com> and set up a member account and order your own card. This website also allows you to search for providers and see benefits provided by Community Eye Care. As far as I know, all our local vision providers participate in this benefit.

New Health Director

Our Board of Health has appointed a new health director. David Badger will take over the helm of the health department on June 30th. Congratulations, David and welcome back!

Commissioners Board Meetings

July 5, 6:30 pm
July 18, 6:30 pm

Is there something you would like to see in the newsletter? Please email Melody at melody.johnson@cherokeecounty-nc.gov with any suggestions.

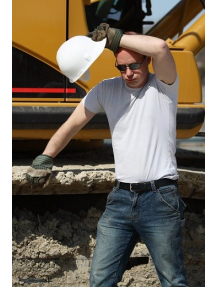
Heat Illnesses Can be Fatal; Would You Know What to Do?

Did you know your body is constantly in a struggle to disperse the heat it produces? Most of the time, you're hardly aware of it – unless your body is exposed to more heat than it can handle.

In 2013, 372 people died in the U.S. from exposure to excessive heat, according to [Injury Facts 2016](#), the annual statistical report on unintentional injuries produced by the National Safety Council. Heat-related illnesses can escalate rapidly, leading to delirium, organ damage and even death.

There are [several heat-related illnesses](#), including heatstroke (the most severe), heat exhaustion and heat cramps. Those most at risk include:

- [Infants and young children](#)
- Elderly people
- Pets
- Individuals with heart or circulatory problems or other long-term illness
- People who work outdoors
- Athletes and people who like to exercise – especially beginners
- Individuals taking medications that alter sweat production
- Alcoholics and drug abusers



Heatstroke

Heatstroke can occur when the ability to sweat fails and body temperature rises quickly. The brain and vital organs are effectively "cooked" as body temperature rises to a dangerous level in a matter of minutes. Heatstroke is often fatal, and those who do survive may have permanent damage to their organs.

Someone experiencing heatstroke will have extremely hot skin, and an altered mental state, ranging from slight confusion to coma. Seizures also can result. Ridding the body of excess heat is crucial for survival.

- Move the person into a half-sitting position in the shade
- Call for emergency medical help immediately
- If humidity is below 75%, spray the victim with water and fan them vigorously; if humidity is above 75%, apply ice to neck, armpits or groin
- Do not give aspirin or acetaminophen
- Do not give the victim anything to drink

Heat Exhaustion

When the body loses an excessive amount of salt and water, heat exhaustion can set in. People who work outdoors and athletes are particularly susceptible. Symptoms are similar to those of the flu and can include severe thirst, fatigue, headache, nausea, vomiting and, sometimes, diarrhea. Other symptoms include profuse sweating, clammy or pale skin, dizziness, rapid pulse and normal or slightly elevated body temperature. Uncontrolled heat exhaustion can evolve into heatstroke, so make sure to treat the victim quickly.

- Move them to a shaded or air-conditioned area
- Give them water or other cool, nonalcoholic beverages
- Apply wet towels or having them take a cool shower

Heat cramps

Heat cramps are muscle spasms that usually affect the legs or abdominal muscles, often after physical activity. Excessive sweating reduces salt levels in the body, which can result in heat cramps. Workers or athletes with pain or spasms in the abdomen, arms or legs should not return to work for a few hours. Instead:

- Sit or lie down in the shade.
- Drink cool water or a sports drink.
- Stretch affected muscles.
- Seek medical attention if you have heart problems or if the cramps don't get better in an hour.

The Centers for Disease Control and Prevention offers [more information on heat-related illness in this FAQ](#).

The best way to avoid a heat-related illness is to limit exposure outdoors during hot days. Air conditioning is the best way to cool off, according to the CDC. Also:

- Drink more liquid than you think you need and avoid alcohol
- Wear loose, lightweight clothing and a hat
- Replace salt lost from sweating by drinking fruit juice or sports drinks
- Avoid spending time outdoors during the hottest part of the day, from 11 a.m. to 3 p.m.
- Wear sunscreen; sunburn affects the body's ability to cool itself
- Pace yourself when you run or otherwise exert your body

Help Control Mosquitoes that Spread Dengue, Chikungunya, and Zika Viruses

BZZZZ.



Aside from being itchy and annoying, the bite of an infected female mosquito (*Aedes aegypti* or *Aedes albopictus*) can spread dengue, chikungunya, or Zika viruses. People become infected with dengue, chikungunya, or Zika after being bitten by an infected mosquito.

- Female mosquitoes lay several hundred eggs on the walls of water-filled containers. Eggs stick to containers like glue and remain attached until they are scrubbed off. When water covers the eggs, they hatch and become adults in about a week.
- Adult mosquitoes live inside and outside.
- They prefer to bite during the day.
- A few infected mosquitoes can produce large outbreaks in a community and put your family at risk of becoming sick.

Protect Yourself, Your Family, and Community from Mosquitoes

1.

Eliminate standing water in and around your home:

- **Once a week**, empty and scrub, turn over, cover, or throw out items that hold water, such as tires, buckets, planters, toys, pools, birdbaths, flowerpots, or trash containers. Check inside and outside your home.
- Tightly cover water storage containers (buckets, cisterns, rain barrels) so that mosquitoes cannot get inside to lay eggs.
- For containers without lids, use wire mesh with holes smaller than an adult mosquito.

2.

If you have a septic tank, follow these steps:

- Repair cracks or gaps.
- Cover open vent or plumbing pipes. Use wire mesh with holes smaller than an adult mosquito.

3.

Keep mosquitoes out of your home:

- Use screens on windows and doors.
- Repair holes in screens.
- Use air conditioning when available.

4.

Prevent mosquito bites:

- Use an Environmental Protection Agency (EPA)-registered insect repellent with one of the following active ingredients. All EPA-registered insect repellents are evaluated to make sure they are safe and effective.

Active Ingredient Higher percentages of active ingredient provide longer protection	Some brand name examples*
DEET	Off, Cutter, Sawyer, Ultrathon
Picaridin, also known as KBR 3023, Bayrepel, and Icaridin	Cutter Advanced, Skin So Soft Bug Guard Plus, Autan (outside the United States)
IR3535	Skin So Soft Bug Guard Plus Expedition, SkinSmart
Oil of lemon eucalyptus (OLE) or para-menthane-diol (PMD)	Repel

* Insect repellent brand names are provided for your information only. The Centers for Disease Control and Prevention and the U.S. Department of Health and Human Services cannot recommend or endorse any name brand products.

For more information, visit:

www.cdc.gov/dengue, www.cdc.gov/chikungunya, www.cdc.gov/zika

Crescent Website

Did you know that Crescent has a website where you can see your Explanation of Benefits (EOB) and see pending claims? To access this website, go to www.crescenths.com, click on the Benefit Administration tab (third from left at top in red), then click on "EMPLOYEES CLICK HERE." If you have never logged in before, you will be asked to set up a user name and password. You do need to remember your password, because the system will lock you out after three unsuccessful attempts to log in.

If you have a dependent who is over 18 or a spouse on your insurance plan, due to HIPAA laws, they must establish their own user ID and password in order to view their claims. You may not view claims for anyone other than yourself and dependent children under 18 and you also may not inquire by phone about claims for adult dependents and spouses. Because they are adults, they must call Crescent to inquire about claim status if that is needed. It's comparable to having a child in college these days—you might be paying the bills but you can't find out anything about their grades or their account without your child giving the college permission to speak to you.

Exclusive employee offer.

County Of Cherokee Employees,

Save big on the best network. To register for the employee discount or to validate your employment if you're already enrolled in the program, please follow the instructions below.

Two ways to validate

By email address:

1. Visit verizonwireless.com/discounts.
2. Enter your mobile phone number or **My Verizon** User ID in the **Existing Verizon Customer** field.
3. Click **Login** and **Validate by Email** with your work email.

By paystub:

1. Visit verizonwireless.com/discounts.
2. Enter your mobile phone number or **My Verizon** User ID in the **Existing Verizon Customer** field.
3. Click **Login** and **Validate by Paystub** and follow the instructions to upload your paystub.

Check the status of your validation at verizonwireless-employmentvalidation.com.

Have questions? Contact your Verizon Wireless Business Specialist or visit bit.ly/EmpDiscount.

Employees Discount

20%

Discount applies to most voice and data plans with a monthly access fee of \$34.99 or higher. Monthly Line Access Fees are not eligible for discounts. Features \$24.99 or higher may be eligible for discounts. See plan details for more information.



Judy Seamone

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To qualify for a discount: You must be an employee or affiliated with an organization that has an agreement with Verizon Wireless, begin or already have a 2-year contract for your account or participate in the Verizon Edge program. Once approved, the qualifying discount will appear within 1 to 2 billing cycles. Please note that periodically we will ask you to validate your current employment or affiliation status. Our Surcharges (incl. Fed. Univ. Svc. of 17.9% of interstate & int'l telecom charges (varies quarterly), 21¢ Regulatory & \$1.23 Administrative/line/mo., & others by area) are not taxes (details: 1-888-684-1888); gov't taxes & our surcharges could add 7% - 46% to your bill. Activation/upgrade fee/line: Up to \$40.

IMPORTANT CONSUMER INFORMATION: Subject to VZW Agmts, Calling Plan & credit approval. Up to \$350 early termination fee; data overage is \$15/GB. Coverage, varying by svc, not available everywhere; see vzw.com. Max 10 lines. © 2016 Verizon Wireless.

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