



# Employee Newsletter

## AUGUST 2020

The humble kstydid



### INSURANCE INFORMATION FOR FULL TIME EMPLOYEES

#### AUGUST BIRTHDAYS

Rebecca Sterling	2
Debbie Weatherly	2
Malachi Beaver	3
Mary Jo Blakely	5
Timeasha Herron	5
Sport Teasdale	5
Tammy Benett	8
Robert Manning	8
Steve Odom	8
Steven Wiece	10
Sandra Guffey	12
Jonathan King	13
Richard West	13
Gary Westmoreland	13
Jonathan Brege	14
Mike Ellison	14
Jean Pendley	17
Nathan Weaver	18
Jamie Brown	19
Terry Gunn	19
Allen Denny	20
Renee Craige	22
Breeze Daniel	22
Philip Anderson	23
Alicia Parker	24
Susan Prunier	24
Daunita Maennle	25
Woody Huskins	26
Leighsa Jones	27
Amber Bartholomew	28
Becky McMullen	29
Harley Daniels	30
Wanda Payne	30
Michael Quaiel	30
Ages 21 to 85	

I have been getting several questions about where to find information about benefits. While I don't mind answering your questions, I thought this might be a good time to remind everyone again that the majority of the information about county benefits can be found on the County's website at [www.cherokee-county-nc.gov](http://www.cherokee-county-nc.gov), choose Human Resources department and the information is on the employee information page. There is also a link to other forms and older newsletters on the same page.

**Insurance networks and how to access them**—The County is self-funded and has access to two different networks. Crescent is primarily for western NC and the PHCS network is a nationwide network. This document tells you how to determine if a provider is in either network.

**2018 Summary Plan Document (PDF)**—This is our complete insurance handbook—outlines your medical, prescription and dental coverage.

**Benefit Summary Cherokee County NC 07.01.2018**—These are the summary pages from the full plan booklet. Easiest way to get a quick snapshot of benefits.

**Summary of Benefits and Coverage 2020**—good basic explanation of your health benefits with the County

**Cherokee County Precert 05.07.18**—instructions about precertification of procedures

**Health Management-Rebate form**—Instructions on how to take advantage of \$100 deductible rebate—must meet the full \$500 deductible in the plan year

**Notice of Privacy Practices (PDF)**—privacy practices for our health plan

**COBRA GENERAL NOTICE**—COBRA notice

**COBRA NOTICE AND PROCEDURES**—How and when to remove dependent from plan—mandatory that children come off at age 26

**SONA BENEFITS**—information about our pharmacy benefit

**AllyHealth brochure**—information about telemedicine benefit

**The Hartford Life and Disability Policies (PDF)**—the County's life and disability policies

**Community Eye Care (PDF)**—information about the County's vision plan

**ERISA CLAIM PROCEDURES FOR DISABILITY AS OF 4-1-18**—information about applying for disability

**AFLAC Cancer Wellness Claim Form (PDF)**—but easier to do with app or online

**AFLAC Accident Claim Form (PDF)**—see above comment on Cancer

**AFLAC Critical Illness Wellness Form (PDF)**—self explanatory

**Flex 125 Reimbursement form (PDF)**—form to file for out of pocket flex expenses

Is there something you would like to see in the newsletter? Please email Melody at [melody.johnson@cherokee-county-nc.gov](mailto:melody.johnson@cherokee-county-nc.gov) with any suggestions. Thanks.

#### Board Meetings

Aug 3 6:30 pm

Aug 17 6:30 pm

## LINKS TO IMPORTANT DOCUMENTS FOR ALL EMPLOYEES

Below is a list of documents that can be found on the County's website under the Human Resources Department/ Employee Information page with a brief description of each.

[\*\*Personnel Policy 040615 w 7-1-19 pay plan\*\*](#)—Personnel policy with 7-1-19 pay plan—current year pay plan is below

[\*\*Harassment Policy and examples\*\*](#)—excerpt from Personnel policy containing only the harassment policy

[\*\*GLOBAL HAZARD COMMUNICATION\*\*](#)—OSHA document explaining hazard symbols and how to find safety data sheets

[\*\*State Personnel Policies for DSS, Health and Emergency Mgmt employees\*\*](#)—policy that governs DSS, Emergency Management and Health department employee discipline, etc.

[\*\*MarketPlace Notification - Cherokee County\*\*](#)—required notice about our health coverage

[\*\*EVERIFY POSTER ENGLISH AND SPANISH\*\*](#)—Everify posters. These should also be visible in your departments.

[\*\*Right to Work Poster in English and Spanish\*\*](#)—Right to work posters, should also be visible in your departments

[\*\*SAFETY POLICY AND WORKERS COMP FORM\*\*](#)—memo saying we have a safety policy and the workers comp form that must be completed if you have an accident or work related injury while on the job

[\*\*RET HANDBOOK GEN 2019\*\*](#)—retirement book for everybody except law enforcement officers. It contains a formula to show you how to calculate your future retirement benefit

[\*\*RET HANDBOOK LEO 2019\*\*](#)—retirement book for law enforcement officers

[\*\*Risk Control Manual \(PDF\)\*\*](#)—The safety policy for the County—is currently being updated

[\*\*Contagious Temporary Illness Policy \(PDF\)\*\*](#)—should be self explanatory

[\*\*LGFCU Products and Services\*\*](#)—all employees of the County may join the Credit Union by virtue of being a County employee. Health Department and DSS employees may choose between either Local Government or State Employees divisions.

[\*\*401k plan highlights\*\*](#)—highlight of 401k benefits available to County employees who contribute to the Retirement system. Note—**THIS IS NOT OUR RETIREMENT PLAN AND OUR RETIREMENT PLAN IS NOT A 401k**, which is a defined contribution type plan. The retirement plan outlined in the handbooks above is a 401A plan and is a defined benefit plan. So if you're inquiring about your retirement benefit, make sure and say retirement. The 401k requires a separate enrollment and is not matched by the County and is voluntary. Retirement contributions are mandatory and all employees who are in a position regularly scheduled to work 1000 or more hours per year contribute.

[\*\*VALIC 457 DEFERRED COMP PLAN\*\*](#)—Another optional way to save for Retirement. This is a 457 plan.

[\*\*EAN BROCHURE\*\*](#)—brochure for our employee assistance program

[\*\*FAMILIES FIRST COVID RESPONSE ACT\*\*](#)—FFCRA poster

[\*\*Emergency COVID-19 Sick Leave and FMLA Policy - FINAL\*\*](#)—COVID policies—expire December 31, 2020 or when emergency declaration ends

[\*\*VALIC 2020 LIMITS\*\*](#)—limits for 2020

[\*\*2020-21 Cherokee County Pay Plan\*\*](#)—Pay plan for fiscal year 20-21

# TEN REASONS TO STOP ON RED



1. **RED-LIGHT RUNNING CAN BE FATAL.**
2. One in three Americans know someone who has been injured or killed in a red-light running crash.
3. Between 2004-2018, an estimated **11,877 people were killed** in red-light running related crashes.
4. On average, two people died each day in red-light running crashes in the United States in 2017.
5. Motor vehicle crashes are the leading cause of death for U.S. teens.
6. In 2018, **139,000 people were injured** in crashes involving red-light running.
7. Over half of the deaths in red-light running crashes are pedestrians, bicyclists and occupants in vehicles other than the vehicle running the red light.
8. Nearly **85% of drivers** say it is unacceptable to go through red-lights, yet nearly 31% admitted to doing so in the past 30 days.
9. The most common type of urban crashes involve drivers who run red lights, stop signs and other traffic controls.
10. Red-light running is often a result of aggressive or distracted driving and is completely preventable.

**National Stop On Red Week: AUG 2-8**  
**#StopOnRed2020**

## MASKS REQUIRED IN COURTHOUSE

Most of you are already aware of this, but just in case...the chief justice of the NC Supreme Court has mandated that masks must be worn in all common areas of the Courthouse. Even those of us who work here are supposed to be in masks if we go into the hall or other common area. So, if you have need to be in the Courthouse for any reason, please be sure and bring your mask with you so you can enter the building. I hope that by this time next year, we can remember all of this as a distant nightmare.

## THREE WISE MEN

The same question was posed to three religious leaders: "When you are in your casket and friends and family are mourning over you, what would you like to hear them say?"

The Episcopal priest said, "I would like to hear them say that I was a wonderful husband, a fine spiritual leader, and a great family man."

The Catholic priest said, "I would like to hear them say that I was a wonderful teacher and a servant of God who made a huge difference in people's lives."

The rabbi said, "I would like to hear them say, 'Look! He's moving!'"



You don't have to be happy or hopeful or perky or productive.

You just have to *be*. Period.

*"Life is very interesting. In the end, some of your greatest pains become your greatest strengths."*

- Drew Barrymore

There's no shame in not knowing. The shame lies in not finding out.

-ASSUREN PROVIDED

"At times, our own light goes out and is rekindled by a spark from another person. Each of us has cause to think with deep gratitude of those who have lighted the flame within us."

YES  
*you*  
CAN

Do something today that your future self will thank you for

Don't let this small hurdle keep you down. Learn from this experience and improve. You'll become a better person because of it, in the end.

“  
“YOU NEVER KNOW HOW STRONG YOU ARE UNTIL BEING STRONG IS THE ONLY CHOICE YOU HAVE.”  
”

Cayla Mills

The more control you have over yourself, the less others have over you.

Keep calm and be crazy, laugh, love and live it up because this is the oldest you've been and the youngest you'll ever be again.

A Real Mom:  
Emotional, yet the rock.  
Tired, but keeps going.  
Worried, but full of hope.  
Impatient, yet patient.  
Overwhelmed, but never quits.  
Amazing, even though doubted.  
Wonderful, even in the chaos.  
Life changer, every single day.

Rachel Martin

"Start where you are. Use what you have. Do what you can."

This is tough.  
We are tougher.

What did the tornado say to the car?  
You wanna go for a spin?

There's a technical term for a sunny, warm day which follows two rainy days.  
It's called Monday

What's the difference between a horse and the weather?  
One is reined up and the other rains down.

Rumor has it that the new Miami baseball team will be called "Humidity" so that fans in Florida will be able to say, "It's not the Heat that's so bad, it's the Humidity."

What is a hurricane's favorite pet? Anything from 1 to 5 cats.