



Employee Newsletter

January 2021



JANUARY BIRTHDAYS

Cherie Ryon	1
Janelle Offner	2
Candace Marr	4
Brianna Palmer	6
Seth Marshall	8
Cal Stiles	9
Jessica Hensley	10
Monty Ward	10
Kathy Hinzman	11
Chris Moral	12
Hoyt Raper	13
Vonie Dockery	14
Stacey Howard	14
Terry Parker	14
Caitlynne Stalcup	14
PeeWee Davis	15
Eddie Hardin	15
Delenna Stiles	15
Justin Hamby	16
John Giddens	19
Ruth Limon	19
John Noon	20
Binky Reed	20
Donna Smith	20
Joe Mariano	21
Stan Klos	25
Andy Williams	27
Paul Wilson	27
Tracy Stewart	28
Cody Howard	31

Ages 24 to 75

I know I put the same things in the newsletters in the same months year after year, but our new employees have not seen these reminders, and a lot of us who have been here a while still forget some of these things. I hope you all have a wonderful 2021—I'll be glad to see 2020 leave!

NEW INSURANCE CARDS

I have sent everybody's new insurance cards to the departments for distribution during the last week in the year. The person who does your payroll will be handing these out unless they notify you otherwise. Please bring your old cards and exchange them for the new card. **THE ONLY THING THAT CHANGED IS THE PHARMACY INFORMATION!** So you do need to get this to your pharmacy after January 1st when the change goes into effect. It probably won't hurt to also give this to your healthcare provider the first time you see them next year in case they also need to know your pharmacy information for some reason.

Taxable Life Fringe

Some of you will see a new pay type called TAXLIF on your direct deposit notice. That stands for a taxable benefit that according to the IRS is added to your pay for tax purposes. This is where the County provides the \$15,000 life insurance policy for full time employees, plus a death benefit of up to \$50,000. According to IRS guidelines, any life insurance paid by the employer in excess of \$50,000 is a taxable benefit for the employee so anybody who earned in excess of \$35,000 that was subject to retirement has this added taxable pay added to their pay checks and it also shows up on your W2 as a taxable benefit. Those of you who have already been seeing the pay type may notice a change in the amount this year due to earning more than you did in 2019—a few of you will see a decrease because you earned a little less. And a few folks will see no change at all in the amount. Those are people who were paying the maximum last year and who have not entered into a new age bracket. If you're interested in reading about this, the information may be found in IRS Publication 15-B.

January 8 Pay Day & new tax form

The January 8 pay day will have the new federal tax tables applied (State didn't change) as well as the pay increase approved by the commissioners. Also, if you need to change your tax withholding, I have placed the new federal tax form on the County's website on the Human Resources page.

If you would like anything published in the newsletter, please contact Melody Johnson at melody.johnson@cherokeeconomy.nc.gov. I'm always looking for new ideas and appreciate your input.

W2s and 1095-Cs

Please check the information on your W2 and 1095-C (the Affordable Care Act Form) when you get them, **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. If you covered dependents on our health insurance, check and make sure their socials are correct and notify me ASAP if they are not so I can correct those before the file is submitted to the IRS.

The amount on your W2 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, Criticarepro, Liberty 125 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 in the past few years, 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 hope to have W2s out pretty early this year because the IRS is requiring us to have them filed with them no later than January 31st where the deadline used to be quite a bit later for electronic filers.

If you have given permission, you will be receiving your W2 and ACA form by email, otherwise, you will receive a print copy. The password to open your W2 is the last four of your social.

Again, it is VERY important that you check social security numbers for accuracy, please. Thank you!

Board Meetings

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

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/deputies roll into sick leave. Because of the way this is handled in MUNIS it always looks like we've made a mistake on vacation and sick balances for the first couple of pay days in the year. Please wait until the first pay day in February 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 Feb. 7th pay day and we'll see if anything needs to be corrected.

The payroll for pay period ending Jan 2nd (pay date January 8th) 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. The 22nd pay date (period end January 16th) will show you used all your vacation and sick and will show your new balances and should show a double accrual (the entire month of January's).

Prevention Guidelines: You Can Prevent Carbon Monoxide Exposure

- **DO** have your heating system, water heater and any other gas, oil, or coal burning appliances serviced by a qualified technician every year.
- **DO** install a battery-operated CO detector in your home and check or replace the battery when you change the time on your clocks each spring and fall. If the detector sounds leave your home immediately and call 911.
- **DO** seek prompt medical attention if you suspect CO poisoning and are feeling dizzy, light-headed, or nauseous.
- **DON'T** use a generator, charcoal grill, camp stove, or other gasoline or charcoal-burning device inside your home, basement, or garage or near a window.
- **DON'T** run a car or truck inside a garage attached to your house, even if you leave the door open.
- **DON'T** burn anything in a stove or fireplace that isn't vented.
- **DON'T** heat your house with a gas oven.
- **DON'T** use a generator, pressure washer, or any gasoline-powered engine less than 20 feet from any window, door, or vent.

I feel like I'm diagonally parked in a parallel universe.

I dream of a world where chickens can cross the road without having their motives questioned.

If you have something to say, raise your hand and place it over your mouth.

How did a fool and his money get together?

Dear Karma, I have a list of people you might have missed.

I have not yet begun to procrastinate.

I'm having an 'out of money' experience.

I still miss my ex but my aim is getting better.

Life is hard; it's harder if you're stupid...John Wayne

Remember children, the best way to get a puppy for Christmas is to ask for a baby brother.

Real knowledge is to know the extent of one's ignorance.

Anyone know how many air fresheners it takes to get the dead body smell out of a basement? Asking for a friend.

I have noticed that even people who claim everything is preordained, and that we can do nothing to change it, look both ways before they cross the street. Stephen Hawking

Those are my principles, and if you don't like them, well, I have others.

National Center for Environmental Health
Division of Environmental Hazards and Health Effects



CS283134-D

August 28, 2017

**"TEAMWORK ...
Means Never Having To
Take All The Blame
Yourself."**

2021 Holiday Schedule—Again

New Year's Day
Martin Luther King, Jr. Birthday
Good Friday
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving
Christmas

Friday, January 1st
Mon., January 18th
Friday, April 2nd
Monday, May 31st
Monday, July 5th
Monday, September 6th
Thursday, November 11th
Thurs. & Fri., November 25th & 26th
Thurs. Fri & Mon. Dec. 23rd, 24th & 27th