



Employee Newsletter

JUNE 2019

FIRST DAY OF SUMMER, JUNE 21

FLAG DAY, JUNE 14

Happy Father's Day

JUNE BIRTHDAYS

Haven Stiles	2
Dawn Morgan	3
Cody Golden	4
Sam Myers	5
Daphne Dockery	7
David Ricks	7
Nick Perslin	8
Blaine Barnett	9
Avis Hicks	9
David Johnson	9
Richard Newton	11
Kendric McDonald	12
Maria Hass	14
Helen Malinowski	15
Tory Shivers	15
Andrew Stancel	18
Harry Burgess	19
Nadine Allen	20
Christopher Hamby	20
Drew Judge	20
Mandy Taylor (EMS)	22
Art Koser	23
Shawn Morris	24
Eric Giles	25
Emmett Thompson	25
Trevor Peterson	26
Dusty Stalcup	27
Karen Williams	27
Sean Myers	28
Teresa Collins	30
Ricky Rogers	30

Ages 26 to 82

Commissioners Board Meetings

June 3, 6:30 pm
June 24, 6:30 pm

Guns don't kill people. Dads with pretty daughters kill people.

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

FLEX PLAN AND OPEN ENROLLMENT FOLLOW-UP

If you were enrolled in the flexible spending account last year and wish to participate again this year, or if you are wishing to enroll for the first time, **you must complete a new enrollment form**. This is the only benefit in which you must re-enroll on an annual basis. Deductions don't start until July 12th and cover medical, vision, prescription and dental expenses incurred from July 1st, 2019 to June 30, 2020 for you, your spouse and dependent children, regardless of whether you cover them on health or dental insurance. The annual limit for 2019 is \$2700.

We are changing benefits administrators for flex this year, so everybody will get a new card, hopefully by the end of June. Because we are changing providers, we are asking you to try to have your flex dollars spent by June 21st if you can, so that we can close out as many accounts with Wageworks as possible before June 30th. TASC is going to be the new provider for this service, and we're hoping this will be an even better benefit to you.

If you participated last year and have money left over and are not participating this year, there will be a black-out period of up to a week sometime in July while they transfer your remaining balances. If you have not been an employee for a year, this benefit is not yet available to you. You have to wait until you've been employed for a year before you may participate in this benefit.

The cards we receive are pre-loaded with your annual contribution amount that may be used beginning July 1st. You **do have to submit copies of receipts** for some expenses, so you need to be aware of that and keep on top of those as they occur. There are instructions on ways to submit receipts in the last pages of the newsletter. We should not have to submit receipts for office visits this year because they've set the system up to recognize our office visit co-pays.

The deadline for returning the flex enrollment forms to me is June 14th, so if you wish to participate, you need to do so soon. I am attaching a copy of the flex enrollment form to the email with the newsletter in case you need one. This is also the deadline to make any changes to your medical, dental, vision, cancer, accident, critical care protection, and Liberty 125 benefits. If you make an addition on medical, dental or vision at this point, you will be behind a pay period on those and we would need to collect the difference on the 28th.

Also, on the Hartford coverage (they provide the \$15,000 county paid life insurance and offer optional additional insurance you may purchase for yourself, spouse or children, as well as STD and LTD), one of the options with that is to increase your optional life amount on yourself by up to \$20,000 and on your spouse by \$10,000 at open enrollment without having to complete the health questionnaire. This is the only time this change is available without underwriting. You make request a change at any time, but if it isn't during open enrollment, you have to complete the personal health application and wait to see if you're approved for the coverage. If you need to know how much coverage you have, I can give you that information.

Josh Fields with AFLAC will be back in Cherokee County on **June 13th** to meet with anybody who still needs to see him about any of the AFLAC products. He will be at DSS beginning at 9 am, then he will be in the Courthouse here next to my office at 11. He will go to the Health Department at 1 and then over to the Sheriff's office and jail at 3. If you want to schedule an appointment with him, his phone # is 828-342-1993 or you may email him at josh_fields@us.aflac.com.

JUST A REMINDER

This is the last month of the deductible year for dental, medical and the last month in the plan year for vision insurance. The deductible year starts over on July 1 for everything except AFLAC products which are on a calendar year. Keep this in mind as you plan any medical or dental procedures.

Also if you have the vision benefit and haven't used it, try to at least have an eye exam before June 30. If you don't need new glasses or contacts, you may use the \$130 eye wear allowance toward a pair of sun glasses purchased at an optical center. **They must be purchased at an optical center.**

RETIREMENT STATEMENTS

Retirement statements are now available at www.MyNCRetirement.com for anyone who had 12 months of service as of December 31, 2018. Click on ORBIT which is the kind of middle of the page in a blue box. If you have never logged in before, you will need to create a user name and password. If you have previously logged in, you will use the same user name and password you established when you created your account. There is a forgot your password and forgot your user name link at the left of the page if you have forgotten your information. You can see your years of service, your account balance, get retirement estimates using different scenarios and see your 401k account if you contribute to 401k, as well as look at your beneficiary information. Check it out.

DON'T GET CAUGHT OUTSIDE

No place outside is safe when a thunderstorm is in the area. Get inside as soon as you hear thunder. Run to a substantial building or hard-topped metal vehicle as fast as you can. If you can't get to a safe building or vehicle:

- ✓ Avoid open areas. Don't be the tallest object in the area.
- ✓ Stay away from isolated tall trees, towers or utility poles. Lightning tends to strike the taller objects in an area.
- ✓ Stay away from metal conductors such as wires or fences. Metal does not attract lightning, but lightning can travel long distances through it.
- ✓ If you are with a group of people, spread out. While this actually increases the chance that someone might get struck, it tends to prevent multiple casualties, and increases the chances that someone could help if a person is struck.

IF SOMEONE IS STRUCK

Cardiac arrest is the immediate cause of death for those who die. Lightning victims do not carry an electrical charge and may need first aid immediately.

- ✓ Call for help. Call 9-1-1.
- ✓ Give first aid. Begin CPR if you are trained.
- ✓ Use an Automatic External Defibrillator if one is available. These units are lifesavers!
- ✓ Don't be a victim. If possible, move the victim to a safer place. Lightning CAN strike twice.

ORGANIZED OUTDOOR ACTIVITIES

It's essential that people in charge of organized outdoor activities understand the dangers of lightning and have a lightning safety plan. Don't be afraid to ask. If you hear thunder, it's time to get to a safe building or vehicle. Speak out!



**LEARN MORE ABOUT
LIGHTNING SAFETY AT:**

www.weather.gov/lightning

NATIONAL WEATHER SERVICE



LIGHTNING SAFETY

FOR YOU AND YOUR FAMILY



WHEN THUNDER ROARS, GO INDOORS!

Each year in the United States, there are about 25 million cloud-to-ground lightning flashes and about 300 people struck by lightning. Of those struck, about 30 people are killed and others suffer lifelong disabilities. Most of these tragedies can be prevented. When thunderstorms threaten, get inside a building with plumbing and electricity, or a hard-topped metal vehicle!

The National Weather Service collects information on weather-related deaths to learn how to prevent these tragedies. Many lightning victims say they were "caught" outside in the storm and couldn't get to a safe place. Other victims simply waited too long before seeking shelter. With proper planning, similar tragedies can be avoided.

Some people were struck because they went back outside too soon. Stay inside a safe building or vehicle for at least 30 minutes after you hear the last thunder. While 30 minutes may seem like a long time, it is necessary to be safe.

Finally, some victims were struck inside homes or buildings while they were using electrical equipment or corded phones. Others were in contact with plumbing, outside doors, or window frames. Avoid contact with these electrical conductors when a thunderstorm is nearby!



Stadiums and other outdoor venues should have a lightning safety plan. Photo: NOAA

WHAT YOU MIGHT NOT KNOW ABOUT LIGHTNING

- ✓ **All thunderstorms produce lightning and are dangerous.** Fortunately, people can be safe if they follow some simple guidelines when thunderstorms are forecast.
- ✓ **Lightning often strikes outside the area of heavy rain and may strike as far as 10 miles from any rainfall.** Many lightning deaths occur ahead of storms before any rain arrives or after storms have seemingly passed and the rain has ended.
- ✓ **If you can hear thunder, you are in danger.** Don't be fooled by blue skies. If you hear thunder, lightning is close enough to pose an immediate threat.
- ✓ **Lightning leaves many victims with permanent disabilities.** While only about 10% of lightning victims die, many survivors must live the rest of their lives with intense pain, neurological disabilities, depression, and other health problems.

AVOID THE LIGHTNING THREAT

- ✓ **Have a lightning safety plan.** Know where you'll go for safety and ensure you'll have enough time to get there.
- ✓ **Postpone activities.** Consider postponing activities if thunderstorms are forecast.
- ✓ **Monitor the weather.** Once outside, look for signs of a developing or approaching thunderstorm such as towering clouds, darkening skies, or flashes of lightning.
- ✓ **Get to a safe place.** If you hear thunder, even a distant rumble, seek safety immediately. Fully enclosed buildings with wiring and plumbing are best. A hard-topped metal vehicle with the windows closed is also safe. Stay inside until 30 minutes after the last rumble of thunder. Sheds, picnic shelters, tents or covered porches do NOT protect you from lightning.
- ✓ **If you hear thunder, don't use a corded phone except in an emergency.** Cordless phones and cell phones are safe to use.
- ✓ **Keep away from electrical equipment and plumbing.** Lightning will travel through the wiring and plumbing if your building is struck. Don't take a bath or shower, or wash dishes during a storm.



Lightning discharge on a golf green. Photo: E. Philip Krider

For more information, visit www.weather.gov/lightning

If you wish to take advantage of the FREE \$7500 of Accidental Death and Dismemberment insurance that AFLAC is providing to us this year and you did not turn in your form, I am attaching a copy of the AFLAC open enrollment form to do that with the newsletter. Complete the form and return it to my office by June 12th, please.

John Richardson with VALIC, our 457 plan, is in the County today, May 28th, to meet with anybody who would like to enroll in VALIC or change your current deduction. He is at DSS from 9:30 to 11, in the Courthouse from 1-3 and at the Health Department from 3:30 to 4:30. If you don't participate in 401(k), or even if you do, you should consider this as an option for saving for your retirement. He may be reached at (828) 768-3520.

CBD OIL SHOULD YOU USE IT OR NOT

I was at the annual employment law update offered by our School of Government earlier in May and the topic of CBD oil and hemp products was discussed. To make a long story short, the speaker said his best advice to employees is to not use CBD oil or hemp products because they aren't regulated...and if they happen to have enough THC in them for you to test positive on a drug test, it will show you as positive for marijuana and you would lose your job because as it stands currently, there is no way to distinguish where the THC came from. I know I've had a few folks ask me about this as it seems to help with various ailments folks have, but as long as you're employed I'd recommend that you stay away from these products.

Congratulations to Denise Cross who has been named as our new Senior Services Director. She is working with Winfield for the month of June to try to gain some of his knowledge. Denise is the Site Coordinator for the Andrews Senior Center and has also worked with seniors helping them to enroll for Medicare and Medicare supplements, as well as running the Andrews site. Welcome, Denise!

CAREER DAYS

Our EMS personnel have been busy the last few weeks. On April 24th, they attended career development day at Martins Creek School. On April 25th, they attended Ranger School's career development day where 100 children in grades 6-8 and 6 teachers visited their booth. The personnel who attended this event were Haven Stiles, Anthony Mariano, Cody Golden and Tylor Dockery.

Then on May 2, Haven Stiles attended another Career day at Andrews Middle School where three sixth grade classes came to learn about the word of EMS. Haven Stiles manned this event solo. Photos of Andrews Middle Career day are below.



JUNE RETIREMENTS

June is going to be a big retirement month for us. Debbie McDonald is retiring from the Health Department with almost 33 years of creditable service. Debbie has been the WIC clerk for many years.

Blaine Barnett is retiring from the Maintenance Department with almost 15 years of creditable service. Blaine has worked nights and is our Maintenance Manager.

Winfield Clonts is retiring from the Senior Center with over 12 years of creditable service as the Senior Services Director. Winfield started with the County in the 70's as Recreation Director and has come full circle back with the County.

And Renee McLean retired at the end of May after almost 27 years of service. Renee most recently was an Income Maintenance Supervisor at the Department of Social Services but had spent her entire county career working there.

Thank you all for your years of service and congratulations on your retirement!!!

New Deduction Amounts

If you made changes to medical, dental, life offered by The Hartford or vision insurance, the rate changes go into effect with the June 14th pay day. We pay a month in advance for those types of insurance. Changes to AFLAC don't start coming out of your check until the July 12th pay day, as well as the Liberty National premiums and new flexible spending amounts if you've signed up for either of those.

Elder Abuse Awareness Walk

Monday- June 17, 2019

6:00 pm – 7:00 pm (**Registration starts at 5:30 pm*)



Location: VALLEY RIVER PARK

**Free T-shirts – while supplies last.*

*For more information call:
Denise: 828-321-4505*

NATIONAL CENTER ON ELDER ABUSE

The Facts About Elder Abuse

Elder abuse is the harming of an older person. It can include neglect, physical, emotional, financial or sexual abuse.

Here are some elder abuse facts that everyone should know.

- > About 1 in 10 Americans age 60+ have experienced abuse.¹
- > Without decent health care and public resources, our population becomes more at risk for abuse as we age.²
- > The impact of elder abuse is felt by people of all ages.
- > Elder abuse also reduces older people's participation in the life of our communities.
- > Elder abuse creates health care and legal costs that are often carried by public programs like Medicare and Medicaid.³

*It is up to **all of us** to prevent and address elder abuse!*

Our country's value of justice for all requires that we construct strong supports that help people of all ages. Ending isolation, creating and improving transportation, law enforcement, senior centers and social services can help stop abuse.

Visit ncea.acl.gov to learn more.

¹Acerno R, Hernandez MA, Amstadter AB, Resnick HS, Slovic K, Murry W, et al. (2013). Prevalence and correlates of emotional, physical, sexual, and financial abuse and potential neglect in the United States: The national elder mistreatment study. *American Journal of Public Health*, 103(2), 292-297.

²Lachs, M.S., & Pillemer, K.A. (2015) Elder abuse. *New England Journal of Medicine*, 373(20), 1947-1956. <http://doi.org/10.1056/NEJMa1404688>

³National Committee for the Prevention of Elder Abuse, Virginia Tech, MetLife Mature Market Institute (2011). The metlife study of elder financial abuse: Crimes of omission, desperation and predation against America's elders. Westport, CT: Author.

NCEA
National Center on Elder Abuse

This material was completed for the National Center on Elder Abuse situated at Keck School of Medicine at the University of Southern California and is supported in part by a grant [No. 90ABRC000101-02] from the Administration for Community Living, U.S. Department of Health and Human Services (DHHS). Grantees carrying out projects under government sponsorship are encouraged to express freely their findings and conclusions. Therefore, points of view or opinions do not necessarily represent official ACL or DHHS policy. LAST DOCUMENT REVISION: DECEMBER 2017

**Keck School of
Medicine of USC**



I gave my Dad \$100 and said
“Buy yourself something that will
make your life easier.” So he
went out and bought a present for
my mother.

...Rita Rudner

NATIONAL CENTER ON ELDER ABUSE

12 Things Everyone Can Do to Prevent Elder Abuse

Our communities are like buildings that support people's wellbeing. Sturdy buildings ensure that people are safe and thriving at every age. We all have a part to play in this construction project.

Here are 12 things everyone can do to build community supports and prevent elder abuse.

- > **Learn the signs** of elder abuse and neglect and how we can collectively solve the issue.
- > **Talk to friends and family members** about how we can all age well and reduce abuse with programs and services like improved law enforcement, community centers, and public transportation.
- > **Prevent isolation.** Call or visit our older loved ones and ask how they are doing regularly.
- > **Send a letter** to a local paper, radio or TV station suggesting that they cover World Elder Abuse Awareness Day (June 15) or Grandparents Day in September.
- > **Join Ageless Alliance**, an organization that connects people of all ages, nationwide, who stand united for the dignity of older people and for the elimination of elder abuse. Visit agelessalliance.org.
- > **Provide respite breaks** for caregivers.
- > **Encourage our bank managers** to train tellers on how to detect elder financial abuse.
- > **Ask our doctors** to ask all older patients about possible family violence in their lives.
- > **Contact a local Adult Protective Services or Long-Term Care Ombudsman** to learn how to support their work helping older people and adults with disabilities who may be more at-risk.
- > **Organize an “Aging with Dignity” essay or poster contest** in a local school.
- > **Ask religious congregation leaders** to give a talk about elder abuse at a service or to put a message about elder abuse in the bulletin.
- > **Volunteer** to be a friendly visitor to a nursing home resident or to a homebound older person in our communities.

*It is up to **all of us** to prevent and address elder abuse!*

For more information on elder abuse prevention, please visit ncea.acl.gov.

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- Go to **aflac.com/myaflac** or download the **Aflac SmartClaim Mobile** app from the **App Store** or **Google Play Store**.



2 ENROLL IN CLAIMS DIRECT DEPOSIT:

- Direct Deposit allows you to take full advantage of the speed of **One Day PaySM**.
- Click **Direct Deposit** and follow the instructions for registration.
- Please allow one business day for Direct Deposit enrollment to take effect.

3 FILE YOUR CLAIM WITH AFLAC SMARTCLAIM

- Access **Aflac SmartClaim** from **MyAflac** or the **Aflac SmartClaim Mobile** app.
- **Aflac SmartClaim** guides you every step of the way.
- Upload required documents.¹
- Submit your claim before 3 p.m. ET, Monday-Friday.

INFORMATION YOU MAY NEED TO FILE YOUR CLAIM

- Policy number
- Patient's name and date of birth
- Diagnosis
- Description of service
- Date(s) of service
- Name and address of service provider

TRACK THE STATUS OF YOUR CLAIM:

View your message center on the **Aflac SmartClaim Mobile** app or in **MyAflac** for updates on your **Aflac SmartClaim** submission.

For additional information, go to aflac.com/myresources.



¹If all documentation is not available upon initial claim filing, you may upload the documents later by clicking "Upload Documents" on the mobile app or "MyClaims" on desktop.

SMOne Day PaySM is available for certain individual claims submitted online through the Aflac SmartClaim[®] process. Claims may be eligible for One Day Pay processing if submitted online through Aflac SmartClaim, including all required documentation, by 3 p.m. ET. Documentation requirements vary by type of claim; please review requirements for your claim(s) carefully. Aflac SmartClaim is available for claims on most individual Accident, Cancer, Hospital, Specified Health, and Intensive Care policies. Processing time is based on business days after all required documentation needed to render a decision is received and no further validation and/or research is required. Individual Company Statistic, 2018.

Coverage is underwritten by American Family Life Assurance Company of Columbus. In New York, coverage is underwritten by American Family Life Assurance Company of New York, 1932 Wynn Road | Columbus, GA 31906.
2180358 Exp 3/19

MOBILE EXPERIENCE



Track and manage all TASC benefits and access helpful tools, anywhere and anytime—with just one app!

The TASC mobile app includes special features that make it easy to keep TASC accounts safe and secure. We've made it even faster and easier to manage benefits on the go.

TASC Card Lock. Misplace a TASC Card? No worries. With a swipe of a finger, participants can lock access until they've located the card, then swipe it back on when found.

Fingerprint (Touch ID) and Facial Recognition. These capabilities protect participants' account information without the hassle of remembering another password.

Picture to Pay. Take a picture of an eligible benefit expense then submit it via the TASC mobile app. There are no forms to fill out and no need to sign in to a website. Just click and submit and we'll take care of the rest.

Expense Eligibility Check. Not sure an item is eligible for reimbursement? Find out in seconds on the app. It's the quickest way to make sure benefits are being spent correctly.

Mobile Alerts¹. Participants are notified when we've received a request and when it's been paid, making it easy to stay on top of account activity and available funds.

Seamless Account Management. Our website, mobile app, and customer care call center make it easy for participants to manage their account and get the support they need, anytime and anywhere! Plus, account information is connected across all platforms, which means participants don't have to re-enter data or restart a process between devices.

TASC Wallet. These user-friendly features make benefits management simple and fast:

- **ATM Locator:** Finds the nearest ATM to withdraw cash from MyCash account via TASC Card.
- **Card Management:** Stores image of TASC Card; lets participants lock a card, report lost/stolen cards, or request more cards.
- **Card Holder:** Stores digital images of other important cards (insurance cards, rewards cards – even a gym membership card).
- **Receipt Repository:** Keeps benefits-related receipts in one convenient place.

The TASC mobile app. Just one more way we're making benefits smart, easy, and connected.

¹Standard message and data rates may apply.



WEB EXPERIENCE



Make benefits feel like benefits again with TASC Universal Benefit Account™ — one-stop, online access to all enrolled accounts.

TASC's web and mobile tools ensure easy access, account management, and benefit fund security for our customers.

TASC Card Lock. All participants receive a TASC Card to access their benefit funds. If a card is lost or stolen, TASC Card Lock lets them disable a card in seconds from the TASC website or mobile app—and unlock it once it's found.

Pay the Provider. Instead of paying out of pocket and waiting to be reimbursed, participants can use their TASC Card to pay for eligible expenses, or they can use our convenient web payment feature. Simply scan or take a picture of the provider bill and upload it. TASC will then pay the bill directly from the appropriate benefit account.

Email Alerts. Participants are notified when requests are received and paid, making it easy to stay on top of account activity and available funds.

Seamless Account Management. Our website, mobile app, and customer care call center make it easy for participants to manage their account and get the support they need, anytime and anywhere! Plus, account information is connected across all platforms, which means participants don't have to re-enter data or restart a process between devices.

Access to Individual Giving Accounts. TASC believes in giving back to the community and that's why every participant receives a complimentary giving account. They can designate a regular payroll deduction or do one-time transfers from their bank or MyCash account and select favorite charities to allocate donations to – all via the TASC website or mobile app. And with no fees to use the giving account, 100% of donations go to designated causes.

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