



# Employee Newsletter

## February 2018



FEBRUARY 2ND  
Also Groundhog  
Day

**HAPPY VALENTINE'S DAY**  
**Happy President's Day**

### **FEBRUARY BIRTHDAYS**

Rhonda Taylor	2
Joe Wood	2
Gary Gladson	3
Robin Kline	3
Richard Chant	4
Danny Cross	4
Charlotte Schwalm	4
Terri Stiles	5
Cody Luther	7
Mitch Morgan	7
Debbie Ambler	9
Winfield Clonts	9
Beth Rutledge	9
Kevin Carter	11
Janet Crisp	11
Matt White	11
Karen Freyre	12
Michael Smith	13
Melody Johnson	15
Amanda Martin	16
Kathy Pratt	18
Danny Clayton	21
Jeremy Lance	21
Tonya Chastain	22
Jessica Orton	22
Regina Swanson	23
Nolan Queen	24
Mark Thigpen	25
Courtney Flowers	26
Alan Morrill	26
Brandon Morgan	27
Junior Peels	28
Mike Reid	29

Ages 28 to 76

### **IMPORTANT NOTICE**

The new tax tables went into effect on this pay day (1/26/18). Most folks should see some kind of difference in their net (take-home) pay. See the box below this one for more information on income withholding for 2018. Also, if you know already that you need to make changes to your withholding, you can use the 2017 W4 and the NC-4 to do those. If you did not have enough withheld, you need to **decrease** your number of exemptions or claim an additional dollar amount. Your current exemptions can be found on your direct deposit notice in the top portion in the bottom right hand corner (the part that would be the "stub" if you were tearing it apart in the middle).

### **EMAILED W2s**

If you receive your W2 via email, you got three this year. Please delete the first one that was sent on January 12 around 3:20 and use either the one sent around 4:20 on the 12th or the one that was sent on the 15th. The numbers are correct on the first one, but the form says 2016 so the year is incorrect. The directions that came with the W2 download from our software company this year didn't include the step that told us to update the year, thus the wrong year. I've sent emails but I know some people aren't very good about checking email, so I'm just trying to make sure everybody knows. Thank you for your patience.

### **Tax Withholding for 2018 Vacation and Sick Balances**



Everyone should have their W2 and 1095C by now and some of you have probably already had your taxes prepared or prepared them yourselves. If you have not done so, please make sure your social security number and those of your dependents on the 1095C (if applicable) are correct. If they are not, please let me know, so I can correct before submitting the files to the IRS. Also, now is the time to make changes to your tax withholdings if you did not have enough withheld last year or if you were close.

The W4 and NC4 may be found on the County's website by going to Departments, >Human Resources, >Employee Information or you may get forms in my office or the MUNIS Self Service website. The 2018 W4 is still not available as of today and it is my understanding that there will be some type of online simulator to help you determine how many exemptions to claim in 2018. I don't know all the particulars yet, but will pass them along when I find out. I found this link <https://www.irs.gov/individuals/irs-withholding-calculator> that says the calculator is currently unavailable, but my assumption is that this is where you will go to determine how many exemptions you should claim under the new tax law. You can copy the link and bookmark it in your web browser so it will be easy to find when it is available again.

Your leave balances will still not be "normal" on the 1/26 pay notice. The earned leave shown will be the entire January accrual. I don't think it will show the total used since that happened after last pay day's pay notices were printed, but the way our payroll system starts a new accrual year is to zero out all leave balances and transfer any vacation over the annual limit to sick and then start the new year with the new total. The ending leave balance should be correct and normal looking accruals will occur again on the first pay day in February.

If you don't do anything stupid when you're young, you won't remember anything funny when you're old.

It's funny how the people who know the least about you, always have the most to say.

### **Commission Meetings**

February 5th 6:30 pm  
February 19th 6:30 pm

# What to Do When Winter Has You in its Icy Grip

The Weather Channel calls them the "[Frigid Five](#):" Barrow, AK; International Falls, MN.; Gunnison, CO.; Jackson, WY; and Caribou, ME.

You may not live in one of America's five coldest cities, but that doesn't mean you don't have to protect yourself from frostbite and hypothermia. Both conditions are caused by excessive exposure to low temperatures, wind or moisture.

Cold weather can be dangerous for anyone who enjoys outdoor winter sports, and people who work outdoors during winter must be particularly mindful of the risks.

Before venturing outside in winter, be sure to:

- Check the temperature and limit your time outdoors if it's very cold, wet or windy
- Bundle up in several layers of loose clothing
- Wear mittens rather than gloves
- Cover your ears with a warm hat
- Wear socks that will keep your feet warm and dry



## Frostbite

Even skin that is protected can be subject to frostbite. It's the most common injury resulting from exposure to severe cold, and it usually occurs on fingers, toes, nose, ears, cheeks and chin. If caught early, it is possible to prevent permanent damage. If not, [frostbite can lead to amputation](#).

Superficial frostbite affects the skin surface, while the underlying tissue remains soft. The skin appears white, waxy or grayish-yellow and is cold and numb.

If the condition is allowed to progress to deep frostbite, all layers of the skin are affected and the outcome likely will be more serious. The skin will become completely numb, blisters may form and eventually the skin tissue dies and turns black.

If you suspect frostbite:

- Get indoors immediately
- Seek medical attention
- Remove constrictive clothing and jewelry that could impair circulation
- Place dry, sterile gauze between toes and fingers to absorb moisture and keep them from sticking together
- Elevate the affected area to reduce pain and swelling
- For superficial frostbite, you may also place the affected area in water that is 100 to 105 degrees until the tissue softens

## Hypothermia

Hypothermia occurs when the body's temperature drops below 95 degrees. Severe shivering, one of the first signs of hypothermia, is beneficial in keeping the body warm. But as hypothermia progresses, shivering gives way to drowsiness or exhaustion, confusion, shallow breathing, irregular heartbeat, slurred speech, loss of coordination and, eventually, unconsciousness and even death.

In one of the most bizarre symptoms of hypothermia, "[paradoxical undressing](#)," a person actually undresses instead of bundling up. Researchers believe that in the final throes of hypothermia, a person may feel like he or she is overheating due to a rush of warm blood to the extremities.

So what should you do if you encounter someone suffering from hypothermia?

- Move the victim inside and remove any wet clothing
- Call for medical attention
- Add blankets, pillows, towels or newspapers beneath and around the victim
- Cover the victim's head
- Handle the victim gently to avoid cardiac arrest
- Keep the victim in a horizontal position
- If necessary, give CPR

None of these steps are a substitute for proper medical care. Be sure to seek medical attention for frostbite and hypothermia as soon as possible.

## If You Go To Extremes

Winter is fun. So go make those snow angels and tackle that double black diamond. Just make sure to limit exposure and bundle up.

If you're considering taking [the Polar Plunge](#), make sure to consult a doctor first to determine if you have any underlying health problems. The [enormous shock of these types of activities puts a strain on the heart](#), doctors say. Keep in mind:

- Cold shock will have you gasping for air
- Blood flow will divert to your organs
- You may become paralyzed or weak

Did you hear about the romance in the tropical fish tank? It was a case of guppy love.

What did the paper clip say to the magnet? I find you very attractive.

What did the bat say to his girlfriend? "You're funny to hang around with."

What did one oar say to the other? Can I interest you in a little row-mance?

What is written on Steve Jobs tombstone? iCame, iSaw, iConquered, iCameBack, iThinkDifferent, iMac, iPod, iTunes, iPad, iCloud, iRIP

Why did the computer go to the doctor? Because it had a virus.

What do you call a wife you married off the internet? Wife-I

How do trees use a computer? They log in.

All you need is love. But a little chocolate now and then doesn't hurt.

~Charles M. Schulz

Money can't buy love, but it improves your bargaining position.

~Christopher Marlowe

It's better to have loved and lost than to have to do forty pounds of laundry a week.

~Laurence J. Peter

## 4 Questions of the Heart for Your Doctor

How many times have you left the doctor's office and wished you could run back in with a question? At your next checkup, be prepared. Write down these questions about your heart health — and any others you may have.

### 1. What is my risk for heart disease?

Your habits and your personal and family health history can provide important clues to your doctor. Talk with your doctor about your age, weight, blood pressure, cholesterol, smoking history and exercise habits. Ask what you can do to help lower your risk.

### 2. Do I have high blood pressure — and how can I control it?

High blood pressure can damage your arteries, heart and other organs. But it often has no symptoms. Ask your doctor where you stand.

### 3. What is my cholesterol level — and how can I keep it in a healthy range?

High levels of bad cholesterol (LDL, or low-density lipoprotein) can build up in the inner walls of your arteries — and may increase your risk of a heart attack or stroke. Diet, exercise and medicine can all play a role in reducing your cholesterol if needed.

Your doctor can explain your other cholesterol numbers too. That includes your total cholesterol, good cholesterol (HDL, or high-density lipoprotein) and triglycerides.

### 4. How does my blood sugar level affect my heart health?

High blood sugar levels may be a sign of diabetes. That can increase the risk of heart disease. Ask your doctor if you should be tested.

### What to do next

Browse other useful questions to ask your doctor about keeping your heart healthy — and much more.

The information provided here is for general informational purposes only and is not intended to be nor should be construed as medical or other advice. Talk to an appropriate health care professional to determine what may be right for you.

### AllyHealth Telemedicine

If you have not yet registered online ([www.AllyHealth.net](http://www.AllyHealth.net)), please try to do that in the next month. It speeds things up if you have to use the service—or if you aren't computer savvy, you can call them (1-888-565-3303) and they'll enter your information for you.

Also, just an FYI, we received a communication from AllyHealth letting us know that their providers can prescribe Tamiflu to help treat the flu. This will prevent your having to go to a doctor's office where you might expose other folks if you have the flu, or pick up something else that you don't have. However, listen to your body, if you feel like you are sick enough that you need to see your doctor, go to Urgent Care or even the ER, please do so, because the flu this year is especially nasty.

This is available at zero cost to you, your spouse and your children who are still dependent children, plus anybody else who lives in the household with you, regardless of whether you have them covered on the County's insurance.

Please take advantage of this fantastic benefit that is now being provided to you. It isn't intended to take the place of your regular healthcare provider and you can even set it up to have reports sent to your healthcare provider when you do use the service. They will also tell you if your issue is above what they can treat, so don't hesitate to give it a try.

They do not prescribe narcotic medications, so keep that in mind, as well.