



Employee Newsletter

APRIL 2016



APRIL BIRTHDAYS

Kelli Sloan	1
Amanda Goode	2
Matt Kuhn	2
Jerry Clark	4
Theresa Creasman	4
Barry Ellis	4
Randy Phillips	5
Denise Cross	7
Derrick Pruitt	8
Joy Graves	9
Deborah Huskins	10
Diane Brown	11
Jr. Chastain	11
Ryan Cunningham	11
Ricky Lancaster	11
Michelle Mitchell	12
Collin Gray	13
Cody Williams	15
Bobby Deese	17
Lucky Jenkins	17
Estella Barnett	18
Barbara Haydon	19
Ronald Jackson	19
Jacob Kitchens	19
Doug Vuick	19
Joshua Nichols	20
Jared Coleman	21
Linda Hudecek	22
Renee McLean	24
Carmen Edwards	25
Tiffany Enloe	25
Tammy Clinger	26
Malissa Reel	26
Mandy Rhodes	26

Ages 23 to 76

OPEN ENROLLMENT

It's that time again! Open enrollment will be on May 19th in the upstairs Courtroom (the old Courtroom) in the Court House. This is the only time of the year you may make changes to your medical, dental, cancer, vision or accident policies without having a qualifying event (death, birth, marriage, divorce, loss of other coverage, etc.). I was unable to schedule a make-up day this year due to the limited number of days with no court.

This is a mandatory meeting for all full-time employees. There will be representatives there from Crescent, AFLAC, our life insurance carrier, 401(k), Community Eye Care, and the Credit Union. There will be four sessions during the day and a schedule will be distributed sometime late in April or early in May. Mark the date and I'll see you there.

If you are currently enrolled in the FLEXIBLE spending plan, **you MUST RE-ENROLL** to be a member for the 2016-17 plan year. **This is the only benefit that requires you to enroll every year in order to maintain your benefit.** We currently have over 40 employees who are taking advantage of this option. If you have known health, dental, vision or other qualified expenses, you are basically throwing money away if you aren't taking advantage of the Flex plan. It's convenient, easy to use and the only benefit that you for sure get back more than you put into it (if you spend all your allotment). The Flex plan can be used to pay for qualified medical, dental, and vision expenses for you, your spouse and any dependent children—even if you don't cover them on the County insurance plan, plus you are now allowed to carry over \$500 to the next year if you don't use all your funds. Find somebody who is participating and ask them if they like the Flex plan—I think you'll find that most everybody who is participating enjoys the convenience and savings it provides.

New Life Insurance Option

The County will be offering a new option for employees to purchase life insurance in addition to the current carrier, Lincoln Financial. The County has entered into a contract with Liberty National to offer employee paid life insurance in amounts up to \$150,000 through age 40, up to \$100,000 for ages 41 to 55 and up to \$50,000 for ages 56 and over, with the first \$50,000 of insurance on the employee paid on a pre-tax basis. The rates are guaranteed—once you purchase your plan the rates will not increase. Your coverage can never be reduced or cancelled as long as you pay premiums. You may obtain coverage for you, your spouse and dependents and the coverage is portable—you can take it with you should you ever leave County employment and your rates would remain the same. Sometime in the near future, the broker for this product, Kenny West, will be coming to individual departments to enroll any folks interested in obtaining this coverage. The effective date for coverage is July 1, but it is my understanding that once you enroll, should anything happen between now and then you will still be covered under this benefit.

MUNIS SELF SERVICE

We have a new MUNIS Self Service version and you will need to go to the County website and click on the link on the Employee Information page on the Human Resources page to access the new link. Your login is first initial, last name plus last four of social (i.e. jdoexxxx) and the password to log in if you have never been here before is the last four of your social. You may view pay information, accrual information, W2s, personal information and many documents you may need to do things like change tax withholding, etc. on this site. The password hint doesn't work so if you've forgotten your password, you'll need to email me and I will reset the password to be the last four of your social. You will need to update your password to something you can remember.

"Mr. Clark, I've reviewed this case very carefully," the Divorce Court judge said, "and I've decided to give your wife \$700 a week." "That's very fair" the husband said "and I'll try to send her a few bucks myself."

Commissioners Board Meetings

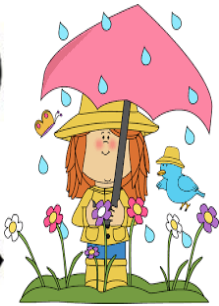
April 4, 2016 6:30 PM
April 18, 2016 6:30 PM

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

ELECTRICAL SAFETY

When thinking about where electrical hazards are commonly found, your first thought likely isn't your office. However, the Georgia Institute of Technology states that electrical equipment used in offices can be hazardous and result in serious injuries if not properly maintained. GIT recommends following these tips to help prevent exposure to workplace electrical hazards:

- Ensure all appliances are turned off before leaving work at the end of the day.
- Use only grounded appliances that can be plugged into grounded three-prong outlets.
- Is an appliance giving off a strange smell? Unplug it immediately.
- Do not use appliances with cracked, frayed or broken cords.
- Keep walkways and doorways clear of clutter and extension cords.
- Never hang or suspend extension cords with staples, nails or wires.
- Check plugs to ensure they fit securely into outlets; however, never attempt to force a plug into an outlet.
- Be aware that loose-fitting plugs can potentially cause equipment to overheat and catch fire.
- Check that all appliances in your office have been approved by an independent testing laboratory.
- Keep a minimum of 3 feet of clearance in front of electrical panels.



What is child abuse?

Child abuse includes:

- physical abuse,
- sexual abuse,
- emotional abuse,
- and neglect (which is the failure to provide a minimum standard of care for a child's physical and emotional needs.)

Child abuse is seldom a single event. Rather, it occurs with regularity, often increasing in violence. It crosses all boundaries of income, race, ethnicity, and religious faith. A child abuser is usually closely related to the child, such as a parent, step-parent or other caregiver.

In homes where child abuse occurs, fear, instability and confusion replace the love, comfort and nurturing that children need. Abused children live in constant fear of physical harm from a person who is supposed to care for and protect them. They may feel guilt at loving the abuser or blame themselves for causing the violence.

The impact of child abuse

Victims of child abuse may feel that they are bad and deserve the abuse. They usually have poor self-esteem. In addition to physical injuries that may be the result of abuse, child victims may develop eating disorders or sleep disturbances, including nightmares. They may develop speech disorders or developmental lags in their motor skills. Many child victims demonstrate some form of self-destructive behavior. They may develop physical illness such as asthma, ulcers, allergies, or recurring headaches. Also, they often experience irrational and persistent fears or hatreds and demonstrate either passive or aggressive behavioral extremes.

Trauma in children can take years to manifest; therefore, it is important that victims of child abuse receive counseling as soon as possible after the abuse is disclosed.

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