

JANUARY BIRTHDAYS

Everett Cornett	1
Janelle Offner	2
Chelsea Moss	3
Candace Baldwin	4
Cal Stiles	9
Jessica Avett	10
Amanda Holden	10
Monty Ward	10
Kathy Hinzman	11
Chris Moral	12
Hoyt Raper	13
Vonie Dockery	14
Terry Parker	14
PeeWee Davis	15
Eddie Hardin	15
Delenna Stiles	15
Justin Hamby	16
Marsha Stiles	16
Tiffany Clark	17
John Giddens	19
Ed Holloway	20
Binky Reed	20
Joe Mariano	21
Dan Bourscheid	23
Betsy Messer	23
Valerie Morrow	23
Nora Blomgren	26
Andy Williams	27
Paul Wilson	27
GW Stewart	28
Tracy Stewart	28
Rebecca White	30
Ages 21 to 70	



Employee Newsletter

January 2018



January pay

As of the end of December, I am still not sure when we will have new federal tax tables for the recently passed tax legislation, so until such time as we get new tax tables, pay will still be paid using the 2017 tables. Your NC taxes should not change as their rates did not change from 2017. I will send out an email or put in next month's newsletter when the new federal tax tables will go into effect.

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. 9th pay day and we'll see if anything needs to be corrected.

The payroll for pay period ending Jan 6th (pay date January 12th) 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 26th pay date (period end January 20th) will show you used all your vacation and sick and will show your new balances. You should be able to check your balances in MUNIS self service on January 26th and those should be correct.

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 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, Critcareprot, 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!

When cheese gets its picture taken, what does it say?

Do Roman paramedics refer to IV's as "4's"?

Congratulations to Marsha Stiles who is retiring from the Board of Elections after over 27 years. YAY for you! Best Wishes!

Board Meetings

Tues, Jan 2nd, 6:30 PM
Tues., Jan 16th 6:30 PM

2018 Holiday Schedule—Again

New Year's Day	Monday, January 1st
Martin Luther King, Jr. Birthday	Mon., January 15th
Good Friday	Friday, March 30th
Memorial Day	Monday, May 28th
Independence Day	Wednesday, July 4th
Labor Day	Monday, September 3rd
Veteran's Day	Monday, November 12th
Thanksgiving	Thurs. & Fri., November 22nd & 23rd
Christmas	Mon., Tues., & Wed. Dec. 24h, 25th & 26th

If lawyers are disbarred and clergymen defrocked, doesn't it follow that electricians can be delighted, musicians denoted, cowboys deranged, models deposed, tree surgeons debarked and dry cleaners depressed?

Carbon Monoxide: The Invisible Killer

More than 400 Americans die from unintentional carbon monoxide poisoning every year, according to the Centers for Disease Control and Prevention. More than 20,000 visit the emergency room, and more than 4,000 others are hospitalized.

Where Does Carbon Monoxide Come From?

Carbon monoxide is an odorless, colorless gas that often goes undetected, striking victims caught off guard or in their sleep.

This "silent killer" is produced by burning fuel in cars or trucks, small engines, stoves, lanterns, grills, fireplaces, gas ranges, portable generators or furnaces. When the gas builds up in enclosed spaces, people or animals who breathe it can be poisoned. Ventilation does not guarantee safety.

The Consumer Product Safety Commission says about 170 people in the United States die every year from carbon monoxide produced by non-automotive consumer products, such as room heaters. So as the weather turns colder, it's important to take extra precautions.

Who is at Risk?

Exposure to carbon monoxide can result in permanent neurological damage or death, and anyone can be at risk.

The CDC says infants, the elderly, and people with chronic heart disease, anemia or breathing problems are more prone to illness or death, but carbon monoxide doesn't discriminate – especially if certain conditions are present.

In July 2015, for example, four young people and a dog were found dead of carbon monoxide poisoning inside a cabin in Maine. Authorities believe they went to bed without shutting off a gas-powered generator running in the basement.

How Can I Prevent Carbon Monoxide Poisoning in My Home?

Winter can be a prime time for carbon monoxide poisoning as people turn on their heating systems and mistakenly warm their cars in garages.

The National Safety Council recommends you install a battery-operated carbon monoxide detector in your home near the bedrooms. Check or replace the battery when you change the time on your clocks each spring and fall. The CDC offers these additional tips:

- Have your heating system, water heater and any other gas or coal-burning appliances serviced by a qualified technician every year
- Do not use portable flameless chemical heaters indoors
- Never use a generator inside your home, basement or garage or less than 20 feet from any window, door or vent; fatal levels of carbon monoxide can be produced in just minutes
- Have your chimney checked and cleaned every year, and make sure your fireplace damper is open before lighting a fire and well after the fire is extinguished
- Make sure your gas appliances are vented properly
- Never use a gas oven for heating your home
- Never let a car idle in the garage
- Know the symptoms of carbon monoxide poisoning

Steps to Take When Carbon Monoxide Alarm Sounds

The CPSC says never ignore a carbon monoxide alarm, and do not try to find the source of the gas. Instead, follow these steps:

- Immediately move outside to fresh air
- Call emergency services, fire department or 911
- Do a head count to check that all persons are accounted for
- Do not reenter the premises until emergency responders have given you permission to do so

Symptoms of Carbon Monoxide Poisoning

The U.S. Fire Administration has put together materials on the dangers of carbon monoxide. Included is a list of carbon monoxide poisoning symptoms.

Low to moderate carbon monoxide poisoning is characterized by:

- Headache
- Fatigue
- Shortness of breath
- Nausea
- Dizziness

High level carbon monoxide poisoning results in:

- Mental confusion
- Vomiting
- Loss of muscular coordination
- Loss of consciousness
- Death

Symptom severity varies depending on the level of carbon monoxide and duration of exposure. Mild symptoms sometimes are mistaken for flu.



Workers' Comp Accidents

Please remember that if you have an accident while on your job and are hurt, even if you don't need to go to the doctor at the time of your accident, you still need to report your injury. Doing so establishes a date and time of injury so that if you start hurting a few days down the road, there is no question as to how you got hurt. I can't tell you how many times somebody has said, "well, it didn't hurt much and I thought I'd be okay" or "it was only a little scratch so I thought it would be fine" only to end up a week or two later with shoulder pain or back pain or an infected cut that needed treatment.

The accident can be reported to our workers' comp carrier as an "incident only" claim and then can be later turned into an active claim if need be. This is for both your protection and also to ensure that we are timely and accurately reporting all work related accidents. If you need the form for reporting the injuries, you may get them from your supervisor or from me. Thanks so much!

What do you call always wanting a date for New Years Eve?
Social Security

What happened to the Irishman who thought about the evils of drinking in the New Year?
He gave up thinking.

Why do we say something is out of whack?
What is a whack?

Taxable Life Fringe

Some of you will see a new pay type called TAXLIFRFRN on your direct deposit notice. That stands for a taxable benefit that according to the IRS is taxable. 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 2016—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.

Remember you can reset your resolutions on January 14th (Orthodox New Year) and February 16th (Chinese New Year). After that, even I can't help you.

My New Years Resolution is to break my New Years Resolutions....That way I succeed at something!

Keep the smile, Leave the tear, Hold the laugh, Leave the pain, Think of joy, Forget the fear. Be joyous, cause its a New Year.

NEVER QUIT.

IF YOU STUMBLE  BACK UP.

WHAT HAPPENED YESTERDAY **NO** LONGER MATTERS.

TODAY'S ANOTHER DAY

SO get back on track and **MOVE CLOSER**

TO YOUR **dreams** AND **goals.** YOU CAN **DO IT.**

Today will Never come again. Be a blessing. Be a friend. Encourage someone. Take time to care. Let your words heal, and not wound.

"Be patient with yourself. Failing at times does not mean you are a failure. It just means you don't do everything right all the time." JM



"When the world says, 'Give up,' Hope whispers, 'Try it one more time.'"

— Unknown

"YOUR PRESENT CIRCUMSTANCES DON'T DETERMINE WHERE YOU CAN GO; THEY MERELY DETERMINE WHERE YOU START."

Anonymous



Great minds discuss ideas...
Average minds discuss events...
Small minds discuss people...
- Eleanor Roosevelt

You never know when one kind act or one word of encouragement will change a life forever.

"IF YOU ARE ALWAYS TRYING TO BE NORMAL YOU WILL NEVER KNOW HOW AMAZING YOU CAN BE."

Maya Angelou

ADVICE FROM A TREE:

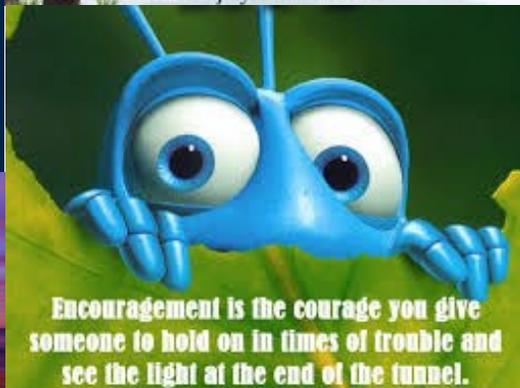
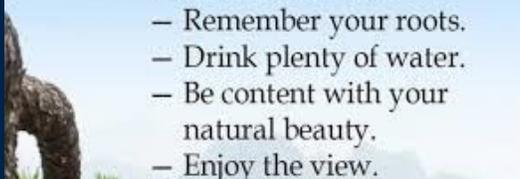
- Stand tall and proud.
- Go out on a limb.
- Remember your roots.
- Drink plenty of water.
- Be content with your natural beauty.
- Enjoy the view.

"How far you can go in life is yet to be seen. Don't let other people's limited beliefs about what's possible diminish your potential."

- Kevin Ngo

Correction does much, but encouragement does more.

Johann Wolfgang von Goethe



Encouragement is the courage you give someone to hold on in times of trouble and see the light at the end of the tunnel.



The struggle you're in today is developing the strength you need for tomorrow.

Don't Give Up!

Look for something positive in each day, even if some days you have to look a little harder.

Only I can change my life. No one can do it for me.

Carol Burnett