

Employee Newsletter

JUNE 2018

FIRST DAY OF SUMMER, JUNE 21
FLAG DAY, JUNE 14



JUNE BIRTHDAYS

Cathrine Thorley	1
Haven Stiles	2
Dawn Morgan	3
Cody Golden	4
Sam Myers	5
Billy Swofford	6
Daphne Dockery	7
David Ricks	7
Carrie Colwell	8
Blaine Barnett	9
Avis Hicks	9
David Johnson	9
Mark Patterson	9
Richard Newton	11
Kendric McDonald	12
Maria Hass	14
Helen Malinowski	15
Tory Shivers	15
Andrew Stancel	18
Sally Lawson	19
Nadine Allen	20
Mandy Francis	22
Art Koser	23
Marcia Egan	24
Shawn Morris	24
Eric Giles	25
Trevor Peterson	26
Dusty Stalcup	27
Karen Williams	27
Sean Myers	28
Teresa Collins	30
Christine Edwards	30
Ricky Rogers	30

Ages 27 to 66

THREE PAY DAYS IN JUNE

There will be three pay days in the month of June and on the third one which will be the 29th, there will be no leave accrual and no deductions for insurance, flex, credit union and VALIC.

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 13th and cover medical, vision, prescription and dental expenses incurred from July 1st, 2018 to June 30, 2019 for you, your spouse and dependent children, regardless of whether you cover them on health or dental insurance. The annual limit is \$2650. If you are new to the benefit, you should receive a VISA card in the mail toward the end of June. If you do not, you will need to login to www.takecarewageworks.com and request a card or give them a call at 888-342-3532.

The VISA cards are pre-loaded with your annual contribution amount that may be used beginning July 1st. You **do have to submit copies of receipts** for expenses, so you need to be aware of that and keep on top of those as they occur. There are a very few vendors for which receipt submission is not required. A list of vendors for which no receipts are needed is available at www.takecarewageworks.com and follow the link for the flex card. Under the question about how they verify the card is only used for qualified expenses, there is a link of pre-approved vendors for which no receipts are needed.

The deadline for returning those forms to me is June 15th, so if you wish to participate, you need to do so soon. 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, you will be behind a pay period on those and we would need to collect the difference on the 15th or 29th.

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.

Retirement Planning Conference

There will be a retirement planning conference in Clay County on Thursday, May 31st from 2 to 3:30 pm. It will be held at Clay County Courthouse at 261 Courthouse Drive in Hayesville, NC, in the multi-purpose room on the 2nd floor. **To register to attend, contact Betty at bpatton@claync.org.**

Retirement Counselors will be available on a limited basis before and after the conference to answer individual questions about your benefits.

This is the second time in 22 years they've been closer to us than Sylva, so take advantage of this if you missed the earlier ones this year.

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 1ST 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 13th pay day, as well as the Liberty National premiums and new flexible spending amounts if you've signed up for either of those.

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

Commissioners Board Meetings

June 4, 6:30 pm
June 28, 6:30 pm (may change)

INSURANCE DOCUMENTS

The new insurance documents are on the County's website. You were given a Summary of Benefits and Coverage for 2018 at open enrollment. Printed documents are available upon request.

The County's website address is www.cherokee-county-nc.gov. There is a separate page located under **Departments**, then go to **Human Resources**, then select **Employee Information** and the page is called **Insurance and Privacy Information**. The following documents are located there:

- ♦ **2017 Summary Plan Document (no changes made this year)**—this is the document that describes in detail what your health, dental and prescription benefits are.
- ♦ **2018 Summary of Benefits and Coverage**—this is a 6 page summary of your health insurance benefits in the format required by the Affordable Care Act (ACA) which is a quick summary of your medical and prescription benefits. Dental benefits can be found in the Summary Plan Document beginning on page 36. All full-time employees have County-paid medical and dental insurance unless you declined to participate.
- ♦ **Marketplace Notification**—this is the notification required by the Affordable Care Act stating that the County provides insurance that is considered affordable by the standards set forth in the ACA. It also gives information on how insurance may be obtained through the marketplace should you need that information for yourself or to pass along to somebody else.
- ♦ **Notice of Privacy Practices**—this document contains the notice of privacy practices that is required to be issued annually relating to your insurance coverage.
- ♦ **Community Eye Care benefits**—a two page flyer showing the benefits offered by the County's vision carrier, Community Eye Care.
- ♦ **The Hartford Life and Disability Policies**—Policies for the \$15,000 life provided by the County which includes the \$5,000 dependent life rider, supplemental life policies for employee, spouse and children and short and long-term disability policies.
- ♦ **Health Plan Amendment**—amendment to the 2015, 2016 and 2017 Summary Plan Documents correcting language to do with out-of-pocket expenses. Co-pays do not count toward those since we are a grandfathered plan.

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.

RETIREMENT STATEMENTS

Retirement statements are now available at www.MyNCRetirement.com for anyone who had 12 months of service as of December 31, 2016. Click on ORBIT which is the fifth selection on the left side of the page. 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.

CONGRATULATIONS!!!

To John Giddens, one of our Veterans Service Officers, for obtaining certification as an accredited representative of North Carolina Division of Veteran Affairs for the preparation, presentation, and prosecution of claims for veterans' benefits.

This required many hours of class-work and study and enables John to process all the steps in applying for veteran's benefits for the County's veterans. Our agency also helps a lot of veterans from North Georgia and Eastern Tennessee because, according to the veterans, we do a better job of taking care of their needs. Congratulations, John!!!

ELDERS MATTER



Support Elder Abuse Awareness

Elder Abuse Awareness Walk FRIDAY

June 15, 2018

6:00 pm – 7:00 pm

*(*Registration starts at
5:30 pm)*

Location:

**Konaheeta Park
Pavilion #2**

The neighbors thought it was odd, but 93 year old Morton was dating again. One Monday morning Morton woke up with a funny feeling that something important happened last night.

It was during breakfast that Morton finally remembered what it was. He had proposed to his date, Greta. But what she answered he just couldn't seem to remember.

Morton picked up the phone and dialed. "Hi Greta", said Morton, "I have a funny question for you, do you remember last night when I proposed?" "Oh my gosh" gushed Greta, "I'm so glad you called, I knew I said yes to somebody but I just couldn't recall who it was!"



ELDER ABUSE AWARE- NESS WALK

On Friday, June 15, 2018 Cherokee County Senior Services is commemorating World Elder Abuse Day by hosting a Walk to End Elder Abuse at Valley River Park in Andrews, across from the Department of Transportation, from 6:00pm – 7:00pm. This year's theme is: **Elders Matter: We're in this together ... and together it works.** The walk in Andrews will occur concurrently with walks in Clay, Graham, Haywood, Jackson, Macon and Swain Counties as well as on the Qualla Boundary. Registration begins at 5:30 p.m.; free t-shirts while supplies last. For more information contact: Denise Cross at 828-321-4505 or email denise.cross@cherokeecounty-nc.gov.

**Elder Abuse Awareness Walk
Friday - June 15, 2018
6:00 pm – 7:00 pm** *(*Registration starts at 5:30 pm)*



Location: Valley River Park, Andrews NC

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

For more information call:

828-321-4505



Heat Safety: Children, Pets and Cars



Already this year, **15** children have died from heatstroke after being left in a car.

Effects of heat are **more severe** on children because their bodies warm at a faster rate than adults.



Did you know??

In just 2 minutes, a car can rise from a safe 80° to an unsafe 94°!

Elapsed Time	Feels Like
0 min	80°
10 min	99°
30 min	114°
60 min	123°

For more information regarding heat risk:

<http://www.noaa.gov/om/heat/index.shtml#car>

Safety Tips

- **NEVER** leave your child or pet unattended in a car (even with the windows down).
- **ALWAYS** make sure all children (and pets) have left the car. Never leave a sleeping infant in the car.
- Make sure safety restraints aren't too hot before securing your child.

National Weather Service
Denver/Boulder

STAYING COOL IS THE START TO BEING HEAT SMART!



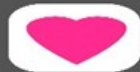
Stay hydrated by drinking plenty of fluids, like water. Avoid drinks with caffeine or alcohol.



Wear loose-fitting, light-colored clothes.



If possible, stay indoors with cool air-conditioning. If you must be outside, seek shaded areas. Avoid strenuous exercise during the hottest part of the day.



Check in on your family and friends, especially those who are more vulnerable to the heat.



Make sure you check on pets and animals. They also have a hard time with extreme heat.



If you do not have direct access to air-conditioning or cooler conditions, try to relocate to a cool indoor shopping center or public facility, such as a library.

weatherminh

Heat
Safety

