



Employee Newsletter

December 2018

Have a Peace Filled Holiday Season!



DECEMBER BIRTHDAYS

Kamie Friedrich	1
Anthony Mariano	1
Amber Dickey	2
Hope Beckham	4
Mark Malone	4
Sara Wilson	4
David Fairlie	5
Scottie Queen	7
Sharon Moss	8
Rebecca Hand	10
Ray Warmuth	10
Cathy Hurt	12
Bebeie McClure	12
Sheri Goodlet	13
Shereen Bates	15
Kala Headley	18
Rick Millett	20
Keith Ownbey	20
Karen Wright	21
Kathy Adams	22
Bobby Blair	22
TJ Major	23
Eva Glosson	24
Ashley Gunter	26
Lis Nantz	26
Rebekah Snyder	26
Eddie Allen	28
Sue Chastain	29
Harold Chastain	30
Kevin Luther	30

 Ages 22 to 73

Q. What is a snowman's favorite game? A. Ice spy with my little eye...

Commissioner Board Meetings
Dec 3rd @ 6:30 pm

INSURANCE DEDUCTIBLE YEAR

Just a quick reminder—the deductible year for our health, dental and vision insurance runs **July 1 to June 30**—not January to December. Keep that in mind, especially when you are scheduling dental work since there is a \$1000 plan year limit on dental benefits. And **to clarify the \$1000 plan year limit**, the cost of your two free cleanings (no cost to you) counts toward the \$1000 maximum per year. For example, if your dentist charged \$200 for each of your 2 cleanings, that would leave you \$600 additional to spend (\$1000 - \$400) on dental services for that plan year. So if you have scheduled dental work in January thinking it will be covered and you are close to your \$1000 max, you will probably want to re-schedule the work to July if you can wait. Also a reminder that we do not have a dental network. You may use the dental provider of your choice until your \$1000 plan year maximum is exhausted.

Congratulations to Jeff Clark, our Solid Waste Director, who is retiring January 1st after almost 30 years of service (his unused sick time takes him past 30 years)!

As Jeff retires, we wish to welcome Rob Ward, who started in November and will assume Jeff's duties when he leaves. Welcome to you, Rob! Good luck to you both!

2019 Holiday Schedule

New Year's Day	Jan 1	Tuesday
MLK, Jr, BD	Jan 21	Monday
Good Friday	Apr 19	Friday
Memorial Day	May 27	Monday
Independence Day	July 4	Thursday
Labor Day	Sept 2	Monday
Veteran's Day	Nov 11	Monday
Thanksgiving	Nov 28 & 29	Thursday & Friday
Christmas	Dec. 24,25,26	Tuesday Wednesday Thursday

PLEASE CHECK YOUR INFORMATION!!

When you receive your direct deposit notice or pay check next pay day, please check to make sure your name is spelled correctly and that your mailing address is correct. If it is not, please let me know as soon as possible so I can get corrections made before the end of the year. We only have three more pay periods before it will be time to do W2s for 2018. They will be emailed to those who have given permission to email those. I hope to have them to you sometime early in January but not sure what date yet.

Also, please go to MUNIS Self Service and check to make sure your personal information is correct. If you have never logged in, you go to the county website, click departments, employee information, and then click Munis Self Service Your user name is first initial, last name, last four of social (ex. jdoexxxx). The password, if you have never logged in before, is the last four of your social and must be changed. If your phone number is incorrect please correct it or if you have a cell number to add, please do so. And if you don't have anybody listed under emergency contact please enter the person who should be contacted if something were to happen to you. You can also look at your pay information, your tax information, retrieve prior year W2s, run a pay simulator and see lots of documents on this site. Please take advantage of this resource—you can find almost any kind of payroll or benefit form there. Forms are found by clicking the word "resources" below your name in the upper right hand corner. If you don't remember your password, the password help portion appears to be working now, so everybody should be able to get into the site.

If you would like something published in the county's monthly newsletter please send info. to Melody in human resources at melody.johnson@cherokeecounty-nc.gov, or call ext 816..

Traveling for the Holidays?

Be Prepared



Many people choose to travel during the holidays by automobile, with the highest fatality rate of any major form of transportation. In 2015, 355 people died on New Year's Day, 386 on Thanksgiving Day and 273 on Christmas Day, according to *Injury Facts 2017*. Alcohol-impaired fatalities represent about one-third of the totals.

Use a designated driver to ensure guests make it home safely after a holiday party; alcohol, over-the-counter or illegal drugs all cause impairment

Make sure every person in the vehicle is properly buckled up no matter how long or short the distance traveled

Put that cell phone away; many distractions can occur while driving, but cell phones are the main culprit

Properly maintain the vehicle and keep an emergency kit with you

Be prepared for heavy traffic, and possibly heavy snow

Watch Out for Those Fire-starters

Candles and Fireplaces

Thousands of deaths are caused by fires, burns and other fire-related injuries every year, and 12% of home candle fires occur in December, the National Fire Protection Association reports. Increased use of candles and fireplaces, combined with an increase in the amount of combustible, seasonal decorations present in many homes means more risk for fire.

Never leave burning candles unattended or sleep in a room with a lit candle

Keep candles out of reach of children

Make sure candles are on stable surfaces

Don't burn candles near trees, curtains or any other flammable items

Don't burn trees, wreaths or wrapping paper in the fireplace

Check and clean the chimney and fireplace area at least once a year

AirMedCare Enrollments for 2019

County employees are once again being offered an opportunity to participate in the AirMedCare membership program. The deductions for this will begin with the January 11, 2019, pay day and will end on March 22nd, 2019 (for three to ten year memberships—one year memberships will be complete on January 25th).

Please note that any family members who are enrolled in the Medicaid program are not eligible for the benefit, but if they should lose their eligibility, they could be added as a family member at that time.

Costs for the membership are below:

1 year	\$50	2 deductions of \$25 each
3 year	\$150	6 deductions of \$25 each
5 year	\$250	6 deductions of \$41.67 each
10 year	\$500	6 deductions of \$83.34 each

Right now, the schedule looks like this:

Monday, Dec 3	9-11 am	Health Dept & Transit
	1-3 pm	Courthouse (EMS, elections, Code Enforcement, maintenance, Soil and Water and Courthouse employees)
Tuesday, Dec. 4	9-11 am	DSS
	1-3 or 4 pm	Andrews Rec, Senior, EMS, Landfill, Marble EMS
Wednesday, Dec 5	4:30-7:30 pm	Sheriff/Detention/Dispatch
Thursday, Dec 6	4:30-7:30 pm	Sheriff/Detention/Dispatch



LifeForce is one of several providers covered by your membership. See brochure at enrollment for full list of carriers covered.

Shane Headrick, the AirMedCare Rep, is going to try to drop by all of our outlying locations at some point during the week of December 3—7. If you prefer to go to a location other than your own work site, that is fine, too. We wanted to give everybody an opportunity to enroll. If you can't make any of the locations and would like to enroll, email me and I can send you a blank enrollment form. Note: if you enrolled in the 3, 5 or 10 year membership last year, you do not need to re-enroll this year. If you look at your last pay notice from 2017 and the AirMed deduction is \$150, \$250 or \$500, then you did one of those.

Note that in order to do payroll deduction, you must be an employee that gets paid **every pay day**. If you are PRN and just work occasionally or don't work every pay period, you may still join but you would need to pay up front and your cost would be \$55 per year (the instead of \$50, but still a good deal even at that. I know a few people have already done that.

If you have an AFLAC policy and need to file a claim, to the right and below are ways to easily file a claim or apply for your annual wellness benefit (if applicable). I can tell you your policy # if you need it. I tried this over the weekend and it already had my policy #s, so hopefully it will work for you, too.

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.

FILE YOUR CLAIM WITH AFLAC SMARTCLAIM®:

1. Access Aflac SmartClaim from MyAflac or the Aflac SmartClaim Mobile app.
2. Aflac SmartClaim guides you every step of the way.
3. Upload required documents.¹
4. 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

It's been a good while since I wrote the instructions on how to search for providers and I realized after looking a provider up for somebody the other day that the websites have both changed a bunch since I did, so here is an updated version. Our plan pays 80% after your deductible for anything other than office visits if you see an in-network provider but only pays 60% after deductible if you go out of network and there are no co-pays for office visits out of network.

Insurance networks and how to access them Access ID required for adult dependents/spouses

Here is some information about our networks that we are able to access with our self-funded insurance plan. While Crescent Health Solutions administers our claims and provides access to most physicians and facilities in Western North Carolina, they are not the only network that is available to us. If you will look on the back of your insurance ID card, there is a PHCS logo and website that is listed right beside it. This is the network that gives us access to a nationwide network of providers that is as extensive as the ones available through the major insurance carriers. You don't need to do anything to see a provider in this network, but if you want to see the providers available, go to www.multiplan.com, click on Find a Provider (top right hand corner of page), click "SELECT NETWORK" and then choose PHCS. A pop-up box comes up, choose "I don't see any of these statements" at the bottom of the list. Another pop up asks you "Where is the logo on your card?". Choose BACK. Continue following the instructions to search for the type of doctor you are wanting to see. Any doctor or facility you find on this site is an in-network provider for you. Or you can call ZELIS at (866) 807-6193 if you can't figure out how to navigate the website and they can help you, too. I find it easier to search if you know your doctor or provider's name and make sure your mileage radius is sufficient to search if you're looking for an out-of-town provider.

Or if you wish to search for providers in Western North Carolina, go to www.crescenths.com and close to the top right of the page, there is a box that says "Find Providers". Click on that box and enter group number 8228 in the Plan or Group# box. Any practice you find here is also an in-network provider. Sometimes if you don't know the specialty, you have to search different ways until you find your provider. If all else fails, you can call Crescent and ask them for help, but this will only be for providers in Western NC. Their number is 800-707-7726. If you ask them about a provider in Multiplan, unless whoever you get realizes we have access to the PHCS network in addition to Crescent, often times they will tell you that a provider that is in the PHCS network is not in network because they are only searching the Crescent network. We've had that happen to several folks, so always double check.

Also, at the bottom of your insurance ID card, there is a number for Zelis. If you need help finding providers outside of western NC or are ever out of the area and get sick, such as when you are on vacation, call that number (866) 807-6193 and they will find an in-network provider who is in the PHCS network that you can see in that area. It's a wonderful benefit that is available to you that helps you save money and gives you access to providers who are in-network no matter where in the United States you may be. We've had folks use this when they were traveling out West and in the Southern states. They are even able to locate providers if you are out of the country.

A change to HIPAA law that was effective on September 15, 2013, mandates that all adult dependents and spouses of an insured person have their own login. For spouses and dependents to access Crescent's site, go to www.crescenths.com, click on "For Members", go to login page, select register as new member, use the member's 9 digit ID number on the card (it will be 8228XA???--each employee has a unique 3 digit# at the end), type in dependent/spouse first name, last name, date of birth and zip code.

Q: How is Christmas exactly like your job?
A: You do all the work and some fat guy in a suit gets all the credit.

Q: What do you get when you cross a Christmas tree and an I-pad?
A: A pineapple!

Q: What do you get when you cross a snowman and a vampire?
A: Frostbite!

Did you hear about the St Jude's Primary School Nativity Play?

Two children are dressed as Mary and Joseph, and they are on their way to the inn in Bethlehem.

Meanwhile on the other side of the stage, a lad in a shepherd's outfit is on a mobile phone, calling to make a reservation.