

A Message from the HR Management Director



Welcome to the first issue of The Human Resources Messenger, a quarterly news journal! This Newsletter is dedicated to increasing communication between Human Resources Management and you, the employee. This is your Newsletter, and we want to ensure it provides you with a valuable source of information.

In order for this Newsletter to be of benefit to all, it is essential that you provide information to share with fellow staff. If you notice, there are certain areas with missing information, and that is because your **INPUT IS NEEDED!** If you have any ideas,

articles or information you would like to share in future newsletters, please e-mail these to hrm@halifaxnc.com.

Thank you for helping us share a greater understanding about various departments and fellow co-workers. We hope that you will find the information contained here to be informative.

Cordially,

Carolyn G. Parker

The HR Messenger

A Quarterly Journal of Updates, Announcements, Instructions, Articles, and Tips

Issue 01 December 2010

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Calculating Your Net Worth

Many of us don't know if we are on track to reach our financial goals. Are we saving enough for retirement or falling short? Will there be enough money for the children's college education? A net worth statement can give you a snapshot of your overall financial situation.

Calculating your net worth is quick and easy. It is simply a grand total of everything you own minus everything you owe. This statement will not take long to complete. Grab a piece of paper, a pencil and your most recent financial statements. Let's get started.

1. Begin by listing the market value of your largest assets. These include things like your home, rental property, vehicles and boats.
2. Now, referring to your statements, record the value of your liquid accounts. These include checking, savings, money market accounts, CDs and cash on hand.
3. Next, write down the value of any pensions, profit sharing plans, 401(k) s, IRAs and life insurance cash values.

4. Finally, estimate the value of your personal property. These items include jewelry, coin collect collections, antiques and art.
5. Add up the value of these assets to get a grand total.
6. Now, it is time to look at your liabilities. Write down the largest debts first, like home mortgages, and vehicle and boat loans.
7. Next, list credit card balances, as well as outstanding student and personal loans.
8. Add up all of your liabilities to get a total.
9. The last step is to subtract your liabilities from your assets to get your net worth.

Hopefully, your net worth is a large positive figure. If not, you may want to discuss your situation with a professional. If so, your local Credit Union is a good place to start. You can contact them at 877.367.5428. – *Courtesy of SECU*

Pre-Tax Benefits

For all of our benefits that are pre-taxed, you cannot cancel or add dependents to your policy until the County's next open enrollment period or the following family changes occur:

- ❖ Marriage
- ❖ Divorce
- ❖ Death of a spouse or child
- ❖ Birth or adoption of a child
- ❖ Termination of spouse's employment
- ❖ Legal Separation
- ❖ Annulment
- ❖ Commencement of employment of employee's spouse (part-time to full-time or full-time to part-time)

Our pre-taxed benefits include:

- ❖ CAIC Accident
- ❖ Allstate Cancer
- ❖ Superior Vision
- ❖ BCBS Medical & Dental
- ❖ FBA Flexible Spending Account

News from Aging

The Aging Services consist of three components, Halifax Council on Aging, Family Caregiver Support Program, and Halifax County Commodity Surplus Food Program, which all aim to serve the citizens of this great County. In doing just that, the Council on Aging is running full force in getting seniors signed up for their Prescription Drug coverage with

Medicare Part D. Lonnie Hedgepeth is on the move like a one-armed wall paper hanger this December with all kinds of things to do. On December 2nd there is the RAAC (Regional Area Advisory Committee), Christmas Celebration, where awards are given for work well-done in our region this year; on December 15th, working with the Unity & Success Team to host the Halifax County Employees' Christmas Luncheon at the Halifax Agricultural Center, only to take a break from this fun to help the seniors of Halifax to get their insurance for drugs and health set up for 2011.

The Family Caregiver Specialist, Valerie Ivey-Lyons, will be attending her first RAAC meeting this year and, as always, she is on the go with her Family Caregivers' Support Groups in Roanoke Rapids, Scotland Neck, and Enfield that meet once a month. Valerie is catching her breathe from a very busy month of November with the Support Groups, the Alzheimer's Candlelight Reflections Program and the Thanksgiving Program at the Roanoke Valley Adult Day Center.

The Commodity Food Program with Diana Moody and staff is getting their schedules adjusted for the Christmas Holiday and preparing for the January flood of clients that has increased in the TEFAP Program due to the hard economical times.

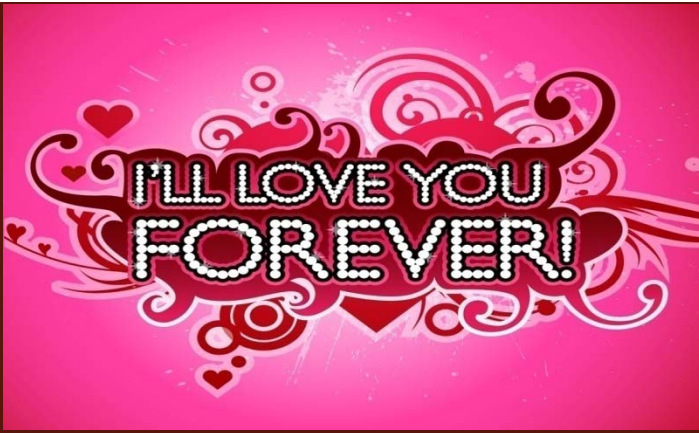
Spotlight



New Moms



New Dads



Marriages and Anniversaries

Retiree News

The following employees are retiring from Halifax County effective December 31, 2010:

Wanda Davis – Health Department with 30 years

Vivian Scott – Department of Social Services with 30 years

Lynda Smith – Health Department with a total of 26 years, 7 of which have been with Halifax County

Congratulations to these retirees on achieving such a milestone, and we wish them well as they close one chapter and open another!

News from the East Wing

New Hires/Resignations/Transfers/Other

Let's welcome the following employees to the Halifax County Team!

Lora Taylor was employed as a Child Support Agent with the Department of Social Services effective December 1, 2010.

Laura Skinner was employed as a part-time Animal Shelter Attendant with the Health Department effective December 14, 2010.

Toni Gardner and Kristen Reeves went from PT to FT Telecommunicators effective December 1, 2010.

Vernon Bryant – Our new Board of Commissioner member effective December 1, 2010.

County Commissioners Take Oath of Office

On Monday, December 6, 2010, one new commissioner along with two incumbents were sworn in at the regular meeting of the Halifax County Board of Commissioners. District Court Judge W. Turner Stephenson, III administered the oath of office to Vernon J. Bryant, J. Rives Manning, Jr., and James H. Pierce.



Also, on Monday, December 6, 2010, Jeff Frazier was sworn in as Sheriff of Halifax County at the New Courthouse. District Court Judge W. Turner Stephenson, III administered the oath of office to Sheriff Frazier.



See who had fun at the County Luncheon held on Wednesday,
December 15, 2010!



Who said men
can't wear red?



Let's Boogie!



Do the funky chicken!



Humm,
Humm,
Good!





Now James, let's see how much this project will cost the County.....



I'm the emcee,
I'm the emcee!



Don't worry, be happy!





Did she just
take my
picture?



Don't worry, help
has arrived!



Yippee...
I won!!



Smile and
say
cheese!



Come on, let's
eat!



I'm right behind
you!



Divas



We are family; I got all by brothers and sisters with me!



My work is
done!

Nominations

Congratulations are in order for the following employees on being nominated and selected for 2009-2010 awards in the following categories:

Special Achievement - Jay Burch of the Sheriff's Office

Employee of the Year - Robert "Andy" Rose of the Health Department

Department of the Year - Halifax County Department of Social Services

UPCOMING EVENTS

Effective January 1, 2011, Benefits Orientation for full-time employees will move from 9:00 a.m. to 10:00 a.m. every Tuesday of the month. Orientation for part-time staff will remain the same. All new hires will receive a letter from the HRM Director welcoming them to the County.

New Years Day Observance – December 31, 2010

Dr. Martin Luther King Jr. Day Observance – January 17, 2011

REMINDERS

1. When going out on Family and Medical Leave, you have 15 days to obtain and turn in Form WH-380 to HR Management. If this form is not turned in within the 15-day window, it can result in denial of FMLA. Please try to ensure this form is submitted within the approved time frame.
2. If you have been out on FMLA leave because of your own serious health condition, a Fitness-for-Duty Certification is required before returning to work.
3. Flexible Spending Changes for Over-the Counter Drugs – as a reminder, due to changes in legislation, over-the-counter drugs are no longer eligible for reimbursement without a prescription or letter of medical necessity starting January 1, 2011.

What does YOUR health coverage offer?

- With Blue Cross Blue Shield health insurance every employee with coverage is able to create their own log-in & password to view their account, as well as covered dependents. Review your benefits & claims, prescription drug information, find a doctor or facility, and participate in a health program.
- Receive support for conditions like stress management, diabetes, high blood pressure, asthma, pregnancy and more!
- Get rewards and earn points by logging your healthy activities.
- Receive discounts on vitamins, chiropractic services, hearing aids & Lasik eye surgery.
- Research health topics at the online encyclopedia or expert information from trained nurses at Health Line Blue

These are just a few of the FREE benefits available to you by registering at www.hchsnc.com.

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