

November 2010

A PUBLICATION FOR HARNETT COUNTY  
LOCAL GOVERNMENT EMPLOYEES



# Be Leaf It, or Not

Trinity J. Faucett, Human Resources & Risk Management Director

## Please Read: Important Information About Over-the-Counter Drugs and Flex Spending Accounts



In an effort to keep you up to date with changing health care law, please read the following message from our Flexible Spending Account Administrator, Flex Corp, regarding your Flexible Spending Account.

### Internal Revenue Service (IRS) Issues Guidance Confirming OTC Rule Changes

The IRS issued its initial guidance regarding the new rule included in the Affordable Care Act that requires a doctor's prescription for reimbursement of over-the-counter (OTC) drug and medicines from a tax-advantaged health care account (i.e. FSA, HSA, HRA). While the guidance offers little in the way of new information, it does confirm the generally accepted interpretation of how the change will be applied.

#### In summary, the guidance confirms the following:

- Participants will still be able to use their tax advantaged health care accounts for purchases of ALL OTC drugs and medicines, as long as they have a doctor's prescription.
- The rule applies to all tax-advantaged health care accounts, including Flexible Spending Accounts (FSAs), Health Savings Accounts (HSAs), Health Reimbursement Arrangements (HRAs) and Archer Medical Savings Accounts (Archer MSAs).
- **The rule takes effect January 1, 2011, regardless of plan year.** The only acceptable form of documentation for reimbursement for OTC drugs and medicines is a doctor's prescription, as regulated by state law.
- Insulin, medical devices (crutches, blood sugar monitors, etc.) and items such as bandages, contact lens solution, denture bond, etc. remain eligible and will not require a doctor's prescription.

FlexCorp will continue to keep you updated on health care changes as they happen. You may also log onto the Welcome Center for information and links to the above IRS web sites.

#### Categories that will no longer eligible without a prescription

- Acid Controlllers
- Antibiotics
- Anti-Gas Products
- Anti-Parasitic Treatments
- Cold Sore Remedies
- Digestive Aids
- Hemorrhoidal Preps
- Motion Sickness
- Respiratory Treatments
- Stomach Remedies
- Allergy & Sinus medicine
- Antidiarrheal medicine
- Anti-Itch & Insect Bite
- Baby Rash Ointments/Creams
- Cough, Cold & Flu
- Feminine Anti-Fungal/Anti-Itch
- Laxatives
- Pain Relievers
- Sleep Aids & Sedatives

#### The IRS has posted additional details, including a helpful FAQ, about the OTC rule change on its Affordable Care Act web site and includes links to the following:

Text of IR-2010-95 is available at <http://www.irs.gov/irs/article/0,,id=227301,00.html>  
Text of Rev. Rul. 2010-23 is available at <http://www.irs.gov/pub/irs-drop/rr-10-23.pdf>  
Text of Notice 2010-59 is available at <http://www.irs.gov/pub/irs-drop/n-10-59.pdf>

If you have questions, please contact the FlexCorp Customer Service line at 888-505-4557.

## Welcome to Harnett County!

Please join Human Resources in welcoming the following new employees who joined Harnett County during the month of October 2010:

Human Resources - Nicole Akerson

HARTS - Kimberly Boyd, Anita McKoy

Register of Deeds - Matthew Willis

IT - Kiah Brooks

Sheriff's Office - Angela Allen, James Comfort, Matthew Perez, Michael Stinecipher

Emergency Services - Bennie Williams, Jr.

Animal Control - Donna Smith

Social Services - Toni Carol Monzon, Rachel Hein, Edna Langdon

Youth Services - Nicole Akerson

## Current Job Opportunities

Currently, Harnett County is recruiting for the following vacancies:

#### Income Caseworker II

\$29,892-\$35,870  
Closing Date: 11/22/10

#### Social Worker III

\$38,482-\$46,178  
Closing Date: 11/23/10

#### Income Maintenance

Supervisor II  
\$35,374-\$42,449  
Closing Date: 11/18/10

#### Social Worker Investigative, Assessment & Treatment

\$40,173-\$48,164  
Open Until Filled

#### DSS Staff Attorney II

\$66,522-\$79,826  
Open Until Filled

#### Transit Driver

\$7.25 hourly  
Open Until Filled

For additional information or to apply for any of the above positions, please visit the Human Resources website at [www.harnett.org](http://www.harnett.org).

## Employee Wellness News Partnerships to Offer Employee Wellness Program

The Employee Wellness Committee is excited to take advantage of the expertise of our co-workers in the Cooperative Extension and Public Health Departments in promoting the Eat Smart, Move More... Maintain, Don't Gain Holiday Challenge. This is a great opportunity for those employees who challenge themselves to be on their best behavior during the upcoming holidays.

Employees must register and agree to weekly weigh-ins as part of the program. All employees who participate without missing more than two (2) weeks and maintain (or lose) weight will be eligible for a \$100 prize drawing.

For more information, contact Megan Ray in Cooperative Extension at 814-6030 or Belinda Rayner in Public Health at 814-6196.

### Worried the Holidays will weigh you down?



Avoid Holiday Weight Gain with the Holiday Challenge

November 22, 2010 - January 4, 2011

#### Join the Eat Smart, Move More...Maintain, don't gain! Holiday Challenge

- Receive weekly weight assessments
- Receive weekly newsletters full of tips, ideas, and recipes
- Maintain your weight and be entered into a drawing for a **PRIZE!**
- **Winner will receive \$100 Visa Gift Card and other prizes!**

Register November 22<sup>nd</sup> or 23<sup>rd</sup> at one of the following locations during the **highlighted hours**:

**Harnett County Human Resources**  
102 E Front St  
Lillington, NC 27546  
**7:30am-4:30pm**

**Harnett County Health Dept**  
307 W Cornelius Harnett Blvd  
Lillington, NC 27546  
**11:30am-1:30pm**

**Harnett County Cooperative Ext**  
126 Alexander Drive  
Lillington, NC 27546  
**11:30am-1:30pm**

**For more information:** **Belinda Rayner**  
Harnett County Health Dept  
910-814-6196

**Megan Ray**  
Harnett County Cooperative Extension  
910-814-6030



Sponsored by the Harnett County Wellness Committee

North Carolina State University and North Carolina A&T State University commit themselves to positive action to secure equal opportunity regardless of race, color, creed, national origin, religion, sex, age, or disability. In addition, the two Universities welcome all persons without regard to sexual orientation. North Carolina State University, North Carolina A&T State University, U.S. Department of Agriculture, and local governments cooperating.

## The Hidden Costs of Cruising

A cruise can be ideal for the holidays, especially when everything is "all inclusive." This means everything is included in the booking price. Or does it? Before spending your next vacation cruising, it may be worthwhile to consider the hidden costs.

**Transportation:** Consider the port-of-calls where your cruise ship will depart. It's likely the departure port will require you to get there by plane, or drive and pay to leave your vehicle in a daily lot.

**What's not included:** For most cruises, meals, water, coffee and tea are all included in the price. For soft drinks, bottled water or alcoholic beverages, though, you may want to purchase a drink pass. Additionally, some restaurants aboard the ship may not fall under the "all inclusive" package. To avoid these additional charges, locate those restaurants soon after boarding the ship. You may also consider packing refillable water bottles to cut back on the need to drink bottled water in your cabin, around the ship and on excursions.

**Laundry:** Depending on the package you booked, requesting extra towels for the pool or your room may mean extra charges. Fresh water is limited on cruise ships, and laundry services will likely add to additional charges.

**Activities:** There are many activities offered onboard, and in the form off-ship excursions. Remember that being off the ship means you may be on your own for food, drinks and transportation. To help reduce excursion costs, consider packing a collapsible cooler, then fill it with sandwiches, snacks and drinks from the ship. Hopefully, these considerations will make your next cruise a memorable—and more affordable—one!


Article provided by Local Government Federal Credit Union

## **Important Notice**

### **Public Personnel Records Act Changes**

All employees of the County should be aware that the North Carolina General Assembly passed legislation during the 2010 session that impact the statutes governing public personnel records information. HB961 (Government Ethics and Campaign Reform Act of 2010) became effective Oct. 1, 2010 and increased the information about your employment that is consider to be a matter of public record and thus can be released to the media or any citizen upon proper request. Below is a chart shared by the North Carolina Association of County Commissioners that outlines the significant changes in the information between the old law and the changes made in HB961. The entire bill can be reviewed by going to the following website: <http://www.ncga.state.nc.us/Sessions/2009/Bills/House/PDF/H961v9.pdf>.

If you have questions, please feel free to contact the Human Resources Department.

<b>PRIOR LAW</b>	<b>NEW LAW</b>
<p>Personnel Records are protected from release except for the following, which is public record:</p> <ul style="list-style-type: none"> <li>name of the employee</li> <li>age of employee</li> <li>date of original employment</li> <li>terms of any contract</li> <li>current position and title</li> <li>current salary</li> <li>the office to which the employee is currently assigned</li> <li>date and amount of <i>the most recent</i> promotion, demotion, transfer, suspension, or other change in position</li> </ul> <div style="text-align: center; margin-top: 20px;">  </div>	<p>Personnel Records are protected from release except for the following, which is public record:</p> <ul style="list-style-type: none"> <li>name of the employee</li> <li>age of employee</li> <li>date of original employment</li> <li>terms of any contract</li> <li>current position and title</li> <li>current salary</li> <li>the office to which the employee is currently assigned</li> <li><b>date and amount of <i>each</i> increase or decrease in salary with that county</b></li> <li><b>date and type of <i>each</i> promotion, demotion, transfer, suspension, separation or other change in position classification with that county</b></li> <li><b>the date and general description of the reasons for each promotion with that county</b></li> <li><b>the date and type of each dismissal, suspension, or demotion for disciplinary reasons taken by the county</b></li> <li><b>for dismissals due to disciplinary reasons, a copy of the written notice of the final decision of the county setting forth the specific acts or omissions that are the basis of the dismissal</b></li> </ul>

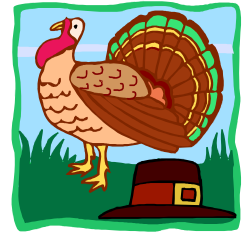
## **Upcoming Events & Holidays**

- |            |   |
|------------|---|
| 11/22      | Eat Smart, Move More...Maintain Don't Gain Begins             |
| 11/25 & 26 | Thanksgiving Day & Day After Holidays (County offices closed) |
| 12/10/2010 | Annual Employee Luncheon                                      |
| 12/24 & 27 | Christmas Holidays (County offices closed)                    |
| 1/3/2011   | New Year's Eve Holiday (County offices closed)                |



## Let's Talk Turkey. . . Spotlight: Employee Safety Committee

Each month the Employee Safety Committee gets together to discuss issues and ideas regarding employee health and safety. The Employee Safety Committee members are: Aaron Meredith (vice-chair) - Sheriff's Office, Angela Warren - Social Services, Benjamin Nuesmeyer - Public Utilities, Chris Johnson - Public Buildings, Delmon Griffin - Social Services, Dionne White - HARTS, Melinda Bethune (chair) - Human Resources, Ricky Denning - Emergency Services, Tina Blackmon (secretary) - Public Health, and Bill Hayes - Social Services alternate



With Thanksgiving around the corner, we took the opportunity to ask some of them:

***"What are you thankful for?"***



*"I am thankful for my wonderful family, to be able to get up every morning and have a job to go to!"*

Ben Nuesmeyer  
Public Utilities



*"I have so many blessings that I cannot even begin to count them all. I am most thankful for my husband, my family, and my work family."*

Angela Warren  
Social Services



*"I am thankful for my own family, my fire department family, and for being an American and having the freedoms and rights of being a citizen."*

Tina Blackmon  
Public Health



*"(I am thankful for) a loving family: wife, 3 daughters, 4 granddaughters and one on hold, my second family is my EMS family here at Harnett County which I depend on daily."*

Ricky Denning  
EMS

*"(I am thankful for) the blessing of family - especially my two grandchildren."*

Bill Hayes  
Social Services



***Thank you to the entire Safety Committee  
for all you do to keep us safe and well!***