



HR NEWS

JANUARY 2017



1095 / ACA / IRS Penalties

It is important when adding a spouse or dependent to your insurance that you give the correct social security number and legal name as it appears on their social security card. If you are married and your spouse does not change their name with the Social Security Administration, the ACA files **will not match** and there could be penalties assessed by the IRS for failure to have healthcare. It is important to only give legal names on enrollment forms, NO NICKNAMES. Also, if a name is hyphenated with social security, your benefits records should reflect that name.

HAVE YOU MOVED?

If you moved in 2016, make sure HR has your current address.

W-2's and 1095 C's will be mailed soon!

CGI Training Resources

The Finance module for the Advantage 360 system is now live. A resource page containing training material can be found on the website at:

[Www.gc4me.com/Department/Controller/FMS Training](http://www.gc4me.com/Department/Controller/FMS%20Training)

To Login:

User Name: [cgi360](#) Password: [1101Beach](#)



Notice: Important Tax Form for the 2016 Tax Year

In January some employees will receive a tax form called the 1095-C that will contain important information about their health care coverage in 2016. Employees who will receive the form include those who:

- Were enrolled in health care coverage with Genesee County at any point in 2016
- Worked an average of 30 hours or more per week, or were considered a full-time employee in 2016

If you receive a 1095-C, keep it for your records. Information from the form may be needed to complete your tax return, and also to help determine your eligibility for a premium tax credit.

If you would like more information on the 1095's you can see a list of frequently asked questions at:

<http://gc4me.com/hrhome/index.php>

Genesee County Human Resources

hr@co.genesee.mi.us

Phone: 810 257-3034 Fax: 810 768-7097



meet our NEW HIRES

Chevon Wilborn—GCCARD

Brad Clarke—Office of the Sheriff

Jody Taylor—Drain Office

Damian Salmond—Office of the Sheriff

Alicia Hamlin—Register of Deeds

Tiffany Jones—Community Corrections

Danielle Steplowski—Health Department

Owen Nash—Friend of the Court

Laura Simon—Health Department

Kayla Johnson—Health Department

Thomas Durant—Parks & Recreation

Jimmie Ball—Building and Grounds

Kimberly Ray—Health Department

Sara Coaster—Prosecutor’s Office

Tammy Plumer—Health Department

Michael Walker—Equalization

WELCOME TO GENESEE COUNTY!!



TRAINING

In each issue of the HR News we provide you with upcoming low cost, relevant trainings that are offered in Oakland County. Below are instructor led classes offered from January—March, 2017

- ◆1/9/17—Exploring Diversity & Individual Differences *
- ◆1/10/17—Managing Time Effectively
- ◆1/18/17—Valuing Generational Differences in Your Team
- ◆1/26/17—Solving Problems and Making Effective Decisions *
- ◆2/13/17—Dealing w/Conflict
- ◆2/15/17—Mastering Change
- ◆2/23/17—Emotional Intelligence in the Workplace
- ◆2/27/17—Managing Conflict and Working Relationships
- ◆3/1/17—Personality Type and Leader Development
- ◆3/2/17—Customer Service Excellence for Diverse Populations
- ◆3/8/17—Redesigning Workflow: Business Process Redesign *
- ◆3/15/17—Leading Productive Meetings

1/2 day classes: \$40

Full day classes: \$75

Additional subjects are available via webinar. If you would like to register for a training listed above, or would like information on webinar training, please contact Amy Alexander at aalexander@co.genesee.mi.us

To be paid for by Genesee County, trainings must be approved by your supervisor.

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GETTING THROUGH THE WINTER MONTHS

HelpNet is Genesee County's Employee Assistant Program provider. They offer **free and confidential** personal counseling to Genesee County employees and their household members for:

- * Stress, Anxiety, Depression
- * Emotional Problems
- * Legal Problems
- * Relationships
- * Financial Concerns
- * Addictions
- * Aging Parents

Help is available by calling HelpNet at (800) 969-6162. HelpNet also offers webinars on demand 24/7. New webinars are added the 3rd Tuesday of each month.

Upcoming: **January**— Maintaining Personal and Fiscal Resiliency During Tough Economic Times
 February—Creativity 101—Expanding Your Life Through Creativity
 March—Disputing Negative Thoughts

1. To access webinars from your home computer simply follow these easy steps:
Log onto www.helpneteap.com
2. Click on Work Life Login
3. Insert your Username: **gencounty** and Password: **employee**
4. Scroll down to Online Seminars



You can contact Human Resources via email at:
hr@co.genesee.mi.us for any questions regarding

- Job Vacancies
- Employee Assistance Programs
- Benefits Information
- Change of Address
- Employee Training
- Employee ID / Park cards

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