

Adair County Employee Newsletter August 2013

Anniversaries:

John Axsom, Sheriff's Dept. 8 years
Kirby Bailey, Road and Bridge, 11 years
Celesta Boltz, Mapper, 15 years
Melvin Bradshaw, Assessor's Office, 5
years
Brad Broadwell, Sheriff's Office, 4 years
Linda Gentry, Circuit Court, 12 years
David Goring, Pros. Atty. Office, 2 years
Sonja Harden, County Clerk's Office, 4
years
Craig Hogg, Drug Court, 4 years
Matt Holt, Juvenile Justice Center, 11 years
Kelley Koenig, Sheriff's Office, 7 years
Betty Powell, County Clerk's Office, 2 years
Kristin Toney, Drug Court, 2 years
Jeremiah Treece, Sheriff's Office, 2 years
Scott VanWye, Road and Bridge, 11 years

Happy Birthday!

Martha Cole, Circuit Court, 8/31
Clifton Engle, Road and Bridge, 8/13
Kim Kriegel, Maintenance Staff, 8/3
Bobby McCarty, Road and Bridge, 8/19
Joe Nicol, Maintenance, 8/30
Jessie Schoonover, Circuit Court, 8/12
Dale Standfuss, Maintenance, 8/10
Mary Walitshek, Assessor's Office, 8/30
Matt Wilson, Pros. Atty., 8/7



Welcome New Employees!



Latara Lusher, Sheriff's Office
Cary Bushnell, Road and Bridge

***AS ALWAYS: IF I'VE NEGLECTED ANYONE
BY MISTAKE, PLEASE LET ME KNOW SO I
CAN FIX IT IMMEDIATELY.***

County Events

8/9- Chamber of Commerce Golf
Tournament
8/12- Kirksville Parks and Rec Fall
Auditions
8/15- Chamber Members Business After
Hours
8/16- 2013 Glenwood Reunion
8/17- Truman Week
8/22- TSU Fall classes begin
8/24- Movie in the Park, "The Muppets"
8/31- Run Thru the Jungle 5K

*every Saturday there is the Farmer's
Market, and every Friday there is Music on
the Square, courthouse lawn*

More information on any of these events can
be given by the Chamber of Commerce,
665-3766 or the City of Kirksville at 627-
1224.

County News

- Get started with your YMCA memberships now and save 20% on the monthly cost. Payments will be payroll deducted. If you're a current member that has your monthly fee deducted from your account from the YMCA every month, you'd need to switch to payroll deduction to receive the discount. With the discount, the prices per month will be as follows:

Family plan: \$28.40

Adult: \$22.00

Single Parent Family: \$22.80

Senior Adult: \$15.60

Senior Couple: \$19.60

Youth: \$10

If you are interested in joining, or switching to payroll deduction for monthly payment, please let Beth know. 234-7914, bplatz@adaircomo.com, or better yet, come see me!

Employee Motivational Fund



- We had a great start and participation level for our employee funded motivational funds last month. We were able to give away two \$25 gift certificates. One went to Karen Hammons and the other one went to Pam Ashford. If you'd like to participate in August's drawing, drop off your \$2 to Beth sometime before Monday August 12th. **I will be on vacation the week of August 5th-9th**, so if you bring your \$\$\$, put it in an envelope with your name on it

and leave it on my desk. It will be fine, as the commissioners are there Monday through Wednesday. We'll have our drawing during the week of August 12th. And thank you to everyone who participates. Those employees currently serving on the voting board are:

-Sandy Collop

-John Axsom

-Brenda Capps

-Pam Tarr

-Vera Willis

-Karen Hammons

-Beth Platz We'll switch out members every 90 days or so. The next meeting and vote will take place sometime in early August. I'll let everyone know when.

Workplace/Sexual Harassment Training, Take 2



There will be another workplace/sexual harassment training on August 29th and Cornell Dillard from the MO Dept. of Labor will be the speaker. Make plans to be there if you were not present in May's training. The training is August 29th, 10 a.m., in the Annex Building.

Let's Talk About the Different LAGERS Retirement Payment Options

IMPORTANT: The member will receive a payment per month for life no matter which of the below options is chosen. And, once a monthly benefit begins, the payment option cannot be changed by the member or beneficiary.

Option A & Option B

1. Beneficiary will receive a payment each month for his or her lifetime after the death of the member.
2. The beneficiary cannot be changed after retirement.
3. If the beneficiary passes away before the member, the member's benefit would be adjusted to the full 100% monthly amount upon written notification to LAGERS.
4. The maximum adjustment upward for the age difference between the member and spouse is 5%.
5. The beneficiary must be a person.

Option C

1. The member's benefit will continue for his or her lifetime.
2. The member's beneficiary will only receive a monthly benefit if the member passes away within 10 years of his or her retirement date.
3. The beneficiary's benefit will not continue for his or her lifetime, but will stop after LAGERS has paid 120 payments to the member and beneficiary combined.
4. The member may change beneficiaries after retirement and may designate multiple beneficiaries.

5. The beneficiary can be a legal entity such as a trust, church, or charity.

******A Partial Lump Sum (Option D) can be added to any one of LAGERS payout Options***

You will have the option to choose a Partial Lump Sum (PLUS) distribution of your monthly benefit. The monthly benefit would still be payable for your lifetime, but would be reduced for receiving a payment up front. Here's some information you need to know, should you choose the PLUS payout option:

- The earliest LAGERS is allowed to pay the PLUS to you is 90 days after your first payment date, but you may choose to delay payment up to 150 days after retirement.
- Partial Lump Sum reduces your Monthly Benefit
- The PLUS payout option is equal to 24 Monthly Payments
- PLUS payout option is subject to Taxes, Unless it's a Direct Rollover

Please see the attached table of the different payout options and how they work. If you have any questions, please let me know.



Missouri LAGERS: 1-800-447-4334 Fax:
573-636-9671

www.molagers.org info@molagers.org

701 W. Main Street, PO Box 1665, Jefferson
City, MO 65102

Ask to speak to Jeff Pabst, Adair County
Benefit Specialist

Take a look at the chart on the next page, to
see a layout of LAGERS payout options

Want to know how to figure your LAGERS benefit?

*****Benefit Program x Final Average Salary
x Service Credit = Monthly Benefit for
Life*******

So for example, if you earn an annual salary
of \$25,000 and you've worked for the
county for 20 years at time of retirement,
this is how you could figure your estimated
monthly benefit: Adair County Benefit
Program= **1.75%**; Final Average Salary is
\$25,000; Years of Service= **20**
years.....

$.0175 \times 25,000 \times 20 = 8750 / 12 = \729.15
approximate monthly benefit

SOME MISC. PROFESSIONAL DEVELOPMENT STUFF:

Sometime when you are having 'down time'
at work, I encourage you to take this free
personality test. It's fun and interesting. Find
out a little about yourself, and maybe even
the career path you're suited for. Here's the
website: [http://www.humanmetrics.com/cgi-
win/jtypes2.asp](http://www.humanmetrics.com/cgi-win/jtypes2.asp)

11 Unbreakable Laws of Professional Success:

- 1) Be a problem solver and Go-To
Person
*look for ways to demonstrate your
value
- 2) Know the difference between good,
good enough, and great!
*strive to be great at what you do,
taking pride in your work
- 3) Build strong relationships at work,
both up and down the chain.
*much of our success is dependent
on others. Develop a mutual
respect with co workers
- 4) Avoid the #1 Self Sabotaging habit
in the workplace: GOSSIP
- 5) Apply your IQ and EQ to
Organization politics!
*networking (more than 70%) of job
landings, promotions, and re-
structurings involve some level
of networking. *Show empathy and
be aware of other's feelings. *Be
aware of yourself and learn not to
take things personal. Stuff doesn't
happen to YOU, they just happen.

- 6) Be Predictable, meaning...people need to know what to expect from you and how to successfully interact with you. Have a good attitude, treat others with respect, and set boundaries.
- 7) Mentoring * look for mentors in the workplace. * Aim High!! * Share ideas
- 8) Self-Promotion- Master It! * make people feel important and good about themselves. *create success for others.

- 9) Career Path * take the personality test mentioned above. Find what you're meant to do
- 10) Attitude * come to work ready to go *set 1 goal for yourself daily
- 11) Generosity *be generous with your positive attitude, and always remember to show empathy.

Here's the LAGERS chart:

Payment Option	Benefit	Monthly Benefit	Eligible Beneficiary
Life	100%	None	Any person(s) or legal entity can be named as a beneficiary but would only receive a refund of remaining retiree contribution account balance, if any, upon the death of the retiree.
Option A	85%	75% of member's benefit	Spouse that was married to the member no less than two years immediately preceding retirement OR a person 40 years of age or older that has been receiving more than half support from the member for at least the two years immediately preceding retirement.
Option B	90%	50% of member's benefit	Spouse that was married to the member no less than two years immediately preceding retirement OR a person 40 years of age or older that has been receiving more than half support from the member for at least the two years immediately preceding retirement.
Option C	95%	100% of member's benefit	Any person(s) or legal entity can be named as a beneficiary for Option C.
Option D (Plus-Lump Sum)	Lump Sum	None	Option D is a lump sum distribution of the entire benefit to the member. This option is only available to members whose benefit reserve value is less than \$10,000.

Recipes:

Inspired this month by gardening season:

Zucchini Fritters

If you love fried zucchini, then you are really gonna love these!

- 1 large zucchini, finely chopped
- 1 small onion, chopped
- 3 eggs, beaten
- 1/2 cup freshly grated Romano cheese
- 1 cup 2% milk
- 2 cups all-purpose flour
- salt and pepper to taste
- garlic powder to taste
- onion powder to taste
- dried parsley (optional)
- 1/4 cup vegetable shortening

1. In a large bowl, mix together the zucchini, onion, eggs, Romano cheese, milk, and flour. Season with salt, pepper, garlic powder, onion powder, and parsley.

2. Heat about 1 tablespoon of shortening in a large skillet over medium heat. Drop 1/4 cupful's of the batter into the skillet, and flatten slightly with the back of a spatula. Turn fritters over when the center appears dry. Cook on the other side until golden brown. Set aside and keep warm. Add more shortening to skillet as needed, and continue with remaining batter.

Sweet Corn on the Cob (cooked in milk!)

By Lynn Sorenson

I hear you'll never boil corn in just water again....it's that good!

- 8 ears of sweet corn, husks and silk removed
- Water, to cover corn

- 1 1/2 cup(s) whole milk or half and half
- 2 Tbsp. sugar or honey
- 1 tsp. salt

1. Put 3 to 4 cups of water, milk, sugar and salt in large pot. Put pot over high heat and bring to a boil.
2. Add sweet corn to rolling boil and cook 3 to 4 minutes. Use tongs to remove corn from the pot and immediately brush with butter. Serve.

Bacon Fried Green Beans

- A drizzle of extra-virgin olive oil
- 6 slices bacon, chopped
- 1 teaspoon coarse black pepper
- 1 pound green beans, trimmed
- 1/4 cup cider vinegar
- 2 teaspoons sugar

In a skillet, heat a drizzle of oil over medium-high heat, when hot, add bacon and pepper and cook the bacon until crisp, 5 minutes. Add beans to bacon and cook about 3 to 5, tossing. Season with vinegar and sugar prior to serving.

Chicken Salad

- 2 cups cooked chicken
- 1/2 cup non-fat plain Greek Yogurt
- 1/2 teaspoon kosher salt
- 1/4 teaspoon ground black pepper
- 1 teaspoon garlic powder
- 1 teaspoon onion powder
- 1/4 cup red onion, minced
- 2 stalks celery, chopped small

(Want buffalo style chicken salad? Toss in a little hot sauce to taste and 1 teaspoon of Hidden Valley Ranch Dip mix)

1) Place the cooked chicken in a mixing bowl. In a separate mixing bowl, whisk together your yogurt, salt, pepper, garlic powder and onion powder until combined. Pour yogurt mixture over the chicken and stir until coated.

2) Gently fold in the red onion and chopped celery. Serve immediately or chill for up to 1 week.

Blueberry Lemon Bundt Cake



1/3 cup butter, softened
1 cup white sugar
1 lemon, juiced (about 3 TBL)
2 eggs
1 1/2 cups all-purpose flour
1 teaspoon baking powder
1/2 teaspoon salt
1/2 cup milk
2 tablespoons lemon zest
1 cup blueberries

Icing

2 tablespoons lemon juice
1 cup powdered sugar

Preheat oven to 350 degrees F (175 degrees C). Grease and flour a bundt pan. In a medium bowl, mix flour, baking powder and salt together and set aside.

In a large bowl, cream the butter and 1 cup sugar until light and fluffy. Add eggs, and beat well. Mix in the juice of 1 lemon. Add the flour mixture, alternating with the milk. Fold in the lemon zest and blueberries. Pour into prepared pan.

Bake for 35 to 40 minutes, or until a toothpick inserted into the cake comes out clean. For the glaze, combine powdered sugar with lemon juice. Drizzle over cake when cooled.

Trivia Challenge #1

The inventor of the chocolate chip cookie sold the recipe to Nestle Toll House in exchange for what?

- a) Lifetime supply of chocolate
- b) A college education
- c) A job at the factory until retirement
- d) \$500
- e) The company founder's pet chimpanzee

Trivia Challenge #2

Who was known to destroy mortgage loan papers during heists, freeing hundreds of people from property debt?

- a) Bonnie and Clyde
- b) "Pretty Boy" Floyd
- c) "Baby Face" Nelson
- d) Butch Cassidy
- e) "Slick" Willie Sutton

Trivia Challenge #3

_____ can burn up to 200 calories, same as a half hour walk.

- a) Riding a roller coaster
- b) Hanging clothes on the line
- c) Watching scary movies
- d) Having a bad dream

Trivia Challenge #4

What is the most visited tourist attraction in Missouri?

- a) The Gateway Arch
- b) Bass Pro Shops Outdoor World
- c) Harry Truman Presidential Library of Independence
- d) Mark Twain's Childhood Estate
- e) Worlds of Fun

Trivia Challenge #5

In the Western World, the average man owns _____ pairs of shoes, and the average woman owns _____ pairs of shoes.

- a) 5, 30
- b) 3, 15
- c) 4, 20
- d) 12, 27
- e) 8, 18

Trivia Challenge #6

According to a recent poll, the most memorable movie line of all time is _____.

- a) The Terminator's "I'll be back"
- b) Gone with the Wind's "Frankly my dear, I don't give a damn"
- c) Sudden Impact's "Go ahead, make my day"
- d) The Godfather's "I'm gonna make him an offer he can't refuse"
- e) The Wizard of Oz's "Toto, I've got a feeling we're not in Kansas anymore"

Trivia Challenge #7

Which United States President was the first to be born in a hospital?

- a) Gerald Ford
- b) JFK
- c) Lyndon Johnson
- d) Richard Nixon
- e) Jimmy Carter

Trivia Answer #1: a

Trivia Answer #2: b

Trivia Answer#3: c

Trivia Answer#4: b

Trivia Answer #5: d

Trivia Answer #6: a

Trivia Answer #7: e

Here are some very weird laws that are still on the books in the United States (but not being enforced, obviously).....

- 1) In Missouri, it's illegal to drive with an uncaged bear. (what!? how many times did this happen that they had to make this a law?)
- 2) In Maine, it's illegal to have Christmas decorations up after Jan. 14. (it's the 12 days of Christmas...not 20 days)
- 3) In New Jersey, it's illegal to wear a bulletproof vest while committing a murder. (somehow I don't think the murderer is going to care about breaking THIS law.)
- 4) In Alaska, waking a sleeping bear for a photo opportunity is forbidden (psst, psst! Hey big black scary bear...wake up! NOT!!!!!!!!!!)
- 5) In North Carolina, bingo games cannot last more than 5 hours (why? What's going to happen, death by bingo dauber or what?)
- 6) In Ohio, it's illegal to get a fish drunk (why? The most it could do is swim with a stagger)