

Employee Newsletter

August 2017



Happy Birthday!

Martha Cole, Circuit Court, 8/31
Angela Farmer, Recorder's Office 8/19
Kim Kriegel, Building and Grounds, 8/3
Bobby McCarty, Road and Bridge, 8/19
Joe Nicol, Building and Grounds, 8/30
Wanda Sizemore, Clerk's Office, 8/13
Jessie Schoonover, Circuit Court, 8/12
Dale Standfuss, Building and Grounds, 8/10
Mary Walitshek, Assessor's Office, 8/30
Matt Wilson, Pros. Attorney, 8/7



Anniversaries

John Axsom, Sheriff's Office, 12 years
Roddy Bane, Road and Bridge, 1 year
Diana Beets, Collector's Office, 1 year
Celesta Boltz, Assessor's Office, 19 years
Melvin Bradshaw, Assessor's Office, 9 years
David Goring, Pros. Attorney's Office, 6 years
Sonja Harden, Collector, 8 years
Mary Mcgoldrick, Sheriff's Office, 4 years
Terry Pearson, Sheriff's Office, 2 years
Betty Shahan, Clerk's Office, 6 years
Diana Thomas, Road and Bridge, 3 years
Garrett Wilson, Sheriff's Office, 2 years

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

Welcome New Employees!

No new employees

County News

The Courthouse grounds will be receiving 2 eight foot long- wheelchair accessible picnic tables this month, thanks to receiving a grant from the Department of Natural Resources. Now we will be able to offer our residents with disabilities more options to accommodate their needs during courthouse lawn events, Farmer's Market, Music on the Square, etc.

County Events

8/5- Farmer's Market and Movies in the Park
8/7 to 8/11- First Impression Professional Headshot Sessions
8/12- Farmer's Market and Movies in the Park
8/13- Coal Miner's Tour
8/19- Farmer's Market
8/26- Farmer's Market, Adair County Mobile Food Pantry, and Trinity Episcopal House and Auction
8/27- Coal Miners Museum Tour

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.

Missouri Association of Counties Online Classes

Trainings/POST trainings still available on LocalGovU.com. If you're not registered and you would like to be, let me know

**Got a training you'd like to see added?
Let me know, I'll see what I can do.**

Recipes:

Zucchini Fritters



INGREDIENTS:

1 1/2 pounds zucchini, grated
1 teaspoon salt
1/4 cup all-purpose flour
1/4 cup grated Parmesan
2 cloves garlic, minced
1 large egg, beaten
Kosher salt and freshly ground black pepper, to taste
2 tablespoons olive oil

DIRECTIONS:

Place grated zucchini in a colander over the sink. Add salt and gently toss to combine; let sit for 10 minutes. Using a clean dish towel or cheese cloth, drain zucchini completely.

In a large bowl, combine zucchini, flour, Parmesan, garlic and egg; season with salt and pepper, to taste.

Heat olive oil in a large skillet over medium high heat. Scoop tablespoons of batter for each fritter, flattening with a spatula, and cook until the underside is nicely golden brown, about 2 minutes. Flip and cook on the other side, about 1-2 minutes longer. Serve immediately.

Pickled Okra



INGREDIENTS

1 pound okra (3 1/2 to 4 inches long)

6 garlic cloves, peeled
3 cups cider vinegar (24 fluid ounces)
1 cup water
1/2 teaspoon dried hot red pepper flakes
1 1/2 tablespoons dill seeds
1 tablespoon mustard seeds
1 1/2 tablespoons kosher salt
1 tablespoon sugar
Special equipment: 6 (1/2-pt) canning jars with screw bands and lids; an instant-read or candy thermometer

PREPARATION

Sterilize jars and lids:

Wash jars, screw bands, and lids in hot, soapy water, then rinse well. Dry screw bands.

Put jars on a rack in a boiling-water canner or a deep 8- to 10-quart pot and add enough hot water to cover by 2 inches.

Bring to a boil, covered with lid, and boil 10 minutes. Heat lids in water to cover in a small saucepan until thermometer registers 180°F (do not let boil). Keep jars and lids submerged in hot water, covered, until ready to use.

Make pickled okra:

Drain jars upside down on a clean kitchen towel 1 minute. Tightly pack jars with okra, stem ends up, then put 1 garlic clove in each jar.

Bring remaining ingredients to a boil in a 2-quart nonreactive saucepan, stirring until sugar and salt are dissolved. Divide pickling liquid evenly among jars, leaving 1/4-inch space at top, then run a thin knife between okra and jar.

Seal and process jars:

Wipe off rims of filled jars with a clean damp kitchen towel, then firmly screw on lids with screw bands.

Put sealed jars on rack in canner or pot and add enough hot water to cover by 2 inches. Bring to a boil, covered. Boil pickles, covered, 10 minutes, then transfer jars with tongs to a towel-lined surface to cool. Jars will seal (if you hear a ping, that signals that the vacuum formed at the top has made the lid concave).

After jars have cooled 12 to 24 hours, press center of each lid to check that it's concave, then remove screw band and try to lift lid with your fingertips. If you can't, the lid has a good seal.

Let pickled okra stand in jars at least 1 day for flavors to develop.

Your **\$500** Reimbursable Deductible

Bring me receipts of payments with dates of service for 2017 medical appointments thus far. We'll fill out an RDA form and hopefully get you some money back. Remember, you get up to \$500 back every year (and sometimes more), so be sure and take advantage of it.

AFLAC Claims



If you have any claims you want to submit for Aflac, come see me and I can do it for you. You pay for it monthly, so you might as well claim your \$\$\$ when you can.

Human Resources, 101

I've had a couple of questions regarding Vision Insurance recently, so I wanted to summarize the **Vision Insurance Benefit**.

\$50 deductible

Maximum Annual Benefit per participant:
\$600

PLEASE NOTE: You do NOT get reimbursed up to \$100 if you have vision insurance because GBS vision pays up to \$80 toward your eye examination. You only get reimbursed on eye examinations up to \$100 if you do not have vision insurance, but have the base or buy-up plan. Maxi-Care plan excluded.

How does your vision insurance work?

For glasses or contacts, the covered member has a \$50 calendar year deductible. After that is met then you are responsible for a 10% coinsurance. GBS pays up to the max benefit depending on what they are getting. If charges are greater than the max benefit then you are responsible for anything over that max benefit.

Example:

You go get an eye exam and you buy glasses.
Best Estimate Cost breakdown:

Frames: \$200 charge -\$50 calendar year deductible leaves \$150 then 10% coinsurance -\$15. Leaves balance of \$135.

GBS pays \$130 leaving \$5 balance that is member responsibility. (Frames are covered every 2 years, not every year)

+

Lenses: \$150 charge, then 10% coinsurance--\$15. Leaves a balance of \$135. GBS pays up to \$120 leaving a \$15 balance that is member's responsibility. Total out of pocket costs for your glasses: \$70 plus your part of eye exam (counting deductible). GBS will pay up to \$80 on eye exams. (Lenses are covered every year.)

- Pays up to \$80 on eye exams
- Single Vision Lenses \$120
- Bifocal Lenses \$130
- Trifocal Lenses \$140
- Lenticular Lenses \$150
- \$130 on frames

Contact Lenses:
Single vision- \$80
Bifocal Vision- \$90

FMLA (FAMILY MEDICAL LEAVE) FAQ'S:

Qualifying Reasons for FMLA Leave

Q. Can I still use FMLA leave during pregnancy or after the birth of a child?

A. Yes. An employee's ability to use FMLA leave during pregnancy or after the birth of a child has not changed. Under the regulations, a mother can use 12 weeks of FMLA leave for the birth of a child, for prenatal care and incapacity related to pregnancy, and for her own serious health condition following the birth of a child. A father can use FMLA leave for the birth of a child and to care for his spouse who is incapacitated (due to pregnancy or child birth).

Q. Can I continue to use FMLA for leave due to my chronic serious health condition?

A. Under the regulations, employees continue to be able to use FMLA leave for any period of incapacity or treatment due to a chronic serious health condition. The regulations continue to define a chronic serious health condition as one that (1) requires "periodic visits" for treatment by a health care provider or nurse under the supervision of the health care provider, (2) continues over an extended period of time, and (3) may cause episodic rather than continuing periods of incapacity. The regulations clarify this definition by defining "periodic visits" as at least twice a year.

Q. Are there any changes to the definition of a serious health condition under the regulations?

A. A "serious health condition" is defined as an illness, injury, impairment, or physical or mental condition that involves inpatient care or continuing treatment by a health care provider. The "continuing treatment" test for a serious health condition under the regulations may be met through (1) a period of incapacity of more than three consecutive, full calendar days plus treatment by a health care provider twice, or once with a continuing regimen of treatment, (2) any period of incapacity related to pregnancy or for prenatal care, (3) any period of incapacity or treatment for a chronic serious health

condition, (4) a period of incapacity for permanent or long-term conditions for which treatment may not be effective, or (5) any period of incapacity to receive multiple treatments (including recovery from those treatments) for restorative surgery, or for a 1 condition which would likely result in an incapacity of more than three consecutive, full calendar days absent medical treatment. The regulations specify that if an employee asserts a serious health condition under the requirement of a "period of incapacity of more than three consecutive, full calendar days and any subsequent treatment or period of incapacity relating to the same condition," the employee's first treatment visit (or only visit, if coupled with a regimen of continuing treatment) must take place within seven days of the first day of incapacity. Additionally, if an employee asserts that the condition involves "treatment two or more times," the two visits to a health care provider must occur within 30 days of the first day of incapacity. Finally, the regulations define "periodic visits" for treatment of a chronic serious health condition as at least twice a year.

Eligibility for FMLA Leave

Q. I have 12 months of service with my employer, but they are not consecutive. Do I still qualify for FMLA?

A. You may. In order to be eligible to take leave under the FMLA, an employee must (1) work for a covered employer, (2) work 1,250 hours during the 12 months prior to the start of leave, (3) work at a location where 50 or more employees work at that location or within 75 miles of it, and (4) have worked for the employer for 12 months. The 12 months of employment are not required to be consecutive in order for the employee to qualify for FMLA leave. The regulations clarify, however, that employment prior to a continuous break in service of seven years or more need not be counted unless the break

in service is (1) due to an employee's fulfillment of military obligations, or (2) governed by a collective bargaining agreement or other written agreement.

Q. If I have to miss work due to National Guard or Reserve duty, will this affect my eligibility for FMLA leave?

A. No. The regulations make clear the protections for our men and women serving in the military by stating that a break in service due to an employee's fulfillment of military obligations must be taken into consideration when determining whether an employee has been employed for 12 months or has the required 1,250 hours of service.

Under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), hours that an employee would have worked but for his or her military service are credited toward the employee's required 1,250 hours worked for FMLA eligibility. Similarly, the time in military service also must be counted in determining whether the employee has been employed at least 12 months by the employer.

Trivia Challenge #1

What will you get if you shake whipping cream in a glass can for 10 minutes?

- a) Cottage cheese
- b) butter
- c) whipped cream
- d) meringue

Trivia Challenge #2

What is the largest planet of our Solar System called?

- a) Earth
- b) Saturn
- c) Jupiter
- d) Uranus

Trivia Challenge #3

Who was the first baseball player to have his number retired?

- a) Babe Ruth
- b) Lou Gehrig
- c) Jackie Robinson
- d) Hank Aaron

Trivia Challenge #4

How many legs does a lobster have?

- a) 10
- b) 8
- c) 6
- d) 4

Trivia Challenge #5

On the 2011 Czech Republic census, 15,070 people listed their religion as _____

- a) Harry Potter
- b) Holy Roman Empire
- c) Lady Gaga
- d) Jedi

Trivia Challenge #6

Hawaiian Punch was originally developed in 1934 as a tropical-flavored _____

- a) ice cream topping
- b) sugar substitute
- c) water flavoring
- d) cereal

Trivia Challenge #7

The _____ originated in Croatia

- a) necktie
- b) chainsaw
- c) box office
- d) ball point pen

a)

Trivia Challenge #8

In colonial America, _____ was not a delicacy. It was actually so cheap and plentiful that it was often served to prisoners.

- a) Lobsters
- b) Truffles
- c) Foie Gras
- d) Caviar

Trivia Challenge #9

Between 1900 and 1920, _____ was an Olympic event.

- a) egg on spoon
- b) sack of spoon
- c) tug of war
- d) three legged race

Trivia Challenge #10

An early ATM was deemed a failure because its only users were, quote, '_____ who didn't want to deal with tellers face to face.'

- a) housewives not wearing makeup
- b) prostitutes and gamblers
- c) fired former bank employees
- d) underage drunk teenagers

Answers:

1) c, 2) c, 3) b, 4) a, 5) d, 6) a 7) a, 8) a, 9) c, 10) b
