

Employee Newsletter June 2017



Happy Birthday!

Kirby Bailey, Road and Bridge, 6/16
Brian Blaise, Sheriff's Dept, 6/25
Celesta Boltz, Mapper, 6/10
Charity Carter, Pros. Atty Office 6/1
Dave Hurt, Sheriff's Dept, 6/2
Mary McGoldrick, Sheriff's Dept, 6/14
Riley Merdianian, Sheriff's Office 6/9
Mike Smith, Sheriff's Dept, 6/16
Chris Stivers, Sheriff's Dept, 6/21
Jeff Waddle, Road and Bridge, 6/29
Kalaeb Wilson, Sheriff's Dept, 6/6
Linda Decker, Circuit Clerk, 6/16



Anniversaries

Juan Chairez, Sheriff's Dept, 1 year
Beth Platz, Human Resources, 6 years
Vicki Robinson, Public Admin's Office, 1 year

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

Welcome New Employees!

Marty Halley, Road and Bridge
Luke Hemmerla, Sheriff's Dept

County News

County Events

6/2- Kirksville Art Walk
6/3- KV Baseball Bash Tournament
6/3- Farmer's Market
6/3- Lifeline Pregnancy Help Clinic Walk for Life
6/3- Tuff n Nuff Miniature Rodeo
6/3- Movie in the Park
6/8- Curtain Call Theatre presents: 100 Lunches, A gourmet Comedy
6/9- KV City wide yard sales start
6/10- City wide yard sales
6/10- Farmers Market
6/10- Conservation Keepers, Free Fishing Day
6/10- Movies in the park
6/11- Coal Miner's Museum Tour
6/17- Farmers Market, Movies in the park
6/24- Mobile Food Pantry
6/24- Farmers Market
6/24- Movies in the park
6/28- Sally Mountain Park Bluegrass Festival starts
6/30- Red, White, and Blue Festival

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:

Taco Pasta Salad



1 pound beef, cooked and drained
1 pound rotini, cooked and drained and rinsed with cold water
1 oz or 4 TBSPs taco seasoning
1 green pepper, diced small
1 small yellow onion, diced small
1 pint grape tomatoes, sliced in half
2 cups shredded cheddar jack cheese
3 cups shredded iceberg lettuce
1 1/2 cups French dressing
9 3/4 oz bag Nacho Doritos, crushed

Instructions

Stir together the beef and the taco seasoning.

In a very large bowl, mix together the beef, noodles, green pepper, onion, tomatoes, lettuce, and cheese.

Mix in the French dressing until everything is well coated. Then stir in the chips. Enjoy right away.

Butterfinger Lush



32 Oreo cookies
1 (5.4-ounce) box instant chocolate pudding mix
5 tablespoons butter, melted
1 (8-ounce) package cream cheese, softened
1 cup confectioners' sugar
1 bag mini Butterfingers
3/4 cup creamy peanut butter
1 (16-ounce) container Cool Whip, divided

Instructions

In a medium bowl, stir together crushed oreo cookies and melted butter. Transfer to a 9X13-inch baking dish and press firmly all along the bottom. Refrigerate.

Using an electric mixer, beat cream cheese. Gradually add confectioners' sugar. Beat in peanut butter. Fold in 1 cup of Cool Whip. Crush 6 mini Butterfingers and fold them into peanut butter mixture.

Spread peanut butter mixture evenly over oreo crust.

In a medium bowl, whisk the pudding mix and milk together. Let sit to thicken for a minute or two and then pour over peanut butter layer.

Spread remaining Cool Whip on top. Crush remaining Butterfingers and sprinkle on top. Refrigerate until ready to serve.

Hot Italian Sandwiches



6 Hoagie Rolls
1 package Oscar Mayer Classic Salami 4oz
1 package Oscar Mayer Classic Pepperoni 4oz
1 package Oscar Mayer Deli Fresh Smoked Ham 9oz
Thin Sliced Mozzarella 24 slices
Gardiniera Mix optional
1/2 stick Butter - softened
1 teaspoon Dry Italian Seasoning
Instructions
Preheat oven to 350°
Mix butter and Italian season. Evenly spread butter on inside of hoagie rolls.
Layer 2 slices of mozzarella, 2 slices salami, 2 slices pepperoni and 2 slices

ham. Top with giardiniera mix and 2 more slices of mozzarella. Once sandwiches are assembled, place into a large baking dish. Make sure they are tightly pressed together sideways with the open side facing up. Bake for 10 minutes for a hot melty sandwich. (bake longer if you prefer a toasted sandwich)

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

Think About It.....

I thought it might be interesting to break down how much our benefits are REALLY worth with the county. They are worth more than you might think. For instance: the county pays the following (estimated) expenses on each employee on average:

- 14 paid holidays annually
- Paid sick leave
- Paid vacation days
- Social Security (at 7.65%)
- Medicare (at 1.45%)
- Unemployment insurance (at 1.17%)
- Worker's Compensation Insurance (at 3.74% average for county)

- 100% LAGERS retirement (at 12.80%) it's actually more now since the County increased our LAGERS this year
- 50% CERF retirement (at 2%)
- Health insurance (\$614.59 per employee a month)
- Life insurance (\$6.76 per employee a month)
- Compensatory time (if any)

Using these numbers, an employee who makes \$12.30 an hour (or annual salary of \$25,584) at 40 hours a week, can calculate what their hourly wage really is if we include benefits. Here's how:

- Annual salary of \$25,584 * Social Security tax at 7.65% = \$1957.18
- Annual salary of \$25,584 * Medicare tax at 1.45% = \$370.97
- Annual salary of \$25,584 * Unemployment insurance tax at 1.17% = \$299.33
- Annual salary of \$25,584 * Worker's Comp. Insurance at 3.74% = \$956.84
- LAGERS retirement at 12.8% (*annual salary of \$25,584) = \$3274.75
- CERF retirement * annual salary example * 2% = \$511.68
- Health insurance for 12 months on employee at \$614.59 a month = \$7375.08
- Life insurance for employee at \$6.75 a month = \$81

All of these figures are county paid per employee. To finish the calculation you would need to take:

Annual salary plus all of these figures together:
 $\$25,584 + \$1957.18 + \$370.97 + \$299.33 + \$956.84 + \$3274.75 + \$511.68 + \$7375.08 + \$81 = \$40,410.83$

As an example, we will figure the ACTUAL wage of an employee who makes \$12.30 an hour, and has accrued vacation hours of 70 hours.

We would take hourly wage of \$12.30 * accrued vacation of 70 hours, which = \$861 (we want to figure in the accrued vacation because that is something we would pay out to employee upon separation from the county, as is comp. time. However, in this example, employee has no accrued comp. time). Now we'll add the \$861 (accrued vacation time) + \$40,410.83 (from

above figures), = annual salary with benefits at \$41,271.83 annually or hourly wage of \$19.84.

**This figure will vary of course, depending on your own annual salary, hours worked in a week, accrued vacation time, accrued comp. time, and if you're using county health insurance. **

At any rate, the benefit information is important to realize. Adair County has 3 retirements to offer a full time employee. LAGERS, CERF PENSION, and CERF SAVINGS.....and LAGERS is completely county paid. There is no cost to the employee. And, if you're not participating in the CERF Savings Plan, you are really missing out on a great benefit. I encourage you to come talk to me about what this retirement plan can do for you!

Trivia Challenge #1

Hitachi once produced an ATM that would:

- a) heat bills to kill any bacteria, and then iron them before dispensing
- b) randomly dispense \$20 bills
- c) copy ATM card information
- d) profile customers and send info back to government

Trivia Challenge #2

_____ remember individual faces, hold grudges against us, and teach their brothers/sisters in their flock to dislike us too.

- a) Geese
- b) Hawks
- c) Crows
- d) Herons

Trivia Challenge #3

What color are aircraft black boxes?

- a) black, duh!!
- b) bright orange

- c) bright red
- d) white

Trivia Challenge #4

Which actor starred in the 1961 movie The Hustler?

- a) Robert Redford
- b) James Stewart
- c) Paul Newman
- d) Clark Gable

Trivia Challenge #5

Which nation tested the most powerful nuclear weapon ever detonated?

- a) Russia
- b) United States
- c) China
- d) Israel

Trivia Challenge #6

After the ending of the Civil War in the USA in 1865, slavery was abolished in the south and many of the freed slaves were given voting rights; what is another result?

- a) Flying the Confederate flag was made an offence
- b) Amendment XIII to the Constitution abolishing slavery and involuntary servitude
- c) Confederate veterans were temporarily deprived of voting rights
- d) A member of the newly formed Ku Klux Klan assassinated President Abraham Lincoln

Trivia Challenge #7

In what ocean did the Titanic sink?

- a) Pacific
- b) Atlantic

- c) Mediterranean
- d) Indian

Trivia Challenge #8

What is the name of Washington Irving's 1819 short story about a man that fell asleep in the woods for 20 years?

Trivia Challenge #9

Who is next in line to succeed the President, after the Vice President?

Trivia Challenge #10

Which famous American musician was fatally shot by his father on April 1, 1984?

Answers:

- 1) a, 2) c, 3) b, 4) c, 5) a, 6) c, 7) b, 8) Rip Van Winkle, 9) Speaker of the House, 10) Marvin Gaye