

Employee Newsletter

November 2016



Anniversaries:

Joe Nicol, Supervisor, Building and Grounds, 11 years

Happy Birthday!

Pam Ashford, Assessor's Office, 11/6
Roddy Bane, Road and Bridge, 11/9
Ron Collinge, Sheriff's Office, 11/10
Tyler Kuehn, Sheriff's Office, 11/18
Stan Pickens, Presiding Commissioner, 11/20
Shelley Story, Public Admin's Office, 11/12



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

Welcome New Employees!

Rachel Marentes Roberts, Sheriff's Office

*******Open Enrollment for insurance changes begin on November 1, and ends on November 30th. Come**

see me if you need to make any changes, or if you need to sign up for FSA ***FSA ACCOUNTS DO NOT ROLL OVER, IF YOU WANT A NEW FSA FOR 2017, YOU HAVE TO ENROLL *******

County Events

11/1- Twin Pines Soup Supper
11/3- KVYP Fall Banquet
11/5- YMCA Turkey Trot; Blood Drive in Memory of Bridget Kurz; El Kadir Shrine Club Parade
11/6- Mary Immaculate School's Annual Autumn Auction
11/9- Kohlenberg Lyceum Series "Seussical" begins
11/10- Lifeline Pregnancy Help Clinic Annual Fundraising Banquet
11/11- Lifeline Pregnancy Help Clinic Annual Fundraising Banquet
11/12- Parents Night Out
11/17- A Toast to Art: An evening of Art's Libation @ Maxwell's
11/18- Show Me Select Bred Heifer-MU Extension Livestock
11/19- Lion's Club Shopper's Delight; Novinger Country Christmas Craft Festival; 31st Annual Country Christmas Craft Festival
11/26- Adair County Food Pantry

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.

AFLAC

If you have any claims you want to submit for Aflac, come see me. I have all claim forms in the Commissioners office and I can submit it for you. You can also contact Desaray Wilhite at 660-651-3109. She is our regional representative.

Recipes: Thanksgiving Edition

Perfect Turkey Gravy



- 1/2 cup butter, cut into about 8 pieces
- 1 teaspoon coarse black pepper
- 1/2 cup all-purpose flour
- 4 cups pan drippings OR 4 cups chicken stock

*If using drippings from a chicken or turkey: Pour drippings into a fine mesh strainer then allow the drippings to cool a bit so that the fat rises to the top and starts to solidify. Use a spoon to remove the fat. If you don't have enough drippings to equal 4 cups, add enough chicken or turkey stock until you have 4 cups of drippings.

*If you're not using turkey or chicken drippings, use 4 cups chicken or turkey stock.

In a large saucepan, melt 1/2 cup butter over medium-low heat.

Sprinkle in 1 teaspoon coarse black pepper

Slowly add in 1/2 cup all-purpose flour, constantly whisking to combine.

After a few minutes, the flour will be well incorporated into the butter. Slowly begin to pour in drippings and/or chicken broth into the pan, constantly whisking.

Allow the gravy to cook for several minutes, so that it can thicken up. Serve immediately, or keep on very low heat until you're ready to serve.

Thanksgiving Dressing/Stuffing (Pioneer Woman Recipe)



- 1 loaf Cornbread (see My Skillet Cornbread Recipe)
- 1 loaf Italian Bread, Such As Ciabatta
- 1 loaf French Bread
- 1 whole Large Onion Or 2 Medium Onions, Diced
- 5 stalks Celery, Diced
- 1/2 bunch Parsley, Chopped
- 1/2 cup (1 Stick) Butter
- 6 cups Low-sodium Chicken Broth, More If Needed For Moisture
- 1/2 teaspoon Dried Basil
- 1/2 teaspoon Ground Thyme
- 1 Tablespoon Fresh Rosemary, Finely Minced
- Salt And Pepper

A day or two before Thanksgiving, make the cornbread!

Ree's Recipe for Cornbread:

1 cup Yellow Cornmeal
1/2 cup All-purpose Flour
1 teaspoon Salt
1 Tablespoon Baking Powder
1 cup Buttermilk
1/2 cup Milk
1 whole Egg
1/2 teaspoon Baking Soda
1/4 cup Shortening
2 Tablespoons Shortening

Preheat oven to 450 degrees.

Combine cornmeal, flour, salt, and baking powder in a bowl. Stir together.

Measure the buttermilk and milk in a measuring cup and add the egg. Stir together with a fork. Add the baking soda and stir.

Pour the milk mixture into the dry ingredients. Stir with a fork until combined.

In a small bowl, melt 1/4 shortening. Slowly add melted shortening to the batter, stirring until just combined. In an iron skillet, melt the remaining 2 tablespoons shortening over medium heat. Pour the batter into the hot skillet. Spread to even out the surface. (Batter should sizzle.)

Cook on stovetop for 1 minute, then bake for 20 to 25 minutes or until golden brown.

Edges should be crispy!

Cut all the bread into 1-inch cubes and lay them out on sheet pans. Cover with a dish towel and let them dry out for 24-48 hours until they're dry and crisp.

Melt the butter in a large skillet. Add the onions and celery and cook for 3-4 minutes. Add the broth, parsley, rosemary, basil, thyme, salt, and pepper and stir.

Put all the bread cubes in a large bowl and slowly ladle in the broth mixture, tossing as you go until the dressing has the moisture level you want. Taste and add more seasonings as needed.

Pour the dressing into a large casserole pan and/or the turkey cavity. Bake the casserole for 20 to 30 minutes at 375 degrees until golden and crisp on top. Serve piping hot with a turkey and gravy!

Thanksgiving Asparagus Casserole



- 3 tablespoons butter 3 tablespoons all-purpose flour
- All-Purpose Flour - 5 lbs
- 1 cup milk 1 cup shredded sharp Cheddar cheese
- 1/2 teaspoon salt pinch ground black pepper
- 2 (14.5 ounce) cans asparagus spears, drained
- 1 (2.25 ounce) package blanched slivered almonds

Preheat an oven to 350 degrees F (175 degrees C). Grease a 8x8 inch baking dish.

Melt the butter in a saucepan over medium-low heat. Whisk in the flour, and stir until the mixture becomes paste-like and light golden brown, about 5 minutes. Gradually whisk the milk into the flour mixture, and bring to a simmer over medium heat. Cook and stir until the mixture is thick and smooth, 10 to 15 minutes. Remove from the heat, and whisk in the Cheddar cheese until melted. Season with salt and pepper.

Line the prepared baking dish with half of the asparagus spears. Pour in half of the cheese sauce, top with the remaining asparagus spears, then pour on the remaining sauce. Sprinkle with the slivered almonds.

Bake in the preheated oven until the asparagus is hot and the sauce is golden brown on top, about 20 minutes.

Pumpkin Pecan Streusel Pie



- 3 tablespoons powdered sugar
- 1/2 (14.1-oz.) package refrigerated piecrusts
- 3 tablespoons finely chopped toasted pecans
- Wax paper
- Vegetable cooking spray
- 1 (15-oz.) can pumpkin
- 1 1/4 cups half-and-half
- 1/2 cup firmly packed light brown sugar
- 3 large eggs, lightly beaten
- 1 tablespoon all-purpose flour
- 1 teaspoon pumpkin pie spice
- 1/4 teaspoon table salt

Streusel Topping:

1 1/2 cups pecan halves and pieces
1 cup firmly packed light brown sugar
1/4 cup all-purpose flour
1/4 cup butter, melted
1/2 teaspoon pumpkin pie spice
Preparation

Stir together pecan halves and pieces, brown sugar, flour, melted butter, and pumpkin pie spice in a medium bowl until well combined.

Preparation

1. Preheat oven to 350°. Sprinkle work surface with powdered sugar. Unroll piecrust, and place on prepared surface. Sprinkle piecrust with chopped pecans. Place wax paper over piecrust and pecans, and lightly roll pecans into crust. Fit

piecrust, pecan side up, in a lightly greased (with cooking spray) 9-inch pie plate; fold edges under, and crimp.

2. Whisk together pumpkin and next 6 ingredients in a large bowl until smooth and well incorporated; pour into prepared piecrust.

3. Bake at 350° for 45 minutes, shielding edges with aluminum foil after 20 minutes, if needed, to prevent excessive browning. Carefully top pie with Pecan Streusel Topping. Reduce oven temperature to 325°, and bake 25 minutes, covering pie with aluminum foil after 5 to 10 minutes to prevent excessive browning. Cool completely on a wire rack (about 2 hours).

Pecan Piecrust How-to

1. Unroll piecrust onto a surface dusted with powdered sugar; sprinkle with chopped pecans.

2. Place a sheet of wax paper over piecrust and pecans, and gently roll, pressing pecans into crust.

3. Fit piecrust, pecan side up, in a lightly greased pie plate. Fold the edges under, and crimp.

Missouri Association of Counties Online Classes

If you're not registered for LocalGovU online classes, sponsored by MAC, then let me know if you want to be. Workplace and Sexual Harassment training is available and everyone should be taking it at some point when it's convenient. It's free, it's training you should have, and it's easy to get started. You can also print off certificates at the end of each training for you to keep. I'd be glad to help you get started. Please let me know! Classes are going on now from now until December 31.

<http://www.localgovu.com/>
Supervisors/Elected Officials, it
=would be great if you'd encourage
participation from your employees
for these training classes

Trivia Challenge #1

_____ don't urinate.

- a) Birds
- b) Grasshoppers
- c) Flies
- d) Opossums

Trivia Challenge #2

_____ has antiseptic properties due to its
ability to produce hydrogen peroxide within.

- a) whiskey
- b) honey
- c) real maple syrup
- d) coconut milk

Trivia Challenge #3

Over 10% of pin numbers are _____?

- a) 1234
- b) 0000
- c) 0101
- d) 7777

Trivia Challenge #4

According to a research study, 1 in 5 _____
are psychopaths.

- a) politicians
- b) celebrities
- c) CEO's
- d) lawyers

Trivia Challenge #5

The world's tallest tree "Hyperion" is located
in _____.

- a) California's Redwood Nat'l Forest
- b) Amazonas Nat'l Forest in Brazil
- c) A secret location that's never been revealed
- d) England's Nat'l Forest

Trivia Challenge #6

The average family of 4 loses up to _____ a
year.

- a) 3 cell phones
- b) 60 pairs of socks
- c) 4 keys
- d) 2 pairs of glasses

Trivia Answer #1: a

Trivia Answer #2: b

Trivia Answer#3: a

Trivia Answer#4: c

Trivia Answer #5: c

Trivia Answer #6: b

***Open Enrollment for Benefit Year 2017
November 1-November 30
During this time frame, you can elect to:***

- 1) Change your health plan
- 2) Add dependents/take off dependents on your plan
- 3) Add or remove dental/vision/life for dependents
- 4) Decline coverage, period
- 5) Sign up for flexible spending account

Addressing Open Enrollment, I want to call
your attention to a great benefit available to
you....the Flexible Spending Account.

***What is a Flexible Spending Account
anyway?***

A Flexible Spending Account (FSA) is a tax-
favored program offered by employers that
allows their employees to pay for eligible out-

of-pocket health care and dependent care expenses with pre-tax dollars.

What are the benefits of using an FSA?

Using an FSA is like giving yourself a pay raise. A flexible spending account (FSA) allows you to set aside a portion of your salary, before taxes, to pay for qualified medical or dependent care expenses.

Because that portion of your income is not taxed, you end up with more money in your pocket.

□ The money you deduct from your paycheck and deposit into your FSA is never reported to the IRS, thus decreasing your taxable income liability and increasing what you can spend. A few benefits of flexible savings accounts are the following:

□ A dependent care FSA can allow you to keep working as much as you want, because you can afford to pay for child or elderly care.

□ If you use up all of your allotted expenses for the year in one day, you will be reimbursed right away but continue to pay your allocations throughout the year. A big expense at the beginning for the year means you can pay it off for throughout the year.

□ There is a two-and-a-half-month grace period at the end of the year for you to request reimbursement for expenses that occurred during the previous year.

What are the disadvantages of using an FSA?

□ One of the most prevalent characteristics of FSAs is that they do not roll over from year to year. In other words, if you do not spend everything in flexible spending accounts, the funds will be lost for good.

Furthermore, flexible savings account rules state that dependent care FSAs must be limited to \$5,000 for a household per year.

□ You must keep track of all of your FSA eligible expenses and submit receipts in order to be reimbursed.

□ Also, since this account is sponsored by your employer, you'll need to spend the entire balance on the flexible savings account by your last day of employment to be able to reap the full benefits of the program.

□ Flexible spending accounts are advantageous as a tax-free alternative, which can save you hundreds and possibly even thousands each year depending on your individual situation. However, in order to be successful with FSAs, you'll need to always keep a pulse on the status of the savings account throughout the entire year to avoid losing money unnecessarily.

Regarding FSA, if you don't use it all by the end of the year, you lose it.

If you'd like more information on the FSA program, please let me know.

And again, in case you missed it before.....here is a summary of your insurance information

Individual Deductible (Base Plan): \$2500

(Buy up Plan- \$1500 deductible)

Reimbursable Deductible Allowance: \$500

Maximum Annual out of Pocket (Excluding deductibles): \$1500 (With deductible- Base Plan) \$4000. (With deductible buy-up plan) \$3000

Co-Pays:

- Dr. visit- \$25
- Urgent Care- \$75
- Emer. Room- \$200

Preventive Care is paid for 100%. Includes:

- Routine Physical
- Mammograms (must be over age 40, unless medically necessary)

- Pap smears
- Prostate Exam (must be over age 50, unless medically necessary)
- Well child care (includes exams and immunizations)

Lab Work

- **100% paid, but must use Quest Labs.**
- Ask your doctor about using Quest Labs before your blood work is done to ensure you don't get a bill for it.
- Northeast Regional Hospital uses Quest Labs. Utilize this resource if your doctor's office doesn't use Quest.

Dental Insurance Information

You can use any dentist! That's right....any dentist, anywhere.

Individual Deductible: \$25

Calendar Year Max. Benefit: \$1000

Preventative Services paid at 100%

Preventative Services includes:

- Emergency Palliative treatment
- Oral exams (every 6 months)
- X-rays (4 bite wings a year)
- Teeth cleaning (every 6 months)
- Fluoride treatments
- Space maintainers for children under age 19
- Topical sealants for un-restored molar teeth

Basic Services Include: (90% after deductible)

- Crowns: Stainless steel
- Diagnostic Consultation- one yearly
- Fillings: Amalgam, Silicate, Acrylic
- Laboratory Test
- General Anesthesia (surgical procedures only)
- Injectable Antibiotics (treatment of a dental condition only)
- Simple extractions

Major Services Include: (50% After Deductible)

- Bridges Installation- fixed and removable
- Crowns: Acrylic, Metal, and Porcelain
- Dentures (full and partial)
- Endodontic Services/Root Canal Therapy
- Fillings: Gold and Porcelain
- Inlays
- Onlays
- Oral Surgery
- Periodontal Services
- Posts
- Repairs of dentures, bridgework, crowns, etc.

Vision Insurance Information

\$50 deductible

Maximum Annual Benefit per participant: \$600

*****you get a free eye examination up to \$100 if you're on our base or buy-up plan. Maxi-Care plan excluded. ***** Bring me a receipt and we'll get you reimbursed as needed.

- 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

Prescription Drug Card Benefits

No Annual deductible

Generic refill: \$10

Preferred Name Brand refill: \$25

Non-preferred name brand refill: \$50 or 50% whichever is greater

CVS Specialty Drug:

Generic refill: \$30

Preferred Name Brand refill: \$60

Non-preferred Name brand: \$90 or 90%
whichever is greater

