

Employee Newsletter August 2016



Anniversaries:

John Axsom, Sheriff's Office, 11 years
Celesta Boltz, Assessor's Office, 18 years
Melvin Bradshaw, Assessor's Office, 8 years
Linda Gentry, Circuit Court, 15 years
David Goring, Pros. Attorney's Office, 5 years
Sonja Harden, Collector, 7 years
Tyler Kuehn, Sheriff Office, 1 year
Mary McGoldrick, Sheriff's Office, 3 years
Terry Pearson, Sheriff's Office, 1 year
Betty Powell, Clerk's Office, 5 years
Diana Thomas, Road and Bridge, 2 years
Kalaeb Wilson, Sheriff's Office 2 years

Happy Birthday!

Martha Cole, Circuit Court, 8/31
Kim Kriegel, Building and Grounds, 8/3
Bobby McCarty, Road and Bridge, 8/19
Joe Nicol, Building and Grounds, 8/30
Josh Owen, Sheriff's Office, 8/2
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



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

Welcome New Employees!

Justin Aucutt, Sheriff's Department

County News

Starting with all new hires going forth, I will be implementing background checks for candidates.

County Events

8/3 Maples Repertory Theatre- Joseph and The Amazing Technicolor Dreamcoat
8/5- 22nd Chamber Golf Tournament
8/6- Movie in Rotary Park- Star Wars, the Force Awakens
8/7- Jaycee Park Block Party
8/21- Brashear Park Block Party
8/22- Truman Classes Begin
8/27- Adair County Mobile Food Pantry
8/27- Harvest Fest at Jacob's Winery

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.

Recipes:

Summer Garden Pasta Salad



Ingredients

- 1 1/2 cups mayonnaise
- 1/2 cup buttermilk
- 2 Tbsp. lemon juice
- 1 Tbsp. chopped dill weed
- 1 cup diced celery
- 3 Roma tomatoes, seeded and diced
- 1 cup sliced snow peas
- 1/2 cup diced red onion
- 1 (15-oz.) can whole kernel corn
- 1 lb. box bow tie pasta, cooked according to package directions

Instructions

In a small bowl whisk the mayonnaise, buttermilk, lemon juice, and dill weed until smooth, set aside.
Drain and rinse the cooked pasta in cold water, and drain again.
Add the pasta to a large bowl.
Add the chopped vegetables to the pasta bowl, and pour over the dressing. Stir until the dressing is coating the vegetables and pasta. Serve and enjoy.

Chocolate Zucchini Bread



- 4 cups grated zucchini (from about a pound and a half of zucchini)
- 2 1/2 cups all-purpose flour
- 1/2 cup unsweetened cocoa (use natural unsweetened cocoa, NOT Dutch processed)
- 2 teaspoons baking soda
- 1/2 teaspoon salt
- 1 teaspoon cinnamon
- 1 1/2 cups granulated white sugar
- 2 eggs
- 3/4 cup unsalted butter (12 Tbsp or 1 1/2 sticks), melted
- 1/2 teaspoon instant coffee granules
- 1/2 teaspoon almond extract

1. Place the freshly grated zucchini in a sieve over a bowl to catch any excess moisture as it drains, while you work on prepping the other ingredients and preparing the recipe. If for some reason your zucchini is on the dry side, hydrate the shredded zucchini by soaking it in water first, and then place in sieve.

2 Preheat oven to 350°F, with a rack in the middle. Grease two 9x5-inch loaf pans with baking spray or butter.

3 Vigorously whisk together the flour, unsweetened cocoa, baking soda, salt, and cinnamon in a large bowl. Whisk until there are no more clumps and the ingredients are well combined.

chocolate-zucchini-bread-method-2

4. In a separate large bowl, beat together the sugar and eggs until smooth, about a minute. You can do this with an electric mixer on medium speed, or by hand with a wooden spoon. (I'm lazy and use a mixer but it's easy enough to do by hand.) Add the melted butter, instant coffee granules, and almond extract and beat until smooth.

5. Mix the shredded zucchini into the sugar egg mixture. Add the flour to the zucchini mixture in 3 additions, stirring to combine after each addition.

6. Work quickly, and divide the batter between the two prepared loaf pans. (Work quickly because once the dry ingredients have mixed with the wet ingredients, the leavening has begun.)

7. Place into the oven. Bake for 50 minutes at 350°F, or until a skewer inserted into the center comes out clean and easily. Remove to a rack. Let cool in the pan for 5 minutes, then run a blunt knife around the edges to separate the bread from the pan. Remove from the loaf pans and let cool completely on a rack.

Note that if you try to slice the chocolate zucchini bread before it has completely cooled, it will be rather crumbly. It's also easiest to slice with a bread knife.

Lasagna Stuffed Spaghetti Squash



1 spaghetti squash, cut in half, seeds removed
1 tablespoon olive oil
1 lb. ground turkey
4 garlic cloves, minced
2 teaspoons dry basil
1 1/2 teaspoon dry oregano
1/2 teaspoon fennel seeds
28 oz. diced tomatoes
salt to taste
1/2 cup cottage cheese
1 cup shredded mozzarella cheese

Place prepared spaghetti squash halves flesh side down in a glass baking dish. Fill the dish with about 1" of water.

Cook spaghetti squash on **HIGH** for 10-15 minutes in the microwave. Until the squash is tender. Preheat broiler to **HIGH**.

Heat large skillet to medium high heat, add olive oil and ground turkey. Saute turkey until no longer pink, be sure to chop the turkey with a spatula to break the turkey into small pieces. About 5-7 minutes.

Next add garlic cloves, dry basil, dry oregano, fennel seeds, and salt. Stir to mix and saute for 1 minute.

Add in the diced tomatoes, stir and cook for an additional 5 minutes to let flavors cook together.

Remove the pan from the heat, and add cottage cheese to meat mixture. Gently toss.

Add spaghetti squash to a baking sheet, flesh side up. Fill the hole in the squash with the meat mixture (you will have some left over). Top each squash with 1/2 cup of mozzarella cheese.

Place baking sheet in oven under the broiler for 5 minutes or until the cheese is slightly browned.

Using a fork gently scrap the flesh of the spaghetti squash to create spaghetti looking pieces.

Serve!

***NEW CLASSES GOING ON NOW UNTIL
SEPTEMBER 30. THEY INCLUDE:***

- Chain Saw Safety
- Dealing with Heat Stress
- Lawn Care Equipment Safety
- Work Zone Traffic Control 101
- Developing Effective Communication Skills
- Sexual Harassment - Harassment Awareness
- Sexual Harassment Awareness for Managers (2 Hour)
- Workplace Bullying

Law Enforcement

- Alcohol Abuse Emergencies in Jails
- Drug Withdrawal in Jail
- Mental Health in Jails
- Active Shooter: Ambush Awareness and Preparation
- Ethics in Law Enforcement
- Edged Weapons: 1
- Racial Profiling and Data Collection (3 Hour)
- Patrol #2

Let me know if you would like registered! It's free, and you can do these trainings when it's convenient for you.

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

Human Resources, 101

**HOW TO COMMUNICATE ACROSS GENERATIONS IN
THE WORKPLACE**

One way to ensure better communication in the office is by understanding the generalized values and needs of each generation in accordance with their experiences. Though these understandings do not apply to the individual, they will apply as a whole and give more context to the needs of your workforce:

THE TRADITIONALIST GENERATION

Born: before 1946 (Ages 68 and up)

This generation only makes up 4% of the U.S. workforce today, but they are frequently the most powerful members of a business due to their experience. Having grown up in a world still recovering from the Great Depression, these workers often have a history of working 2 and 3 jobs to provide education for their families. They have a practical outlook on life with a strong belief in keeping your head down and conforming to provide. Their strongest values are of dedication and self-sacrifice because of the experiences they must have endured to provide for their families.

Traditionalists Value:

Privacy: Traditionalists are the private, silent generation. Don't expect members of this generation to share their inner thoughts.

Hard Work: They believe in paying their dues and become irritated when they perceive others are wasting their time. Members of this generation often feel that their career identifies who they are.

Trust: A traditionalist's word is his/her bond.

Formality: Whether written or in oral communication a formal communication style is preferred. This generation values formal dress and organizational structures.

Authority and institutional leadership: Traditionalists have a great deal of respect for authority.

Social Order: Other generations may view this desire for social order and placement as bias, prejudice or even racism or sexism.

Things: This group loves their stuff and they won't get rid of it. Some may call them pack rats but others would argue that they remember

the depression days and going without. You never know when you might need it.

Preferred Methods of Communication: Brief memos
Meetings

Question They Most Need Answered:
What do you want done?

THE BABY BOOMER GENERATION

Born: 1946-1964 (Ages 50-67)

Baby Boomers make up the largest generation by far at 39% of the workforce. They believe that working hard for the team by staying late will grant them success and let them provide material goods for their families. Having grown up in a time of economic growth, the boomers have an optimistic outlook on life.

Baby Boomers Value

Competition: Boomers value peer competition and can be seen by others as being egocentric.

Change: Boomers thrive for possibilities and constant change.

Hard Work: Boomers started the "workaholic" trend. The difference between Traditionalists and Boomers is that Boomers value the hard work because they view it as necessary for moving to the next level of success while Traditionalists work hard because they feel that it is the right thing to do.

Success: This generation is committed to climbing the ladder of success.

Body Language: Boomers are the show me generation and body language is important.

Teamwork: This group embraces a team based approach to business—they are eager to get rid of the command and control style of their Traditionalist predecessors.

Anti Rules and Regulations: They don't appreciate rules for the sake of having rules and they will challenge the system.

Inclusion: This generation will accept people on an equal basis as long as they can perform to their standards.

Will Fight For A Cause: While they don't like problems, if you give them a cause they will fight for it.

Preferred Methods of Communication: Phone and face-to-face

Question They Most Need Answered:
How do you want this done?

GENERATION X

Born: 1965-1976 (Ages 38-49)

Generation X makes up just more than 1/5 of the workforce population. Having grown up in the age of excess, they are generally classified as skeptical and pragmatic. They value a diversity of thought in the workplace above all else and want a balanced work life. So, Gen Xers are known to work hard until 5 p.m. and then spend their evenings with their families.

Generation Xers Value:

Entrepreneurial Spirit: Xers believe in investing in their own development rather than in their organizations. While others may see them as disloyal they are cautious about investing in relationships with employers because experience has shown that these relationships are not reliable. Cavalier as it may sound, one Xer told a Boomer that if you want loyalty get a dog.

Loyalty: To an Xer, this may mean two-week's notice.

Independence and Creativity: Xers have clear goals and prefer managing their own time and solving their own problems rather than having them managed by a supervisor.

Information: They value access to information and love plenty of it.

Feedback: This group needs continuous feedback and they use the feedback to adapt to new situations. This generation is flexible.

Quality of Work life: This generation works hard but they would rather find quicker more efficient ways of working so that they have

time for fun. While Boomers are working hard to move up the ladder, Xers are working hard so that they can have more time to balance work and life responsibilities.

Preferred Methods of Communication: Email and Phone

Question They Most Need Answered:
Why do you want this done?

GENERATION Y & MILLENNIALS

Born: 1977 - 2001 (Ages 13-37)

Though these two generations have many years between them, their attitudes and outlook on life are very similar at this time. Together they make up 35% of today's workforce, and they value diversity of all kinds in their office environment. Like Gen X, Millennials believe in working hard until their shift is over and then spending time with family. They care about giving back to their community and protecting the environment. Though they have a generally hopeful outlook on life, they are often dubious of their own futures.

Generation Y Values:

Positive Reinforcement: Members of this cyber generation value positive reinforcement at accelerated rates compared to older generations.

Autonomy: This group wants more input into how they are learning and the independence to do it.

Positive Attitudes: This group grew up during tranquil times and as a result have a very optimistic outlook on life in general.

Diversity: This group grew up with more diversity than their predecessors and if not exposed to it in their community then they were introduced diverse people and cultures through the media.

Money: This group is used to making and spending money.

Technology: Technology is valued and is used as a tool for multi-tasking.

Preferred Methods of Communication: Text Message, Social Media; No Email, Calls or Meetings

Question They Most Need Answered:
Why do you want this done?

Trivia Challenge #1

There is actually a _____ that acts like a thermometer, turning brown if the room temperature drops below 68 degrees, and yellow if it raises above 77 degrees.

- a) snake
- b) rock
- c) lizard
- d) leaf

Trivia Challenge #2

Giant tarantulas keep _____ as pets to keep bugs away from their eggs.

- a) baby bats
- b) tiny frogs
- c) tiny crawdads
- d) tiny shrews

Trivia Challenge #3

The third leading cause of death in the U.S. is _____

- a) Heart attacks
- b) Car accidents
- c) Medical mistakes
- d) Cancer

Trivia Challenge #4

Last year, _____ Gov. Gary Herbert signed a bill bringing back the firing squad as a method of execution.

- a) Utah
- b) Alabama
- c) Arizona
- d) New Mexico

Trivia Challenge #5

_____ soap is the only soap that floats in water.

- a) Dove
- b) Dial
- c) Ivory
- d) Caress

Trivia Challenge #6

Flamingo egg yolks are:

- a) light blue
- b) pink
- c) Yellow, like any other egg yolk
- d) gray

Trivia Challenge #7

A group of giraffes is called a _____.

- a) minion
- b) herd
- c) pod
- d) tower

Trivia Challenge #8

Oysters make pearls because _____.

- a) defensive response to foreign objects
- b) to attract a mate
- c) preparation for death
- d) attracts prey

Answers:

- 1) d
- 2) b
- 3) c
- 4) a
- 5) c
- 6) b
- 7) d
- 8) a

Find: Bucket, Roller, Brush, paint, color and tarp. (2 of these I had to pull out the answer key. Good luck)



