

Employee Newsletter June 2016



Happy Birthday!

Kirby Bailey, Road and Bridge, 6/16
Brian Blaise, Sheriff's Dept, 6/25
Celesta Boltz, Mapper, 6/10
Doug Hill, Road and Bridge, 6/10
Dave Hurt, Sheriff's Dept, 6/2
Mary McGoldrick, Sheriff's Dept, 6/14
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

Beth Platz, Human Resources, 5 years

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

Welcome New Employees!

Justice Nelson, Road and Bridge
Dylan Felice, Sheriff's Dept.

County News

County Events

6/3 Kirksville Art Walk; Hands of Friendship Quilt Show; Summer on the Square; Maxwell's Wine Tasting
6/4- Maples Repertory Theatre; Quilt Show; Miniature Rodeo; Night Golf Tournament; Movie in Rotary Park- Princess and the Frog; Lifeline Pregnancy Help Walk for Life; Adair County Food Pantry
6/7- Free Dental Screening
6/9- Resume preparation
6/10-11-Kirksville City Wide Garage Sales
6/23- Interview Process at Career Center; Mid MO Magic Show
6/25- Rotary Park Camp Out- Free of charge; Adair County Mobile Food Pantry
6/27- Resume preparation at the Career Center
6/29- 30th Annual Sally Mountain Park Bluegrass 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.

Recipes:

Roasted Parmesan Zucchini



Ingredients

Vegetarian, Gluten free
Produce
1/2 tsp Basil, dried
1/4 tsp Garlic powder
1/2 tsp Oregano, dried
2 tbsp Parsley, fresh leaves
1/2 tsp Thyme, dried
4 Zucchini

Baking & Spices

1 Kosher salt and freshly ground black pepper

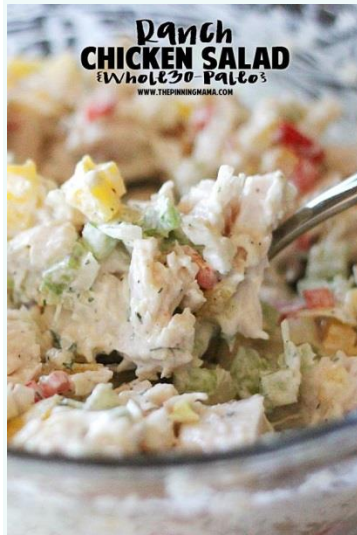
Oils & Vinegars

2 tbsp Olive oil

Dairy

1/2 cup Parmesan, grated

Ranch Chicken Salad



3-3.5 cups chopped or shredded cooked chicken breast

1 cup celery, chopped

1 sweet bell pepper (any color), chopped

¼ sweet yellow onion, chopped

½ cup mayonnaise

1 Tbsp. dry ranch seasoning (Recipe for Whole30 Ranch Seasoning here)

INSTRUCTIONS

Mix the chicken, mayonnaise, and seasoning together in a medium bowl until well blended.

Stir in the celery, peppers and onion until mixed evenly.

Chill 1 hour to let flavors meld.

Missouri Association of Counties Online Classes

Classes available until June 30 include:

Ethics Training for Elected Officials, Jail Risk Management, Microsoft Excel Basics, Jail Liability, Sexual Harassment and a few more. *MAC will cease these online training classes if*

utilization doesn't go up. That would be unfortunate. [http://www.localgovu.com/Supervisors/Elected Officials](http://www.localgovu.com/Supervisors/Elected%20Officials), it would be great if you'd encourage participation from your employees for these training classes.

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

Human Resources, 101

The new overtime law and what you need to know

First of all, if you currently do not have any exempt/salaried employees in your department/office, then you don't have anything to worry about. This law affects only those employees who currently are of exempt status, but not meeting the salary exemption of \$47,476.

The federal Department of Labor (DOL) has released final changes to the overtime regulations. With this final rule, the DOL seeks to update the salary level required for exemption to ensure that FLSA's intended overtime protections are fully implemented and to simplify the identification of nonexempt employees, thus making the executive, administrative, and professional employee exemption easier for employers and workers to understand and apply. **These changes are effective December 1, 2016.**

Salary level. The most prominent change is the increase in the salary level required for exemption from overtime to an annual salary of \$47,476. This translates to a weekly salary of \$913. This means that your employees who currently earn more than \$455 per week (\$23,660 annually) but less than \$913 per week must be reclassified as nonexempt by December 1, 2016, and will be entitled to overtime for any hours worked over 40 in a week.

Increases to the salary threshold every 3 years going forward. The DOL will automatically update the standard salary and

compensation levels every 3 years going forward. This will be easier on employers than the originally proposed annual updates. The DOL has set the salary level at the 40th percentile of full-time salaried workers in the lowest income region in the country, which is currently the South. The DOL states that based on projections of wage growth, the threshold should rise to over \$51,000 by January 1, 2020, which will be the date of the first increase.

Supervisors/Managers must understand that reclassifying an employee from exempt to nonexempt offers overtime options, but may appear to be a loss of status to the newly nonexempt. While some employees will welcome the chance to receive overtime pay, others may see the need to track actual hours worked as a demotion.

Explain to employees why this change is taking place. Discuss the fact that these standards are set out by the federal government. It is not based on the discretion of the company and it is not a reflection of how the company views the employee. It is not a performance issue. If employees understand that these are objective rather than subjective standards, they will likely feel better about the transition.

Trivia Challenge #1

What kind of material was the Declaration of Independence made of?

- a) flax
- b) ramie
- c) cotton
- d) hemp

Trivia Challenge #2

What country did USA purchase Alaska from?

- a) Canada
- b) Russia
- c) England
- d) France

During a 24 hour period, how many times does the International Space Station orbit the earth?

- a) 16
- b) 2
- c) 8
- d) 1

Trivia Challenge #4

What is the name of the princess in Mario Bros?

- a) Daisy
- b) Poppy
- c) Peach
- d) Delilah

Trivia Challenge #5

What boxer was found guilty for draft evasion after declaring himself a conscientious objector during the Vietnam war?

- a) Muhammed Ali
- b) Sugar Ray Robinson
- c) Floyd Patterson
- d) Sonny Liston

Trivia Challenge #6

In Greek mythology, how was Achilles heel injured?

- a) arrow
- b) spike
- c) fire
- d) glass

Answers:

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

County Benefits Quiz

#1 Allergy Shots are only \$5 from any in-network provider through your GBS Medical Plan. True or False?

TRUE

#2 All full time employees enrolled in the Base or Buy Up Medical Plan are covered at 100% for an annual vision exam, up to \$60. True or False?

FALSE. You are covered at 100% up to \$100!

#3 For a Flu Shot, all you have to do is visit your nearest participating pharmacy... No appointment needed, but be sure and bring your medical ID card and a valid photo ID. You're covered at 100% - no copay, no coinsurance! True or False?

TRUE

#4 By using Heartland DME, members are covered at 100% with no copays or coinsurance for medically necessary, pre-certified medical equipment ordered from Heartland. True or False?

TRUE

#5 You are vested in CERF Retirement after 10 years True or False?

FALSE. You are vested after 8 years

#6 You are vested in LAGERS retirement after 5 years True or False?

TRUE

#7 Regarding dental insurance, you can only use dentists in Kirksville or Columbia. True or False?

FALSE. You can use any dentist, anywhere

#8 Preventive Care is paid for 100% and 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)

True or False? TRUE

Stormy, wet, damp, clouds, puddle, showers



