

Adair County Employee Newsletter May 2015

Tyler Kuehn, Sheriff's Office
Pat Williams, Juvenile Justice Center

Anniversaries:

Isaiah Curtis, Road and Bridge Supervisor, 1 year
Mickey Hall, Sheriff's Dept. 2 years
Rusty Harris, Road and Bridge, 21 years
Bill Hudson, Asst. Pros. Attorney, 1 year
Grace March, Juvenile Justice Center, 2 years
Bobby McCarty, Road and Bridge, 1 year
Brooke Salter, Assessor's Office, 1 year
Shelley Story, Public Admin's. Office, 4 years
Scott VanWye, Road and Bridge, 8 years
Jeff Waddle, Road and Bridge, 21 years

Happy Birthday!



Maggie Ferrell, Records Office, 5/14
Karen Hammons, Collector's Office, 5/21
Lonnie Harris, Road and Bridge, 5/14
Barb Johnson, Records Office, 5/5
Kelly Koenig, Sheriff's Office, 5/11
Cabe March, Sheriff's Office, 5/2
Jamie Wolf, Juvenile Justice Center, 5/22

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

Welcome New Employees!

Samantha Havens, Sheriff's Office
Chris Waddle, Road and Bridge

County Events

May 1- May Day Treasure Hunt- El Kadir Shrine Club
May 2- Roundbarn Blues
May 7- Wine and Art Night
May 9- TSU Commencement
May 11- Community Chorus Spring Concert
May 16- 4H Day with the Cardinals
May 16- ATSU commencement
May 20- Blood Drive for David Hall
May 23- Food Pantry
May 23- Kirksville Outdoor Pool Opens
May 24- KV High School Commencement
May 29- Annual Quilt Show
May 30- Annual Quilt Show
May 30- Walk for Life

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.

OATS Luncheon

**May 5th
11-2 p.m.
Adair County Annex Building**

Please come and join us to support a great organization!

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.

Employee Lottery



Congratulations to our latest winners,
????our next drawing will be June 24th.
Get me your \$\$\$\$ if you want in. Each \$2
submitted, gets you 1 entry.

Recipes:

Red Velvet Pancakes



2 cups all-purpose flour
1 cup powdered sugar
1/2 cup unsweetened cocoa
1 1/2 teaspoons baking powder
1/2 teaspoon baking soda
1/2 teaspoon salt
1 1/2 cups buttermilk
2 large eggs
1/2 cup granulated sugar
2 tablespoons red liquid food coloring
Garnish: powdered sugar and maple syrup or sweet cream cheese butter

Sift together first 6 ingredients into a large bowl. Whisk together buttermilk and next 3 ingredients in another bowl. Gradually stir buttermilk mixture into flour mixture just until dry ingredients are

moistened. Pour about 1/4 cup batter for each pancake onto a hot buttered griddle or large nonstick skillet.

Cook 3 to 4 minutes or until tops are covered with bubbles and edges look dry and cooked. Turn and cook 3 to 4 minutes or until done. Place in a single layer on a baking sheet, and keep warm in a 200° oven up to 30 minutes. Serve with Sweet Cream-Cheese Butter or powdered sugar and maple syrup

Note: When using a griddle, heat it to 350°.

Tip: For tender pancakes, don't overmix the batter; it should be lumpy.

Sour Cream and Chive Potato Salad



3 pounds red new potatoes, halved or quartered
Salt and pepper
1/2 cup mayonnaise
1/2 cup sour cream
3 tablespoons cider vinegar
1 cup chopped chives

1. Place potatoes in a large pot; cover with cold water by 1 inch. Salt water, cover and bring to a boil. Reduce to a simmer and cook until potatoes are tender, about 10 minutes; drain.

2. In a small bowl, whisk together mayonnaise, sour cream, 1 Tbsp. vinegar and 1/4 tsp. salt.
3. Transfer potatoes to a bowl and sprinkle with 2 Tbsp. vinegar. Toss lightly. Add dressing, chives and pepper; toss. Cover and refrigerate at least 1 hour and up to 24 hours.

A Great Recipe for Meatballs



- 1 pound lean ground beef
- 3/4 cup crushed seasoned croutons
- 1/4 cup chopped sweet onion
- 1 egg, lightly beaten
- 2 cloves garlic, chopped
- 3 tablespoons Worcestershire sauce
- 1 tablespoon prepared yellow mustard
- 1 teaspoon red pepper flakes
- 1 teaspoon Cajun seasoning
- 1 teaspoon extra virgin olive oil
- 1 tablespoon butter

In a large bowl, mix the ground beef, croutons, sweet onion, egg, garlic, Worcestershire sauce, mustard, red pepper flakes, and Cajun seasoning. Form the mixture by hand into meatballs.

Heat the olive oil and melt the butter in a skillet over medium heat. Place the meatballs in the skillet, and cook, turning constantly, 20 minutes, or to desired doneness.

Some MO Employment Law Facts

#1 – FMLA - If an employee missed work due to either his or her own illness, the employee may qualify for job protections under the Family and Medical Leave Act (FMLA), which is a federal law administered by the U.S. Department of Labor.

Covered employers must grant an eligible employee (employee who has worked a total of 1 year and at least 1250 hours) up to a total of 12 workweeks of unpaid leave during any 12-month period for one or more of the following reasons:

- a) birth and care of the newborn child of the employee;
- b) placement with the employee of a son or daughter for adoption or foster care;
- c) to care for an immediate family member (spouse, child, or parent) with a serious health condition; or
- d) to take medical leave when the employee is unable to work because of a serious health condition.

#2 Vacation Pay and Sick Leave

Employers are not required to provide vacation pay, holiday pay, or severance pay — these are benefits given at an employer's discretion.

#3 Breaks, Lunches, and Personal Time Off- Missouri law does not require employers to provide

employees a break of any kind, including a lunch hour. These provisions are either left up to the discretion of the employer, can be agreed upon by the employer and employee, or may be addressed by company policy or contract.

#4 Discharged Employees and Final Wages- Missouri follows the Employment-At-Will doctrine. This means that both the employer and employee can terminate the employment relationship at any time and for any reason, as long as there is no employment contract to the contrary, there is no discrimination under civil rights laws (based on race, color, age, national origin, religion, ancestry, sex, or physical/mental disability), no merit laws apply, or the state's limited public policy exception does not apply. **Employers are required to pay a discharged employee all wages due at the time of dismissal.** If not paid at that time, the employee should contact his or her former employer by certified mail return receipt requested, requesting wages that are due. The employer has seven days to respond to the written request.

#5 Work Hours and Travel - There are no minimum or maximum number of hours an employee may be scheduled or asked to work. Generally, time spent commuting from home to the workplace is not work time. But time spent traveling

during normal work hours as part of the job is considered work time and employees are entitled to be paid for this travel time.

#6 Discrimination in Employment
The Missouri Human Rights Act (the Act) makes it illegal to discriminate in any aspect of employment because of an individual's race, color, religion, national origin, ancestry, sex, disability or age (40 through 69), including:

- Hiring and firing
- Compensation, assignment, or classification of employees
- Transfer, promotion, layoff, or recall
- Job advertisements
- Recruitment
- Testing
- Use of company facilities
- Training and apprenticeship programs
- Fringe benefits
- Pay, retirement plans, or disability leave
- Other terms and conditions of employment.

Helpful State & Federal Links:

<http://www.labor.mo.gov/>

<http://www.dol.gov/whd/regs/statutes/fmla.htm> (FMLA)

<http://www.dol.gov/whd/regs/statutes/FairLaborStandAct.pdf> (FLSA)

<http://www.eeoc.gov/> (EEOC)

<http://www.eeoc.gov/laws/statutes/titlevii.cfm> (Title VII)

<http://www.eeoc.gov/laws/statutes/ada.cfm> (Age Discrimination)

<http://www.dol.gov/> (U.S. Dept. of Labor)

Trivia Challenge #1

What countries made up the “axis of evil” during WWII?

- a) Germany, Italy, and Japan
- b) Russia, Japan, and Poland
- c) Canada, China, New Zealand
- d) USA, Russia, Great Britain

Trivia Challenge #2

What kind of leaf is on Canada’s flag?

- a) Oak
- b) Apple
- c) Maple
- d) Pine

Trivia Challenge #3

What year did the Berlin Wall fall?

- a) 1988
- b) 1989
- c) 1985
- d) 1987

Trivia Challenge #4

As well as Queen Elizabeth II, what other monarch reigned for 63 years?

- a) Queen Victoria
- b) King George V
- c) King George VI
- d) King Charles I

Trivia Challenge #5

What country has most of the gas and petrol?

- a) Libya
- b) Iraq
- c) Egypt
- d) Saudi Arabia

Trivia Challenge #6

What is the most popular and most played sport in the world?

- a) baseball
- b) soccer
- c) football
- d) basketball

Trivia Challenge #7

How many degrees does a circle have?

- a) 180
- b) 300
- c) 360
- d) 380

Trivia Challenge #8

What ancient people lived in circular houses?

- a) Celtic
- b) Roman
- c) Greek
- d) Arabic

Trivia Answer #1: a

Trivia Answer #2: c

Trivia Answer#3: b

Trivia Answer#4: a

Trivia Answer #5: d

Trivia Answer #6: b

Trivia Answer #7: c

Trivia Answer#8: a
