



# County Clips

February 2016  
Volume 36, Issue 2



## Flex Medical Expense Spending Account Rollover vs Runout

Beginning on January 31, 2015 the flex medical expense accounts rolled over participant balances up to \$500.00. Any amounts rolled forward will be available to the participant at the middle of 2016. Participant can contact TASC at 1.800.422.4661 and request the rollover balance to become available immediately. The delay is due to an end of year administrative process.

Runout is the period of 90 days at the end of calendar year (January 1 to March 30) where participants can process reimbursement requests for expenses incurred during 2015. This allows participants to claim any expenses they had not charged to their flex card during 2015. Reimbursement forms are available online at [www.tasconline.com](http://www.tasconline.com).

Dependent Care expenses have a 90 day grace period to use any remaining balances. Dependent care does not have a rollover feature.

Contact Personnel at 256.532.3614 for assistance.

## Special Points of Interest

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**TELADOC.**



## Welcome to Teladoc

Local Government Health Insurance Plan is providing you and your eligible dependents with 24/7/365 access to U.S. board-certified doctors and pediatricians **by phone or online video.**

Consults are:  
**FREE**

### ANYTIME, ANYWHERE

Teladoc does not replace your primary care physician. It is a convenient and affordable option that allows you to talk to a doctor who can diagnose, recommend treatment and prescribe medication, when appropriate, for many of your medical issues.

### EXPERIENCE YOU CAN TRUST

Teladoc doctors are U.S. board-certified, licensed in your state and average 15 years of practice experience. With your consent, Teladoc will provide information about your consult to your primary care physician.

### TREAT MANY CONDITIONS

- Sinus problems
- Bronchitis
- Allergies
- Cold and flu symptoms
- Respiratory infection
- Ear infection
- **And more!**

## Take a doctor with you

 [Teladoc.com/Alabama](https://www.teladoc.com/Alabama)

 **1-855-477-4549**

#### Set up an account

Visit the [Teladoc website](https://www.teladoc.com/Alabama) and click "Set up account".

#### Provide medical history

Log in and complete the "My Medical History" tab.

#### Request a consult

A Teladoc doctor is always just a call or click away.



**TELADOC.**



**24/7/365 medical care for:**

[Teladoc.com/Alabama](https://www.teladoc.com/Alabama)  
**1-855-477-4549**



**TELADOC.**



**24/7/365 medical care for:**

[Teladoc.com/Alabama](https://www.teladoc.com/Alabama)  
**1-855-477-4549**

## Welcome To Our New Madison County Employees

Christopher Marsh----- Waste Control  
Eric Bartlett ----- Waste Control  
Timothy Douthit -----DA's Office  
Jessica Walters -----DA's Office  
Evan Edmondson -----Sales Tax  
Breanna Tribble----- Sheriff's Department

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### Diabetic Nutrition & Weight Loss

Are you eating healthier and getting more active, but still not losing any weight? I've got great news, and it come from as unlikely source.

**Diabetes researchers just uncovered a weight-loss roadblock: High blood sugar is hijacking your weight loss.**

It doesn't matter how much you exercise, or how healthy you eat..If your blood sugar is high, it's almost impossible to lose weight Think it might be high blood sugar that's keeping you fat? Here are ways to tell:

- ◆ You get tired easily
- ◆ You're frequently thirsty
- ◆ A rapid heartbeat
- ◆ Dry skin
- ◆ You have a hard time concentrating
- ◆ Shortness of breath

If you ever experience one or more of these symptoms, it could be high blood sugar that won't let you lose weight.

**Here is the good news.** These same diabetes researchers have found a **fool proof solution to bring down high blood sugar.** What that means for you. **If you lower your blood sugar, you will start to melt away the pounds.**

Talk to your doctor about a healthy way to lower your blood sugar.

### *Our Deepest Sympathy*

Kristi Gordon ----- Detention Home  
**Grandmother**  
Howard Bankhead ----- Purchasing W'House  
**Mother**  
Randall Sullivan ----- District One  
**Father**  
Christine Taylor ----- Sheriff's Dept.  
**Father**

### New Arrival

Zack White..... ITS  
**Baby Boy**

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### Fire Safety Tip

Plug microwave and toaster ovens, and other cooking appliances directly into an outlet. Never use an extension cord for cooking appliances, as it can overload the circuit and cause a fire.

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### Congratulations Retirees

Sammy White ..... Water Department  
Leonhard Myrick ..... Public Works

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# Life

ISN'T ABOUT WAITING  
FOR THE STORM TO PASS  
IT'S LEARNING TO

*Dance in the Rain*



# March Birthdays

1	Walter Evans	Sheriff's Department	13	Kimberly Madden	District Attorney	24	Tyler Denton	Water Department
1	Terry Pyle	Sheriff's Department	13	Bennie Summers	Juvenile Probation	25	Jason McMinn	Sheriff's Department
2	Jason McDermott	Juvenile Probation	13	Jordan Campbell	Water Department	25	Elizabeth McNair	Sheriff's Department
2	Amanda Clark	Sheriff's Department	14	Sammie Hereford	District 1	25	Kenneth Hillis	Waste Control
2	Mathieu Hopper	Tax Assessor	14	Christina Anderton	District Attorney	26	John Delahanty	Sheriff's Department
3	Zachary Cunningham	District 4	14	Amy Boyd	District Attorney	26	Steven Pitts	Maintenance
3	Cassandra Leslie	District Attorney	14	Michael Vantassel	Sheriff's Department	26	Jerry Taylor	Sheriff's Department
4	Bradley Arnette	District Attorney	14	Emma Mills	License Department	27	Larry McDougal	District 1
4	Bobby Cobb	Green Mountain	14	Jenny Barrett	Sharon Johnston Park	27	Daryle Miller	Sheriff's Department
4	Brian Hughes	Sheriff's Department	14	Wilbur Stevens	Sheriff's Department	27	Christine Wise	Sheriff's Department
4	Steven Craig	Tax Assessor	15	Jessica Van Benthuyesen	County Fire	28	Carol Long	County Commission
5	Ronnie Bridges	District 1	16	Henry Hamby	District 6	28	Vanessa Fields	Sheriff's Department
6	Dusten Lang	District 3	16	Sharion Butler	Sheriff's Department	28	Nafeesa Johnson	Sheriff's Department
6	Kathy Ricks	District 6	16	Joshua Newton	Sheriff's Department	28	Eletha Leak	License Department
6	Ismael Pellot	Sheriff's Department	17	Jo Reed	Sheriff's Department	28	Jazmin McCainey	Personnel
6	Ty Rhoden	Sheriff's Department	18	Randall Bey	Sheriff's Department	28	Justin Bommarito	Sheriff's Department
6	Craig Woodard	Water Department	18	Reta Garrison	Juvenile Probation	28	Christine Taylor	Sheriff's Department
7	Catherine Gray	District 2	18	Zachary Putnam	Juvenile Probation	28	Mary Hall	Tax Collector
7	Harry Smith	District 4	18	Wesley Shaneyfelt	Public Works	29	Allen Norman	District 1
7	Cynthia Taylor	District Attorney	18	Bobbie Phillips	Sheriff's Department	29	Robin Edwards	County Fire
7	Luquinton Lucas	Sheriff's Department	19	Colby Guthrie	District 1	29	Aaron Childress	Sheriff's Department
7	Stanley Traylor	Probate Judge	19	Daniel Mitchell	District 3	29	Anthony Daversa	Sheriff's Department
7	James Harless	Water Department	19	Michelle Marty	District Attorney	29	Louis Kubik	Sheriff's Department
8	Dennis Barton	District 4	19	Steven Setzer	Sheriff's Department	29	William Martin	Waste Control
8	Robert Harrison	District 6	20	Kathy McCartney	District Attorney	30	Alan Charles	County Fire
8	Varian Hall	Waste Control	20	Kathryn Rogers	Public Works	30	Samantha Dupuis	Sheriff's Department
9	Heather Kell	District 4	21	Brent Shockley	District 1	30	Joseph Cross	Public Works
9	Jo Miley	District 6	21	Lisa Lawler	Sheriff's Department	30	Amy Curtis	Tax Assessor
9	Brandon Walker	Water Department	21	Angela Lovelace	Personnel	30	John Hay	Tax Assessor
10	Sarah Hubbard	District Attorney	21	Amy Beard	Sales Tax	30	Jackie Pigg	Water Department
10	Lisa Petty	Sheriff's Department	21	Brittini Rives	Sheriff's Department	31	Timothy Gatlin	District 1
11	Jessica Cooper	District 3	21	Judy Dalton	Tax Assessor	31	Chad Douthit	Sheriff's Department
12	Kathy Thompson	Sheriff's Department	22	George Brown	Sheriff's Department	31	Willie Erwin	Maintenance
12	Sheila Woody	License Department	22	Marina Garcia	Sheriff's Department	31	Horis Jones	Motor & Equipment
12	Mark Chaney	Sheriff's Department	23	Lorna Duvall	Building Inspection	31	Bill Adams	Waste Control
13	Blake Vaughn	District 3	24	Lenaa Pearson	Sheriff's Department			
					District Attorney			

# February Service Anniversaries

## YRS.

29	Rebekah Callahan	District Attorney
29	Richard Foster	Public Works
29	Franklin Harris	Waste Control
28	Carlton Schrimsher	Public Works
28	Charles Swafford	Tax Assessor
26	David Moody	Sheriff's Department
25	Robert Muir	ITS
25	Jimmy Ruple	Sheriff's Department
22	Kenneth Hillis	Waste Control
21	Patrick Douglass	Tax Assessor
21	Terri Morris	Tax Assessor
20	Jason McMinn	Sheriff's Department
20	Dawn Holland	Tax Assessor
20	Timothy Howard	Water Department
18	Tammy Poole	Alt Sentencing & Release
17	David Self	District 4
17	John Dennis	District 4
16	Sammie Hereford	District 1
16	Walter Williams	Sheriff's Department
15	Phillip Clanton	Maintenance
15	Michael Anderson	Sheriff's Department
14	Patrick Miller	District 2
14	Richard Wilbourn	Maintenance
14	James Powers	Waste Control
13	Laquita Bell	Juvenile Probation
13	David Shaddrix	Juvenile Probation
12	Donna Gunn	Sheriff's Department
12	Benzilla Anderson	Sheriff's Department
12	Jessica Williams	Sheriff's Department
11	Justin Mabry	Building Inspection

11	Joseph Smith	District 3
11	Dusten Lang	District 3
11	John Town	District Attorney
11	Billy Barnett	Maintenance
11	Joseph Dean	Sheriff's Department
11	Richard Clouse	Tax Assessor



## YRS.

10	Disa Banahan	Alt Sentencing & Rel
10	Reginald Peavy	Juvenile Probation
9	Heather Juron	Building Inspection
9	Jared Flury	License Department
9	Kenneth Foster	Sheriff's Department
9	Roy Barnes	Sheriff's Department
9	William Taylor	Sheriff's Department
8	Corey Betuel	Sheriff's Department
8	Leonare Everson	Sheriff's Department
8	Derrick Watkins	Sheriff's Department
7	Andra Carter	Alt Sentencing & Rel
7	Larry Hollingsworth	District 3
7	Suprenia Waddle	District 6
7	Kathy McCartney	District Attorney
7	Perrethia Youngblood	License Department
7	Damon Carter	Motor & Equipment
7	Michael Parton	Sheriff's Department
6	Patrick Mitchell	District 4
6	Jessica Wolfe	License Department
6	Derek Jenkins	Public Works
6	Dionne Labatad	Purchasing
5	William Cowan	District 1
5	Rebecca Vansant	District 5
5	Carolyn Riethmaier	License Department
5	Franklin Barger	Probate Judge
5	Jerry Taylor	Sheriff's Department
5	Danny Whitt	Sheriff's Department
5	Brittini Rives	Sheriff's Department
5	Holly Boyce	Tax Assessor
5	Jenna Speck	Waste Control

## Nationwide Representative To Visit The Courthouse



Our Nationwide Representative, Martha Sutton, will be at the Courthouse on Tuesday, February 9<sup>th</sup> and the morning of Wednesday, February 10<sup>th</sup> for individual employee meetings. The Madison County Nationwide 457(b) Plan is a voluntary savings plan providing the opportunity for employees to save for retirement via pre-tax contributions. The plan has plenty of investment choices and can be tailored to the employee's individual goals. This is a great way to reduce taxable income and prepare for retirement. Martha can meet individually with employees on a variety of topics: general information on the 457(b) plan, enrollment, plan review for existing participants, making final preparations for retirement, or any other information needed on this 457(b) plan.

Nationwide has implemented a new web based meeting scheduler where the employee can select the meeting time and topic. Once on the site the employee will book the appointment time and then select from the following topics: Enrollment, General Education, Increase Deferral, Nearing Retirement, or Other. Go online to:

<http://seemarthasuttonfeb9or10.myRetirementAppt.com> The day before the employee's meeting the scheduler will send a reminder email to confirm the date and time.

DATE:

**February 9<sup>th</sup> from 9:00 a.m. to 12:00 p.m. and 2:00 p.m. to 4:00 p.m.**

**February 10<sup>th</sup> from 9:00 a.m. until 12:00 p.m.**

**TIME: Employee selects using the above link**

**PLACE: Seventh Floor, Room 734**

Employees may reach Martha Sutton at (256) 509-1389 or by email at [suttonm2@nationwide.com](mailto:suttonm2@nationwide.com)



### 2016 Contribution Limits for RSA1or Nationwide 457B

457 (b), 403 (b) 401 (k) Plans*		IRA's	
Elective deferrals	\$18,000	Contributions	\$5,000
Age 50 Catch-up	\$6,000	Age 50 Catch-up	\$1,000

\*Limits apply to the combined contributions to 403(b) and 401 (k) plans

Source: Click or Copy link into your browser

[www.irs.gov/uac/Newsroom/IRS-Announces-2016-Pension-Plan-Limitations;-401\(k\)-Contribution-Limit-Remains-Unchanged-at-\\$18,000-for-2016](http://www.irs.gov/uac/Newsroom/IRS-Announces-2016-Pension-Plan-Limitations;-401(k)-Contribution-Limit-Remains-Unchanged-at-$18,000-for-2016)

# The Unknown Employee Benefit

F.M.L.A.

Family  
Medical  
Leave  
Act

I want to introduce a benefit that I am sure many of you did not know existed. Family Medical Leave (FML) is available to employees who meet the eligibility requirements as a benefit to take job-protected leave from work to deal with a qualifying medical issue.

I will provide some basic information here but if you would like more information, please feel free to contact the Personnel Department.

**What is Family Medical Leave?** The Family Medical Leave Act was passed in 1993 and requires covered employers to grant eligible employees up to 12 weeks of job-protected, unpaid leave for the birth of a child, placement with the employee of a child for adoption or foster care, for the employee's own serious health condition, or for the serious health condition of the employee's spouse, parent or child.

**What are the eligibility requirements?** Employee must have been employed by the County for at least twelve (12) months (*need not be consecutive*) and worked at least one thousand two hundred fifty (1250) hours in the twelve (12) months before leave is requested. Time spent on paid or unpaid leave does not count as worked hours.

**What medical conditions qualify for FML?** The birth of the employee's son or daughter, and to care for the newborn child (also known as "*bonding time*"); the placement with the employee of a son or daughter for adoption or foster care, and to care for the newly placed child; to care for the employee's spouse, son, daughter, or parent with a serious health condition; a serious health condition that makes the employee unable to perform one or more of the functions of his/her job. Care for parents-in-law is not covered by FML

**What are the notification requirements?** Employees may either request FML or the County may initiate the process to qualify an employee's absence as FML. Employees requesting family medical leave must complete the Family Medical Leave Request Form at least thirty (30) days in advance if the leave is foreseeable, and as soon as possible if it is not foreseeable.

**How is an employee paid while on FML?** While FML on its own is unpaid leave, the County requires employees to use accrued leave while on FML which maintains them in an active status.





# SUPERVISOR PROCEDURES FOR ON THE JOB INJURIES

- 1. Get Details:** Was the employee acting/working within the line and scope of their job duties? If you determine the answer to be yes, proceed to next step and have witnesses complete a written statement describing the injury as they saw it.
- 2. Report the Injury:** If the employee is injured Monday-Friday, 8 a.m.- 5 p.m., call the Personnel Office at **256-532-3614** to report the injury. If the injury occurs after hours, or on a holiday, call Comp One at **256-532-2777** for direction on injury treatment. **In emergency situations, call 911 first.**
- 3. Getting Treatment:** Unless the injury is life threatening, employees will be directed to OHG for treatment. If the injury occurs after hours, and employee is directed to Huntsville Hospital ER, employees are not to follow discharge instructions regarding follow up appointments. Any treatment MUST have prior authorization.
- 4. Complete Documentation:** Supervisors must complete the Employee Accident Report and submit to Personnel with written statements from the employee and witnesses.

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## Contact Information:

**Personnel Office:**  
256-532-3614

**OHG:**  
256-265-7000

**Comp One:**  
256-532-2777





## **EMPLOYEE RESPONSIBILITIES WHEN INJURED ON THE JOB**

**Report the injury to your supervisor immediately.** If you are injured on the job, while performing a task or activity within the scope and sequence of your job, you must report it to your supervisor immediately.

**Drug Screen.** You must be drug screened within 24 hours, or the next business day.

**Receive authorized treatment.** You will receive treatment either at OHG (Occupational Health Group) at the corner of Governor's Drive and the Parkway; or Huntsville Hospital ER, depending on time of day, and severity of injury. If you are seen at the ER, do not follow their discharge instructions regarding follow up appointments. All treatment must be authorized.

**Maintain contact.** Remember to maintain contact with your supervisor following each appointment, providing any paperwork regarding work restrictions or modified duty recommendations.

**Ask questions.** If you have any questions at all, call Karen Myhand, Personnel, (256) 532-3614.

**Remember, reporting a false injury is a felony.**



**BLUEGRASS CLASSIC CAR  
AND**

**TRACTOR JAMBOREE  
SHARON JOHNSTON PARK**

783 COLEMAN ROAD, NEW MARKET AL

**Saturday, MAY 14, 2016**

11am – 6pm, enter through Gate #5

**GATES OPEN AT 8:00 A.M.**

**FEATURING: GARY WALDREP BAND**

**ROCKET CITY RIDGE**

**SOLID BLUE**

**CUMBERLAND MOUNTAIN BOYS**

**MC: DAVID BOLEY, PRESIDENT OF ABMA**

**CAR, TRUCK, & TRACTOR SHOW**

1985 and older

Entry fee \$15, Day of Event \$20

ONSITE Registration ends at 12 PM

Must be present to receive awards

Call 256-379-2868 for registration form

**CAMPSITES AVAILABLE**

**RAIN OR SHINE**

**GENERAL ADMISSION \$5.00 PER PERSON**

**12 AND UNDER FREE**

**FOR MORE INFO, REGISTRATION FORM, and**

**CAMPSITE RESERVATIONS CALL:**

256-379-2868, Mon-Fri (7a-3p)

**PROCEEDS SUPPORT**

**SHARON JOHNSTON PARK**

**Fun for the WHOLE Family**

**No alcohol allowed!**

**TROPHIES will be  
AWARDED**



**DOOR  
PRIZES**

**FOOD  
VENDORS**

**JAMMERS  
WELCOME!!!**

# WORST PASSWORDS OF 2015

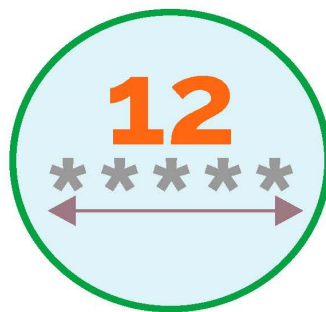
1	123456
2	Password
3	12345678
4	qwerty
5	12345
6	123456789
7	football
8	1234
9	1234567
10	baseball
11	welcome
12	1234567890
13	abc123
14	111111
15	1qaz2wsx
16	dragon
17	master
18	Monkey
19	Letmein
20	login
21	Princess
22	qwertyuiop
23	solo
24	passw0rd
25	starwars



"We have seen an effort by many people to be more secure by adding characters to passwords, but if these longer passwords are based on simple patterns they will put you in just as much risk of having your identity stolen by hackers"

SplashData releases its annual list in an effort to encourage the adoption of stronger passwords to improve Internet security. The passwords evaluated are mostly from North America and Western European users. The list shows many people continue to put themselves at risk for hacking and identity theft by using weak, easily guessable passwords.

## SPLASHDATA OFFERS THREE SIMPLE TIPS TO HELP PEOPLE PROTECT



Use passwords or passphrase of twelve characters or more with mixed types of characters



Avoid using the same password over and over again on different websites



Use a password manager such as TeamsID to organize and protect passwords and automatically log into websites



TeamsID

[www.teamsid.com](http://www.teamsid.com)

2016							Madison County Commission							2016						
JANUARY							JUNE							AUGUST						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2				1	2	3	4		1	2	3	4	5	6
3	4	5	6	7	8	9	5	6	7	8	9	10	11	7	8	9	10	11	12	13
10	11	12	13	14	15	16	12	13	14	15	16	17	18	14	15	16	17	18	19	20
17	18	19	20	21	22	23	19	20	21	22	23	24	25	21	22	23	24	25	26	27
24	25	26	27	28	29	30	26	27	28	29	30			28	29	30	31			
31																				
FEBRUARY														SEPTEMBER						
S	M	T	W	T	F	S								S	M	T	W	T	F	S
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7	8	9	10	11	12	13	4	5	6	7	8	9	10							
14	15	16	17	18	19	20	11	12	13	14	15	16	17							
21	22	23	24	25	26	27	18	19	20	21	22	23	24							
28	29						25	26	27	28	29	30								
MARCH							OCTOBER													
S	M	T	W	T	F	S	S	M	T	W	T	F	S							
		1	2	3	4	5							1							
6	7	8	9	10	11	12	2	3	4	5	6	7	8							
13	14	15	16	17	18	19	9	10	11	12	13	14	15							
20	21	22	23	24	25	26	16	17	18	19	20	21	22							
27	28	29	30	31			23	24	25	26	27	28	29							
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APRIL							NOVEMBER													
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3	4	5	6	7	8	9	6	7	8	9	10	11	12							
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MAY							DECEMBER													
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1	2	3	4	5	6	7					1	2	3							
8	9	10	11	12	13	14	3	4	5	6	7	8	9							
15	16	17	18	19	20	21	10	11	12	13	14	15	16							
22	23	24	25	26	27	28	17	18	19	20	21	22	23							
29	30	31					24	25	26	27	28	29	30							
							31													
							<p style="text-align: center;"><b>Legal Holidays</b></p> <p>January 1<sup>st</sup> New Year's Day</p> <p>January 18<sup>th</sup> Martin Luther King</p> <p>February 15<sup>th</sup> President's Day</p> <p>May 30<sup>th</sup> Memorial Day</p> <p>July 4<sup>th</sup> Independence Day</p> <p>September 5<sup>th</sup> Labor Day</p> <p>October 10<sup>th</sup> Columbus Day</p> <p>November 11<sup>th</sup> Veterans Day</p> <p>November 24<sup>th</sup> Thanksgiving Day</p> <p>December 26<sup>th</sup> Christmas Day</p> <p>End of Pay Period</p> <p>Pay Day</p> <p>Holiday <span style="background-color: yellow; border: 1px solid black; display: inline-block; width: 15px; height: 15px; vertical-align: middle;"></span></p> <p style="text-align: center;"><b>Reminder:</b> Annual Leave Balance should total no more than 472 hours by September 23, 2016</p>													