



# County Clips

**Madison County Annual Open Enrollment runs November 1 through November 18.** All forms and benefit changes must be submitted to the Personnel Office by 5:00 p.m. on Friday, November 18, 2016. We will not be able to accept changes or forms after this date.

You can now access all the open enrollment information you will need by visiting our Open Enrollment webpage at <http://www.madisoncountyal.gov/departments/personnel/employee-benefits/voluntary-coverage> where you will find descriptions of coverages, insurance forms, schedule for employee meetings, as well as an open enrollment PowerPoint presentation.

The Personnel Department will also be hosting four Open Enrollment Meetings in November. **We strongly encourage employees to review benefits options with their spouse and family members prior to making their elections to ensure they have the benefits package that best supports their family for 2017.**

Meeting Location	Date	Time
Madison County Courthouse 6th Floor, Room 616	November 10	1:00 p.m. - 2:00 p.m.
CID Sheriff's Department Only	November 7	3:00 p.m. - 4:00 p.m.
Jail Jail Employees Only	November 4	6:30 a.m. - 8:30 a.m.

## Special Points of Interest

- Pg. 2:  
Employee Information
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Wellness Information
- Pg. 4:  
EAP (Employee Assistance Program)
- Pg. 5:  
EAP Continued
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Lifestyle Lessons
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Employee Barnum & Bailey Circus Savings
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Employee Birthdays and Service Anniversaries

## Welcome To Our New Madison County Employees

Erica Anthony..... Maintenance  
 Jason Augustus..... Maintenance  
 Richard White ..... Probate Office  
 Jake Turner ..... Tax Assessor  
 Matthew Wilson ..... Sheriff's Department  
 Andrew Lancaster ..... Sheriff's Department

## Congratulations Retirees

Phyllis Seymore ..... Planning & Development

## New Arrival

Kenneth Hillis.....Waste Control  
*Granddaughter*

## Fire Safety Tip

Fire safety is smart business and worth the investment.

## For Sale:

4 piece desk set \$250, Oak Curio Cabinet \$75.  
 Call Amy in Personnel at ext. 3614.



## Our Deepest Sympathy

Susan Goodson.....DA's Office  
*Mother*  
 Carol McDonald .....DA's Office  
*Father*  
 Cleve Haley ..... Waste Control  
*Brother*

## Congratulations!!!

Employees from Finance, Personnel, and ITS departments attended the annual 2016 New World ERP User Conference at the beginning of October. While at the conference, Madison County participated in the Design Challenge. The Design Challenge is an opportunity for New World users across the country to present new ideas to attendees at the conference. The winner of the Design Challenge has New World's commitment to implement the idea by the year-end release the following year. The Madison County finance team prepared and presented an idea at the conference this year. We are proud to announce that our idea not only passed the first round of voting, but received 67% of the final vote between the top two presentations. By this time next year, our idea will be part of the update!





## December 2016 Wellness Schedule

Date	Location	Time
December 7, 2016	Charles Stone Building (819 Cook Ave)	9:30 a.m.-11:30 a.m.
December 7, 2016	District 3 East (4273 HWY 72 East)	1:30 p.m.-3:30 p.m.
December 7, 2016	Jail (815 Wheeler Ave)	6:00 p.m.-8:00 p.m.
December 8, 2016	District 1 (9457 Moores Mill Road)	7:00 a.m.-9:30 a.m.
December 8, 2016	Courthouse (100 Northside Square) <b>(Courthouse employees call 256-532-6987 for an appointment)</b>	10:30 a.m.-3:00 p.m.

**These are the first dates to be scheduled, there will be more in January.**

The Madison County Commission is glad to partner with Madison County Health Insurance providers for the upcoming Worksite Wellness Program. Our mandatory wellness screenings are scheduled to start on Wednesday December 7, 2016.

The Wellness Screenings will consist of: cholesterol, glucose, body-mass-index and blood pressure. **The screenings are mandatory for all employees with insurance through Madison County.** Results are strictly confidential.

If you have any questions please contact Tonya Hamilton at 256-532-6987.

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## What to Expect at a Wellness Health Screening

During the Health Screening our Health Coaches will provide the following:

- ✓ Comprehensive Lipid Profile
- ✓ Triglycerides, good/bad cholesterol check
- ✓ Glucose check
- ✓ Body Mass Index (BMI) measurement
- ✓ Blood Pressure check



If any of the above results are not within normal range, you may be given a referral to go to a health care provider of your choice. This referral will allow you to go to the provider and have your co-pay waived or reimbursed by Blue Cross Blue Shield of Alabama.

**Remember to bring your insurance card with you to the screening.**

**We hope to see you there!**

# Need A Little Direction?



Your Employee Assistance Plan (EAP) can help with:

- Emotional Distress
- Stress
- Workplace Concerns
- Anxiety
- Substance Abuse
- Managing a Chronic Illness
- Depression
- Legal & Financial Concerns

The EAP is a free, confidential service.



800-245-1150

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

\* Benefits may vary depending on your plan. Call BHS for more information.

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## BEHAVIORAL HEALTH SYSTEMS

Behavioral Healthcare Programs for Business & Industry Since 1989

# EAP Guide For Your Employee Assistance Program Benefits

### Welcome to BHS!

Welcome to Behavioral Health Systems (BHS). Your employer has selected BHS to provide its employee assistance program benefits. This sheet will tell you about us, how our program works and how to use your benefits.

### About Behavioral Health Systems

BHS specializes in managing mental health and substance abuse benefits. BHS has a preferred provider network of credentialed mental health care providers. We use independent (non-employee) providers to perform assessment and treatment services. This ensures an objective treatment process (our providers maintain full responsibility for the quality of care they provide). Based in Birmingham, Alabama, BHS has a network of over 11,000+ inpatient and outpatient providers across the nation. This lets us help you regardless of where you live.

BHS works on a fee-for-service basis. This means that your employer is billed and your provider is paid for those services that are actually provided. Neither BHS nor our providers can benefit from limiting your care.

### Accessing Your Benefits

Call BHS before you seek treatment. Our regular business hours are 7:00 a.m. to 5:00 p.m., CT. We are available 24 hours a day, 7 days a week for emergencies. However, BHS is not a "crisis" or "hotline." We will not try to treat you over the phone. Our job is to help you get the care you need.

When you call us to access benefits, a Care Coordinator will ask you for basic information. We will schedule an appointment for a face-to-face assessment with one of the BHS network case managers in your area.

### Common Questions

#### 1. What is an Employee Assistance Program?

An Employee Assistance Program (EAP) is a professional service which provides confidential assessment, referral and short-term counseling services to employees for behavioral health-related problems such as:

- ✓ Marital/Family
- ✓ Stress Issues
- ✓ Grief and Loss
- ✓ Financial/Legal
- ✓ Depression
- ✓ Eating Disorders
- ✓ ADHD/ADD
- ✓ Relationship Issues
- ✓ Substance Abuse
- ✓ Anxiety

#### 2. How do I access the Program?

It is as simple as a phone call to BHS. 800-245-1150. A Care Coordinator will ask you for necessary information and make a referral to a provider that specializes in your

particular area of need. (Note: All services require pre-approval).

#### 3. Is the Program confidential?

BHS protects your right to confidentiality as required by state and federal laws. Information is released only if the law requires disclosure or if you sign a release of information.

#### 4. Is there a cost to use the EAP services?

No. The EAP is a benefit provided to you, at no charge, by your employer. All services that are authorized by BHS are covered at 100% and you do not have to file any claims.

#### 5. What if I am not satisfied with the EAP services?

The goal of the EAP is to ensure that you receive the care that is needed for your specific situation. In the event that you are dissatisfied with the services provided, contact Clinical Services at BHS regarding the grievance process.

#### 6. What if I need further treatment beyond the visits provided through the EAP service?

The BHS Care Coordinator will help with any referral through your medical plan.

### To Access Benefits

- Call 800-245-1150
- Business Hours  
7:00 a.m. – 5:00 p.m., CT
- 24 hours a day, 7 days a week  
emergency access

### Things to Remember

- Call BHS before you seek treatment.
- Be prepared to give a BHS Care Coordinator basic information regarding your situation.
- In emergencies, seek the care you need, then call BHS as soon as possible or have the hospital call us.

### Contact Information

P.O. Box 830724  
Birmingham, AL 35283  
205-879-1150 • 800-245-1150  
[www.behavioralhealthsystems.com](http://www.behavioralhealthsystems.com)

# LIFESTYLE LESSONS



Personal risk management tips provided by: **S.S. Nesbitt & Co., Inc.**

## Did You Know?

One-third of those with type 2 diabetes (6.2 million people) do not know that they have the disease. According to the American Diabetes Association, diabetes often goes undetected because its symptoms seem harmless. These symptoms include: frequent urination, excessive thirst, extreme hunger, increased fatigue, irritability and blurry vision. If some of these symptoms sound familiar, see your doctor.

## PREVENTING TYPE 2 DIABETES

The following factors place people at a higher risk of developing both pre-diabetes, a medical condition in which blood glucose levels are higher than normal, and type-2 diabetes:

- Obesity (especially over the age of 45)
- High blood pressure, low HDL cholesterol and high triglycerides
- Family history of diabetes or history of gestational diabetes or delivered a baby that weighed nine pounds or more
- Ethnicity—African American, Hispanic, American Indian and Asian American are at a higher risk
- Slow-healing sores or frequent infections

Blood tests are used to screen for diabetes. Once diagnosed, your doctor will prescribe a treatment that suits your needs.

There are plenty of things you can do to manage—or prevent—your condition from worsening with these easy steps:

- Have routine diabetes screenings, especially if you gain weight or are inactive.
- Eat foods that are low in fat and calories.
- Do 30 minutes of moderate physical activity each day to keep your weight within the normal range.
- Lose any excess weight (even 10 pounds).

## Healthy Hints

Concerned about diabetes? To find out if you are at risk, take the online diabetes risk assessment available at [www.diabetes.org](http://www.diabetes.org).

## Savings for Employees & Families!



*Exclusive Savings for Employees & Families!*

### Tickets Start At \$15!\*

\*Ticket prices subject to change without notice based on market demand. Children ages 2 and older require a ticket. A facility fee of \$3 per ticket will apply. A one-time \$5 order processing fee will apply. No double discounts. Tickets are subject to availability. Restrictions, exclusions and additional charges may apply. This offer CANNOT be redeemed at the box office. NO REFUNDS OR EXCHANGES – ALL SALES ARE FINAL. ORDERING DEADLINES ARE STRICTLY ENFORCED.

### Von Braun Center - Huntsville, AL

WED	THURS	FRI	SAT	SUN
DEC. 14	DEC. 15	DEC. 16	DEC. 17	DEC. 18
7:00 PM	10:30 AM 7:00 PM	7:00 PM	10:00 AM 2:00 PM 6:00 PM	1:00 PM 5:00 PM

**Special Pricing: \$30 + \$15**

To purchase tickets, please call:  
866-248-8740 and choose Option 1

For questions call or e-mail:  
JJohnson@feldinc.com



**DEADLINE TO ORDER: THURSDAY, DECEMBER 8, 2016 AT 11:00 AM CST**

**#RinglingBros**

# December Birthdays

1	Susan Chapman	District Attorney
1	Christi Coleman	Purchasing
1	Joseph Russell	Public Works
2	Michael Brunsmann	Waste Control
2	Pamela Chavez	Juvenile Probation
2	Pamela Cowart	Probate Judge
2	Melissa Webster	Sheriff's Department
3	Richard Stainbrook	Sheriff's Department
4	Neil Ifill	District 4
4	Rhoda Kellum	Sheriff's Department
5	Lauren Boydston	County Fire
5	Wade Broxsie	Juvenile Probation
5	Karen Callahan	County Commission
5	Harvey Lane	District 4
5	Roberta Norman	Tax Collector
5	Charles Schrimsher	District 4
6	Kathy Alexander	Juvenile Probation
6	Julie Rosenburg	Sheriff's Department
6	Sandra Stewart	Sheriff's Department
6	Thomas Wilbanks	District 1
7	Willie Humphrey	District 1
7	Kevin Mulack	Sheriff's Department
7	Benjamin Werner	Sheriff's Department
8	Bill Anderton	District 3
8	Pamela Brady	Tax Collector
8	Corey Burton	Sheriff's Department
8	Betty Davey	Sheriff's Department
9	Jada Carter	District Attorney
9	Timothy Gann	District Attorney
9	Amy Hardin	County Commission
10	Joseph Dobson	Tax Assessor

10	Corey Gray	Sheriff's Department
10	Kelly Smith	District 4
11	Tana Lane	Sheriff's Department
11	Austin Moore	Water Department
11	Bobby Stone	Sheriff's Department
12	Stanley Thurman	Motor & Equipment
13	Jacques Cothren	Juvenile Probation
13	Larry Davenport	Juvenile Probation
13	Jonathan Harvey	Sheriff's Department
14	Kenneth Brooks	Sheriff's Department
14	Jason Payne	Sheriff's Department
15	Crystal Brown	District Attorney
15	Cynthia Erckenbrack	County Commission
15	Derrick Watkins	Sheriff's Department
15	Shenia Williams	District Attorney
16	Joshua Ballinger	District Attorney
16	Sina Holman	Waste Control
16	Maggie Wallace	District Attorney
17	Curtis Upton	District 1
18	Richard Brown	Sheriff's Department
18	Doyle Edwards	Sheriff's Department
18	Chris Harris	Sheriff's Department
18	Janique Jackson	Juvenile Probation
18	Wendy Martin	Tax Assessor
18	Jaime Velez	Sheriff's Department
18	Kimberly Wright	Tax Collector
19	Jermie Howell	Personnel
19	Stephanie Lowe	District 6
19	Deanna Roofener	Tax Assessor
20	Steve Finley	Sheriff's Department
20	Patricia Langford	District Attorney

21	Thomas Barnett	District Attorney
22	Sabrina Jenkins	District 6
22	Willie Locke	Sheriff's Department
22	William Roden	District 1
22	Selina Wells	Tax Collector
22	Jonas Wilson	Sheriff's Department
23	James Haraway	District 2
23	Sonya Massey	Sheriff's Department
23	Ronnie Patrick	District Attorney
23	William Wells	Sheriff's Department
24	Larry Hollingsworth	District 3
24	Terri Morris	Tax Assessor
25	Stephanie Carter	Sheriff's Department
26	Glenda Berry	License Department
26	Angus Garner	Public Works
26	Octavia Gilliland	Juvenile Probation
26	Anthony Hardin	Maintenance
26	Walter Stone	District 3
27	Teresa Ballard	License Department
27	Matthew Hill	Sheriff's Department
28	Michael Buck	Waste Control
29	Clyde Burgess	District 4
29	Kristi Holt	Animal Control
29	Latoya Osborne	Tax Collector
30	Harold Franklin	Maintenance
30	Christin Fults	Sheriff's Department
30	Amy Towry	License Department
31	Pamala Lane	Sheriff's Department
31	Alicia Osornio	Juvenile Probation
31	Dakota Rolin	Sheriff's Department

# November Service Anniversaries

## YRS.

34	John Lohenitz	District 1
34	David Kelley	District 1
30	Brent Shockley	District 1
29	Raymond Medley	Public Works
29	Doreen Sanders	Tax Assessor
25	Gary Whorton	Water Department
25	Tyler Denton	Water Department
24	Christopher Stephens	Sheriff's Department
24	Steve Finley	Sheriff's Department
22	Tara Bah	District Attorney
22	Kevin Caputo	Sales Tax
20	Dale Strong	District 7
20	Denise Mucke	Maintenance
20	Mary Hall	Tax Collector
19	Penny Parton	Tax Collector
18	Brent Shadrick	Sheriff's Department
18	Thomas Johnson	Sheriff's Department
17	Jamaica Fletcher	Maintenance
16	Roger Jones	District 1
16	Diane Wilson	Tax Assessor
15	Kenneth Brooks	Sheriff's Department
15	Stephanie Bolden	Tax Assessor
15	Harrel Hill	Water Department
14	Michael Jones	Sheriff's Department
13	Brandon Pritchett	District 3
13	Derrick Hale	Maintenance
12	Robert Harrison	District 6
12	Shirley Berry	Sheriff's Department



## YRS.

11	Charles Burgess	District 4
11	Antonio Douglas	Juvenile Probation
10	Timothy Gann	District Attorney
10	Anthony Daversa	Sheriff's Department
10	Joseph Washington	Sheriff's Department
10	Ewen Weber	Sheriff's Department
10	Sky Merrell	Tax Collector
9	Wendy Gay	District Attorney
9	Harley Watts	County Fire
9	Luquinton Lucas	Sheriff's Department
9	Cassie Maloney	Sheriff's Department
9	Crystal Cunningham	License Department
9	Whitney Ferguson	Sheriff's Department
8	Allen Norman	District 1
8	Larry Newby	District 6
8	Walter Parks	Juvenile Probation
7	James Rives	Sheriff's Department
7	Rena Norris	Tax Collector
6	Edmond Payne	District 1
6	Thomas Owczarzak	ITS
6	Courtney Riethmaier	License Department
6	Benjamin Matthews	Public Works
5	Laura Hatfield	License Department
5	Nancy Chastanet	Planning & Development
5	Donna Patterson	Tax Collector
5	Christopher Rogers	Waste Control
5	Stephen Wilson	Waste Control