January 2016
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County Clips

Important Information Pertaining to New Annual Tax Filing Requirements Under the Affordable Care Act

Madison County is considered a large employer under the Affordable Care Act (ACA) and the Form 1095-C provides monthly detailed information regarding an employer-provided health insurance coverage – or offers of coverage to the employee and any eligible dependents.

The Personnel Department will provide employees with a completed Form 1095-C by February 1, 2016. The 1095-C should arrive around the same time as the employee's W-2 form.

Employees should keep the Form 1095-C with the materials given to their tax preparer to complete the 2015 tax filing. If you prepare your own taxes, you may need to refer to this information as you complete your return.

If you worked for multiple employers in 2015, you *may* receive a Form 1095-C from those employers as well. If you are unsure about the employer's *large employer status under the ACA*, call and inquire about the situation.

The Personnel Department has added a Form 1095-C link to our website that contains a video that clearly explains the process and the employee's responsibilities, a sample 1095-C form and a list of FAQs that will assist you in understanding and complying with our requirements under the ACA. The web address for this link is http://www.madisoncountyal.gov/departments/personnel/form-1095-c .

If you have any questions, please contact the Personnel Office at 256-532-3614.

Special Points of Interest

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Chairman's Corner

I hope you and your families enjoyed a Merry Christmas. I especially want to thank those employees who worked over the holiday season to keep Madison County running smoothly.

I'm excited to begin the Chairman's Corner of the County Clips. Here I'll share important information with our employees as well as exciting news about Madison County.

With the new year underway it's a good time to begin making your severe weather plans. Madison County is proud to be among those Alabama counties participating in the 2016 Severe Weather Preparedness Tax Holiday. During the February 26-28, 2016 tax holiday you may purchase specific severe weather preparedness items free of sales tax. Among these items are batteries, cell phone batteries, NOAA weather radios, flashlights, fire extinguishers, smoke detectors and more. These items are often very helpful to you, your family and neighbors during severe weather.

As we all know severe weather can impact Madison County at any time. I encourage you to create a severe weather plan for your family and take advantage of the upcoming tax holiday to stock your important weather supplies.

For more information about the 2016 Severe Weather Preparedness Tax Holiday and the covered items, please visit http://www.revenue.alabama.gov/salestax/WPSalesTaxHol.cfm

Happy New Year!

Welcome To Our New Madison County Employees

James Smith .....Planning & Development

Congratulations Retirees

Roy Taylor.....District One
Jane Orton ..... NCAC
Lorenzo Baker .....Water Department
Kathy Priest..... Tax Assessor
Robert Hayes .....Sheriff's Department
Daryl Patton .....Sheriff's Department
Joyce Williams .....Sheriff's Department

New Arrival

Demetrius Ewing.....Waste Control
Granddaughter

Josh Moseley..... Sheriff's Department
Girl

Free.....Free.....Free

FREE 31" old analogy TV if anyone wants it. Call Jim @ 532-3510 or 256-652-2091.

Our Deepest Sympathy

Tim Howard---------- Water Department
Mother

Stanley Traylor ---------- Probate Office
Son

Susan Goodson ----------DA's Office
Father

Jimmy Cross---------- District Four
Son

Our Deepest Sympathy

Our thoughts and prayers are with Commissioner Phil Riddick on the Loss of his father Probate Judge Frank Riddick. Judge Riddick served as Probate Judge for Madison County for 18 years. He will be greatly missed.

Fire Safety Tip

Make your home safer by storing matches, lighters, and other fire starters away from children; maintaining working smoke alarms; and developing a home fire escape plan.

Below you will find a summary of benefit changes for 2016

Payroll Deductions for Premium Changes:

- Healthcare premiums will change from 12 monthly deductions to 24 bi-monthly deductions
- VSP vision insurance, Colonial coverages, and voluntary life policies will go from 12 monthly deductions to 26 bi-weekly deductions

New Health Care Premiums Effective on the January 15, 2016 Paycheck:

- Single coverage insurance will change from 12 monthly deductions of $71.00 to 24 bi-monthly deductions of $40.50
- Family coverage insurance will change from 12 monthly deductions of $132.00 to 24 bi-monthly deductions of $78.00

Health Insurance Plan Changes from Local Government Health Insurance Plan:

- Generic drugs increase from $5.00 to $10.00
- Office visit co-pay increase from $35.00 to $40.00
- Teladoc (more information will be mailed to employees homes about this new benefit)
- LGHIP now recognizes Common-Law spouses (contact LGHIP for details)
- Assignment of benefit for diabetic name brands

Standard Insurance Company:

- Standard Insurance is our new provider for life insurance, replacing The Hartford Life Insurance Company
- Premiums will increase each January as employees enter new age brackets. Age reduction factors impact employees over age 65.
- Child life increased to $10,000 for all eligible children for a low price of .37 per bi-weekly payroll

Flex Plan:

- Maximum amount for medical reimbursement was increased to $2550.00 for 2016. There will be 26 bi-weekly deductions

Medical Mall:

- Madison County employee dependents over the age of **12** with Madison County's health insurance plan, (LGHIP) is primary may use the Employee Health Clinic.
- Madison County Health Clinic co-pay increases from $10.00 to $15.00

Wellness

Wellness Schedule for January 2016

Date	Location	Time
January 25, 2016	Courthouse (100 Northside Sq.)	9:00 a.m.-12:00 p.m.
January 25, 2016	Sheriff's Dept. (715 Wheeler Ave)	1:30 p.m.-4:00 p.m.
January 25, 2016	Jail (815 Wheeler Ave)	6:30 p.m.-8:30 p.m.
January 26, 2016	Dist. 1 (9457 Moores Mill Road)	7:00 a.m.-9:30 a.m.
January 26, 2016	Dist. 3 (161 Walnut Street, New Hope)	11:00 a.m-12:30 p.m.
January 26, 2016	Dist.6(3210 Hi-Lo Circle)	2:00 p.m.- 4:30 p.m.
January 27, 2016	Public Works/Water (266 Shields Rd)	7:00 a.m.-11:00 a.m.

The Madison County Commission is glad to partner with LGHIP for the upcoming Worksite Wellness Program. Here are the next scheduled dates for our mandatory wellness screenings.

The Wellness Screenings will consist of: cholesterol, glucose, body-mass-index and blood pressure. The screenings are mandatory for all employees on the LGHIP insurance. Results are strictly confidential.

If you have question please call Tonya Hamilton at 256-532-6987.

February Birthdays

1	Wendell Mccaulley	District 2
1	John Rice	District 4
1	Richard Grace	Public Works
1	Joseph Rice	Sheriff's Department
2	Karen Wilkerson	County Commission
2	Lawrence Sledge	District 6
3	Penny Holder	District 1
3	William Flippo	District 3
3	Nina Townsend	Juvenile Probation
4	Chrystal Adams	Sheriff's Department
4	Derrick Shockley	Purchasing Warehouse
4	Dawn Holland	Tax Assessor
5	Stephen Bridges	District 3
5	Patrick Morrow	County Fire
5	Nicholas Maack	Sheriff's Department
6	Thomas Harris	District 3
6	Frieda Sims	License Department
6	Christina Mcculloch	Tax Assessor
7	Yvette Roszell	District Attorney
7	Brian Edwards	County Fire
7	Daryl Patton	Sheriff's Department
7	Denise Jackson	Maintenance
8	Christine Snyder	County Commission
8	Jeremy Edwards	Sharon Johnston Park
8	Bryan Neal	Sheriff's Department
9	Gregory Brown	Juvenile Probation
9	Douglas Mayes	Waste Control
10	Christopher Parsons	District 3
10	Barbara Clardy	Sheriff's Department
11	Kathy Priest	Tax Assessor
12	Disa Banahan	Alt Sentencing & Rel
12	Loren Stephenson	District Attorney
12	Anne Burkett	Planning & Development
13	April Hubert	Alt Sentencing & Rel
13	Sheree King	Sheriff's Department
13	Charles Zeissler	Sheriff's Department
14	Elizabeth Jackson	District Attorney
14	Roslyn Guyton	Sheriff's Department
14	Cody Rausch	Sheriff's Department
14	Laquita Bell	Juvenile Probation
15	Jonathan Kingsford	District Attorney
15	Christina Hughes	Probate Judge
15	Telly Atkins	Sheriff's Department
16	Linda Wylie	District Attorney
17	Victoria Eason-Giles	Sheriff's Department
17	Jonathan Battle	Juvenile Probation
19	Christopher Kent	District 3
19	Jeffery Ledbetter	District 3
19	Richard Foster	Public Works
19	Ashton Byrd	Tax Collector
20	Terry Barlowe	Sheriff's Department
20	Gerald Jordan	Sheriff's Department
21	Gene Bolden	District 1
21	Melvin Lockett	District Attorney
21	Kathy Sisk	License Department
22	Joseph Allen	Water Department
23	John Kale	Maintenance
23	Todd Lowder	Sheriff's Department
24	Miranda Lowman	Alt Sentencing & Rel
24	Brandon Pritchett	District 3
24	Rebekah Callahan	District Attorney
24	Jennifer Hardy	District Attorney
24	Theresa Hocken	Sheriff's Department
24	David Moody	Sheriff's Department
25	Melissa Stiles	Alt Sentencing & Rel
25	Christina Paparella	District Attorney
25	Marcus Blackburn	Sheriff's Department
25	Cassie Maloney	Sheriff's Department
25	James Draper	Maintenance
25	Phillip Renfroe	Public Works
25	Nancy Dempsey	Waste Control
26	Linda Steele	District Attorney
26	Richard Henley	ITS
26	Rodney Smith	Sheriff's Department
26	Jared Flory	License Department
26	Brian Mullins	Maintenance
26	Wilburn Treece	Maintenance
26	Vicky Brown	Probate Judge
27	John Alexander	District 1
27	Nadine Washington	District 6
27	Frank Burden	Sheriff's Department
27	Vemar Wilson	Sheriff's Department
27	Shelby Holt	Sheriff's Department
27	Keith Reed	Sheriff's Department
27	Rena Norris	Tax Collector
28	Tammy Renfroe	License Department
28	Aliex Alexander	Waste Control
28	Billie Wales	Water Department
29	Zackery White	ITS
29	David Lowery	Sheriff's Department

January Service Anniversaries

YRS.		
32	Kathy Priest	Tax Assessor
30	Leonhard Myrick	Public Works
29	Bill Adams	Waste Control
28	Wanda Yelverton	County Commission
28	Phyllis Seymore	Planning & Dev
27	Barbara Clardy	Sheriff's Department
25	Tana Lane	Sheriff's Department
24	Robert Britton	District 1
24	Donald Rizzardi	District Attorney
24	Darlene Woodard	District Attorney
24	James Tolleson	District Attorney
24	Rhoda Kellum	Sheriff's Department
23	Matthew Cagle	Sheriff's Department
23	Wendy Martin	Tax Assessor
23	Jerry Buck	Waste Control
22	Melissa Heron	District Attorney
20	John Craft	District 3
20	Shantae Threatt	Juvenile Probation
20	Patricia Harris	License Department
20	Haidee Roberts	Tax Assessor
19	Jeffrey Mccluskey	District Attorney
19	Pamela Rowe	Personnel
18	Harvey Artis	Sheriff's Department
18	Richard Stainbrook	Sheriff's Department
18	Jedonna Whitten	License Department
18	Vicky Brown	Probate Judge
18	Eugene Nash	Sheriff's Department
17	Brian Edwards	County Fire
17	Kevin Duke	Sheriff's Department
17	Eric Toney	Waste Control
16	Sandra Hauser	County Commission
16	William Flippo	District 3
16	Mary Clift	Tax Collector

YRS.		
16	Marcus Edwards	Water Department
16	Danny Powers	Water Department
15	Jonathon Hubbert	District Attorney
15	Pamela Flory	Personnel
14	Kevin Thompson	Sheriff's Department
14	Melody Brown	Sheriff's Department
14	Varian Hall	Waste Control
13	Blake Dorning	Sheriff's Department
11	Miranda Lowman	Alt Sent & Rel
11	Jo Miley	District 6
11	Shauna Barnett	District Attorney
11	Franeika Evans	Sheriff's Department
9	Roland Campos	Sheriff's Department
9	Terry Pyle	Sheriff's Department
8	Regina George	District 1
8	Courtney Osborne	District 3
8	Stephen Bridges	District 3
8	David Keith	Water Department
7	Alisha Payne	Alt Sent & Rel
7	Nafeesa Johnson	Sheriff's Department
7	Vikki Miranda	Sheriff's Department
7	Denise Jackson	Maintenance
7	Jerome Heard	Sheriff's Department
6	Pamuelia Millich	Probate Judge
5	Laura Kovalcik	CAJA
5	Chrystal Privett	Court Reporters
5	Charles Schrimsher	District 4
5	Phillip Riddick	District 5
5	Joshua Ballinger	District Attorney
5	Mary James	Juvenile Probation
5	Emma Mills	License Department
5	Arthur Steber	Maintenance
5	Roderick Frinks	Waste Control

Resolve This, Not That

How many times have you earnestly jotted down your New Year's resolution on January 1, only to completely give up by January 31? If you answer "every year," you're not alone. But don't assume you lack willpower – it's more likely that your resolutions aren't setting you up for success.

We've collected a list of some of the least effective New Year's health resolutions and provided suggestions for better resolutions that will set you up for a healthier new year.

1. JOIN A GYM.

What's wrong with this? Joining a gym doesn't mean you'll actually go. The biggest reason people say they don't exercise is lack of time. So unless you live or work right next to a gym, taking time to get to the gym may be a stopper all by itself.

Better Resolution: Make a fitness resolution that makes it easy to fit 30 minutes a day of physical activity into your busy life. You could resolve to go for a 30-minute walk after dinner every night, or to take two 15-minute walking breaks every day at work. If you do decide to join a gym, make a plan for when you'll go and what you'll do when you're there.

2. LOSE WEIGHT.

What's wrong with this? Weight management is one of the most important ways to reduce your cancer risk, but resolving to lose weight without a specific plan for how you're going to do it is unlikely to succeed.

Better Resolution: Think about your eating habits and how you can tweak them for weight management. Are you a nighttime snacker? Resolve to have a cup of tea or take a warm bath when you get the munchies. Do you tend to eat a lot of high-fat, high-sugar, energy-dense foods? Resolve to swap out some of these foods for foods with low energy density like fruits, vegetables, whole grains, and beans. Not sure what's behind your weight gain? Resolve to keep a food diary and make an appointment with a registered dietitian for advice.

3. GO PALEO OR GLUTEN-FREE.

What's wrong with this? There's not evidence that following either of these latest fad diets will, by themselves, help you lose weight or improve your health for the long term. What's the point of giving up foods you love if there's no evidence it will benefit you? (One caveat: Following a gluten-free diet is a must if you have celiac disease.)

Better Resolution: Resolve to make healthy changes with solid evidence behind them, such as cutting back on processed and red meat or eating more plant foods. Set specific, achievable goals like eating at least one serving of fruits or vegetables at each meal, limiting 3 ounce portions of red meat to 3 times per week.

4. GIVE UP SWEETS.

What's wrong with this? This resolution isn't achievable. You can cut out added sweets for a day or even a week, but who wants to give up dessert for the rest of their life? At some point you're going to give in to that chocolate bar or cookie, and then you'll feel like you failed.

Better Resolution: Limit yourself to a modest serving of a dessert or other treat two to three times a week. This will allow you to enjoy the occasional treat without adding to your waistline.

5. RUN A MARATHON.

What's wrong with this? Nothing, if you're already a long distance runner. But if you're a couch potato who can't run a mile, you need a smaller goal that you can work toward first. Otherwise, you could hurt yourself or get discouraged.

Better Resolution: Resolve to start running 5 or 10 minutes a day, increasing your running time by a few minutes each week. Or sign up for a 5k and find a running plan for beginners that will help you build up gradually. Once you complete the 5k, start setting your sights on longer distances.

2016 WORLD TOUR

Sunday, January 10th, 2016 @ 3pm ~ Von Braun Center

Madison County Employees

EXCLUSIVE DISCOUNT OFFER ~ SAVE UP TO $7 PER TICKET!

GROUP PRICES
Lower & Upper Level

No Minimum Ticket Purchase Required
(prices include all ticket and building fees)

Seat Location	Regular Prices	Your Prices	Quantity	Subtotal
Courtside	$124.50	No Discount	x _____	$ _____
VIP	$64.50	No Discount	x _____	$ _____
Low Sides	$47.50	$40.50	x _____	$ _____
High Sides	$35.50	$29.50	x _____	$ _____
UL-Corners	$26.50	$20.50	x _____	$ _____
UL-Ends	$20.50	$18.50	x _____	$ _____
**********				
MAGIC PASS	*$22.00*	*$17.00*	x _____	$ _____

Magic Pass is an 30-minute pre show event from 130-2pm (limited capacity. Separate ticket required)

Handling Fee	$ 5.00
TOTAL	$ _____

VBC
VON BRAUN CENTER

MAGIC PASS: Spend time on the court with the Globetrotters – shooting, trying out ball tricks and photo opportunities! **All customers, regardless of participation, must have a game ticket AND Magic Pass for entry.** Soft/rubber soled shoes must be worn on court.

☐ Accessible seating requested ♿

DEADLINE TO ORDER Thursday, January 7th (5:00 pm EST)

Contact Name _____ Group Name Madison County Employees

Mailing Address _____ City _____ State____ Zip code_____

Phone _____ Email _____

METHOD OF PAYMENT

PAYMENT: Visa MC Discover Amex Security Code _____

Card # _____ Expires _____

Billing Address(if needed)_____

City_____ State____ Zip_____ Signature _ _____

Mail or Will Call (circle one) Will Call Name _____

All tickets ordered after Wednesday December 30th will be left in will-call

To order tickets contact Kristine Slizewski:
Toll Free: 800-641-4667 x1222
Direct : 602-707-7011 ~ Fax : 602-258-5925
Or email your order to:
slizewski@harlemglobetrotters.com
Or bring this completed order form to the box office to receive the discount

All tickets are subject to availability. Tickets must be purchased in advance by mail, phone, email or fax. Orders will be filled on a first come, first serve basis. No refunds or exchanges. Children under 2 do not require a ticket provided they sit on adult's lap.

Huntsville, AL