



# CITY OF Anniston

We Are More!

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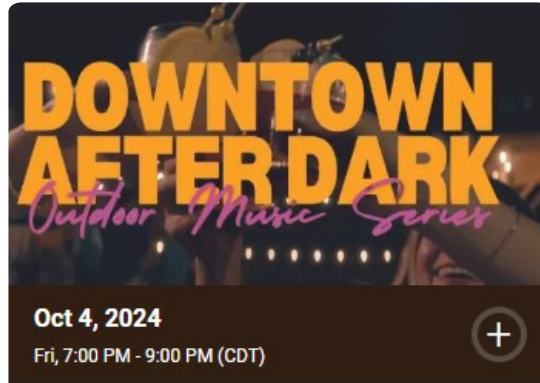


# CITY OF Anniston

We Are More!

## UPCOMING EVENTS

### IN ANNISTON & SURROUNDING AREAS



**DOWNTOWN AFTER DARK**  
*Outdoor Music Series*

**Oct 4, 2024**  
Fri, 7:00 PM - 9:00 PM (CDT)

HOSTED BY: Main Street Anniston  
**Downtown After Dark Outdoor Music Series**  
 featuring Chris Voice  
 Noble Street Park Anniston, AL, 1 W 11th St,



**Birding & Biscuits**  
 Saturday, October 5, 9:00 am  
 Meet at the Learning Lodge

Guided by CSP Naturalist



**Oct 5, 2024**  
Sat, 9:00 AM (CDT)

HOSTED BY: Anniston Museums and Gardens  
**Birding & Biscuits**  
 800 Museum Drive, Anniston, AL 36206, 800  
 Museum Dr. Anniston. AL 36206-2813. United States



**SHREK**  
THE MUSICAL

FALL IN LOVE ALL OGRE AGAIN!

**Oct 8, 2024**  
Tue, 7:00 PM (CDT)

HOSTED BY: Oxford Performing Arts Center  
**Shrek - Broadway Musical National Tour**  
 100 E Choccolocco St, Oxford, AL, United States,



**FALL FEST**

Saturday, October 12, 2024  
 10:00 AM - 5:00 PM

**ALL FEST 10:00 AM - 5:00 PM**

celebrate fall with the Anniston Museums and Gardens at *Fall Fest!* Bring the whole family enjoy a day of fall-themed games and activities. Live animals, outdoor games, food trucks, rides, crafts, science experiments, and more await! Children and children-at-heart are welcome to wear costumes. There is something for everyone!

Fest tickets include admission to the Anniston Museum of Natural History (AMNH), Roman Museum, and access to all activities! \$16/Adult, \$12/Child (ages 4-17), and Children 0-3 are FREE!



**ELECTRIC AVENUE**

FEATURING: QUETS AND ANTHEMS | FEATURING: ICONIC MOVIE MOMENTS

OXFORD  
80'S MOVIE SOUNDTRACK NIGHT

**THURSDAY, OCTOBER 17TH**

TICKETS AT ELECTRICAVENUEMUSIC.COM

**Oct 17, 2024**  
Thu, 7:00 PM (CDT)

HOSTED BY: Oxford Performing Arts Center  
**80's Movie Night with Electric Avenue**  
 100 E Choccolocco St, Oxford, AL, United States,  
 Alabama 36203, 100 E Choccolocco St, Oxford, AL  
 36203-1222, United States



# MORE

UPCOMING

EVENTS

IN ANNISTON  
& SURROUNDING AREAS



**Oct 19, 2024**  
Sat, 9:00 AM - 12:00 PM (CDT)

HOSTED BY: PASSIONATE FOR PINK FUNDRAISER  
**PASSIONATE FOR PINK 3rd ANNUAL  
BREAST CANCER AWARENESS 5K WALK  
2024**

101 West 14th Street, Anniston, AL 36201



**Oct 18, 2024**  
Fri, 7:30 PM (CDT)

HOSTED BY: Oxford Performing Arts Center  
**Forever Motown**

100 E Choccolocco St, Oxford, AL, United States,



**OCT 22**  
ANNISTON CITY MEETING CENTER  
10 AM  
4 PM  
**Business EXPO**  
LIGHTS, CAMERA, BUSINESS!

**Oct 22, 2024**  
Tue, 10:00 AM - 4:00 PM (CDT)

HOSTED BY: Calhoun County Area Chamber & Visitor's Center

**2024 Business EXPO**

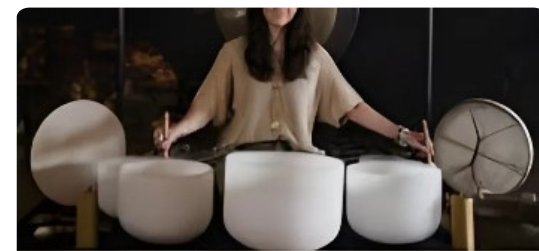
Anniston City Meeting Center, 1623 Noble St,



**Oct 28, 2024**  
Mon, 6:00 PM (CDT)

HOSTED BY: Oxford Performing Arts Center  
**Lightwire Theatre's Dino-Light**

100 E Choccolocco St, Oxford, AL, United States,



**ZERO GRAVITY**

**Oct 23, 2024**  
Wed, 6:30 PM - 7:30 PM (CDT)

HOSTED BY: Romarin et Corbeau

**October Zero Gravity Sound Bath Anniston Alabama**

1020 Noble St, Anniston, AL

## Neewollah on Noble 2024



**NEEWOLLAH**  
ON NOBLE

MAIN STREET ANNISTON  
Saturday, October 26

Live Music • Food • Costume Contest • Kid Zone • Candy



**TRICK or TREAT**  
on main

THURSDAY, OCTOBER 31, 2024 05:00 PM - 07:00 PM  
400 MAIN ST., OXFORD, AL 36203

**Oct 31, 2024**  
Thu, 5:00 PM - 7:00 PM (CDT)

HOSTED BY: The City of Oxford, Alabama

**Trick or Treat on Main**

Historic Main Street Oxford Al, Oxford, AL, United States

## Director Spotlight



Photo Credit: Jackson Hodges

It is truly an honor to lead an organization so rich in history and professionalism. It never ceases to amaze me how many of our employees have a servant's heart. Each and every day, someone goes above and beyond for a complete stranger, and never looks to receive any recognition. This is the type of culture that everyone should strive for throughout any organization.

Our department was founded in 1883 with a small volunteer firefighting force, with the only mission being fire protection. Over the last 141 years, our department has grown into a multi-faceted all hazards response agency that runs fires, EMS, Haz-Mat, technical rescue emergencies, such as, wilderness rescue, rope rescue, and confined space rescue. This along with fire inspections, code enforcement, fire investigation, and fire prevention education. Today we have 6 fire stations, one of which is located at the Anniston Regional Airport to provide fire protection for all aviation operations, 75 personnel, and we have an ISO Public Protection Classification of a Class 2. This puts our Department in the top 1 percent of all fire departments across our nation.

We also support a Regional Training Center, where we host about 50 fire related classes a year where one can receive certification in a wide range of courses, such as Apparatus Operator, Fire Investigation, Technical Rescue, and recruit schools for the new firefighter. Approximately 900 or more students not only take classes at our training center every year, but they eat in our restaurants, shop in our stores, and stay in our hotels, which all provides some economic impact to our City. This along with our high school fire science program and high school EMT class, has positioned the Anniston Fire Department as one of the premier fire service leaders in our State.

Most of all, I would like to express my gratitude for the support that AFD receives from the other departments, our mission could not be accomplished without this support, and for that, I am truly grateful. We are absolutely one big team, and that's what makes our City an incredible place to live, work, and play.

- Chief Jeff Waldrep



# OCTOBER

## *FUN FACTS AND DATES OF THIS MONTH*

### Facts

- October's zodiac signs are  
Libra (Sept. 23–Oct. 22) and  
Scorpio (Oct. 23rd -Nov. 21)
- October's birthstone is a Opal
- October birth flowers are the cosmos and  
the calendula or marigold. Cosmos is the  
symbol of joy in life, love and peace.
- October is **Breast Cancer Awareness** Month
  - Oct. 13- Breast Cancer Awareness Day
  - Oct. 18 National Mammography Day

### Dates

- Oct. 1- National Homemade Cookie Day
- Oct. 4- National Taco Day  
World Smile Day
- Oct. 10 - World Mental Health Day
- Oct. 13 Breast Cancer Awareness Day
  - National M&M Day
- Oct. 14- Columbus Day
  - Indigenous Peoples' Day
  - National Dessert Day
- Oct. 21-National Reptile Awareness Day
- Oct. 26 National Pumpkin Day
- Oct. 28 National First Responders Day
- Oct. 31 - Halloween
  - National Knock Knock Joke Day



### Folklore for the Season

- When deer are in a gray coat in October, expect a hard winter.
- Much rain in October, much wind in December.
- A warm October means a cold February.
- In October dung (fertilize) your field, and your land its  
wealth shall yield.

## HUMAN RESOURCES UPDATES

**GET**

**READY**



➤➤➤ **Benefits Fair** will be Thursday, November 7, 2024, at the Anniston City Meeting Center starting at 7:30am. More information coming soon.

It's that time of year to:

- Review your current health insurance plans to re-elect or change
- Enroll/re-enroll in one of the Flexible Spending Accounts
- Add/delete dependents to your coverage
- Review and update life insurance beneficiaries
- Elect a charitable giving contribution

You can learn more about 2025 Health, Dental, Vision, FSA, etc. insurance options by reviewing the Summary of Benefits on the following pages.

If you have any questions or need assistance, please do not hesitate to reach out to our HR department.



# 2025 BENEFITS AT A GLANCE



## MEDICAL



	In-Network You pay:
Annual Deductible – Individual / Family	\$100 / \$200
Annual Maximum Out of Pocket – Individual / Family	\$4,000 / \$8,000
Coinsurance (Member Pays)	0%
Primary Care, Specialist, Urgent Care, or Virtual Care	\$20 copay
Emergency Room, Inpatient, or Outpatient Services	\$150 copay
Pharmacy	\$10 / \$30 / \$60 / \$60 copays
Tier 1 / 2 / 3 / 4	
Telehealth	\$20 copay

## DENTAL



	In-Network You Pay:
Deductible (Individual / Family)	\$50 / \$150
Annual Maximum Per Person	\$1,000
	<b>Network Plan Pays:</b>
	100%
Diagnostic & Preventive	100%
Basic and Restorative	80%
Basic and Supplemental	50%
Major Services	50%
Prosthetic	50%
Orthodontia (dependents up to age 19) Lifetime Max	\$1,500

## VISION



	EyeMed Network
Routine Eye Exam <i>Once every 12 months</i>	\$10 copay
Contact Lenses - Conventional - Medically Necessary	\$130 allowance; 20% off balance Paid in full
Frames <i>Once every 24 months</i>	\$130 allowance then 20% off balance
Lenses <i>Once every 12 months</i>	\$10 copay
Frames	\$130 allowance after \$10 copay

*Beginning 1/1/2025, your vision benefits will be through Mutual of Omaha utilizing the EyeMed Network.*

## VOLUNTARY TERM LIFE AND AD&D



Voluntary Term Life Insurance	
Employee Benefit Amounts	Minimum: \$10,000 – Maximum: 5x your annual salary up to \$500,000 Guaranteed Issue: 5x your annual salary, up to \$150,000
Benefit Reduction Schedule	At Age 70, benefits reduce to 50%
Dependent Spouse Benefit Amounts	Minimum: \$5,000 – Maximum: 100% of Employee's benefit, up to \$250,000 Guaranteed Issue: 100% of Employee's benefit, up to \$30,000
Dependent Child Benefit Amounts	Minimum: \$10,000 – Maximum: \$10,000 Guaranteed Issue: \$10,000
AD&D Benefit Amount	100% of elected benefit

*Beginning 1/1/2025, your Voluntary Life benefits will be through Mutual of Omaha. This year only, you have the option to purchase Guaranteed Issue Life Insurance for you and your family without answering any medical questions. Future enrollments will require Evidence of Insurability.*

# 2025 BENEFITS AT A GLANCE



## DISABILITY INSURANCE



Short-Term Disability Insurance	
Benefit	60% of weekly income
Maximum Weekly Benefit	\$1,800
Maximum Benefit Period	11 weeks
Benefits Begin	Accident & Illness: After 14 days
<i>Beginning 1/1/2025, your Disability benefits will be through Mutual of Omaha.</i>	

Long-Term Disability Insurance	
Benefit	60% of monthly income
Maximum Monthly Benefit	\$7,500
Guaranteed Issue	\$7,500
Maximum Benefit Period	No longer disabled or you reach SSNRA (Social Security Normal Retirement Age)
Benefits Begin	Accident & Illness: After 90 days
<i>Beginning 1/1/2025, your Disability benefits will be through Mutual of Omaha. This year only, you have the option to purchase Guaranteed Issue Long-Term Disability Insurance without answering any medical questions. Future enrollments require EOI.</i>	

## VOLUNTARY BENEFITS



### CRITICAL ILLNESS INSURANCE

Critical Illness Insurance helps provide a financial cushion with a lump-sum benefit if you or a covered family member is diagnosed with a critical illness, such as cancer, heart attack, stroke, and many other illnesses. Refer to Plan Summaries to see a full list and amount of coverage. This plan includes an annual \$50 Health Screening Benefit.

### ACCIDENT INSURANCE

Accident Insurance helps offset unexpected medical expenses, which can result from a fracture, dislocation, burn, or many other covered accidental injuries that occur on and off the job. Hospitalization, ICU confinement, rehab facility, transportation, and procedures are among the benefits covered. A \$50 Health Screening Benefit is also included. Refer to Plan Summaries for details and the full list of coverages.

### HOSPITAL INDEMNITY

Hospital Indemnity Insurance provides help with out-of-pocket expenses incurred with a hospital stay. Hospital admissions can result in significant financial hardship. This coverage provides a lump sum cash benefit that you can use to offset deductibles, copays, medical, and non-medical expenses not covered by your major medical insurance. Refer to Plan Summaries to see a full list of coverages.

*Beginning 1/1/2025, your Voluntary benefits will be through Mutual of Omaha.*

## FLEXIBLE SPENDING ACCOUNT (FSA)



What is an FSA?	How it works:
FSA's help you pay for eligible medical, dental, and vision out-of-pocket costs by allowing you to set aside pre-tax contributions. Healthcare FSA funds are available to use 1/1/2025, even money you have not contributed yet.	<ul style="list-style-type: none"> <li>✓ Estimate your eligible healthcare expenses for the upcoming year</li> <li>✓ Determine how much you want to set aside per paycheck</li> <li>✓ When you have an eligible expense, you can submit a claim to be reimbursed from your FSA account</li> <li>✓ You must re-enroll each year to continue funding your account(s); unused healthcare amounts over \$640 will be forfeited</li> </ul>

## EMPLOYEE ASSISTANCE PROGRAM (EAP)



What is an EAP?
The Employee Assistance Program is offered to employees at no cost to them. This program provides the opportunity to speak with a professional counselor confidentially about any type of personal concern that may be affecting your work or personal life. The program is a confidential resource available 24/7/365 to help you deal with a variety of life stages and concerns, including depression, anxiety, stress, relationship difficulties, family issues, loss and grief, financial advice, & many more.



# Employee Spotlight



**Jeffrey Beason**  
Equipment Operator III 6 Years

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**Q: What are your hobbies or things you like to do in your spare time?**

**A:** Spending time with my family, football, sports

**Q: What do you enjoy most about your job?**

**A:** Every day is something different, there is no monotony. I enjoy being able to be outside every day.



**Konnor Baswell**  
Electrical Building Maintenance II 1 Year

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**Q: What are your hobbies or things you like to do in your spare time?**

**A:** I enjoy going golfing and hanging out with my friends.

**Q: What do you enjoy most about your job?**

**A:** I enjoy being able to work on air conditioner units and being around people that want to work and enjoy what they are doing.



**Darren Spruill**  
Youth Sports Complex Athletics Director 16 Years

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**Q: What are your hobbies or things you like to do in your spare time?**

**A:** I like to spend time with my family and chill at the house

**Q: What do you enjoy most about your job?**

**A:** I love interaction with the people with athletics and all the events and helping the community

# Employee Spotlight



**Matthew Jerome**  
Fire Sergeant

3 Years

**Q: What are your hobbies or things you like to do in your spare time?**

**A:** When I am not at work I enjoy spending time with my wife and two kids. Both of my children are active in multiple sports so my wife and I attend as many games as we possibly can. If I'm not with my family, you can find me working on home projects, or helping my co-workers with whatever they need.

**Q: What do you enjoy most about your job?**

**A:** I was raised in the city of Anniston and remain a resident of the city. I enjoy being able to work for, and help the residents of Anniston who shaped me into the person I am today. It is an amazing opportunity being able to work for a fire department that is steeped in so much tradition and history. Everyday I come into work, I look forward to training and adding new skills to my belt. By adding these skills I am better equipped to assist the residents of Anniston.



# Employee Spotlight



**Preston Sorrell**  
Police Sergeant

13 Years

**Q: What are your hobbies or things you like to do in your spare time?**

**A:** I like to spend time with my wife and 2 daughters and take trips.

**Q: What do you enjoy most about your job?**

**A:** That it is something different everyday. I get to be out and meet people in the public and help them when they feel like there is no one to help them.

## FROM THE HUMAN RESOURCES TEAM

Big thanks to everyone who participated in the Employee Spotlight! We're grateful for your time and effort in joining us for this, and we're excited to involve even more folks in the future. Thanks for doing a great job representing your departments and being such valuable members of the City of Anniston team.

*Thank you!*

Bersheba Austin, HR Director

LaKea Bailey, HR Generalist

Amanda East, HR Clerk

# October Birthdays



Chantz Anders  
LaKea Bailey  
Nicholas Bowles  
Brian Brockman  
Keith Brown  
Brandon Connell  
Tylor Cornwell  
Jonathan Cox  
Billy Curvin  
Amy Davis  
Demarcus Fomby  
Sarah Harris  
Chase Heindl  
Jackson Henry  
Reed Hill  
Keaonta Hines  
Jessica Leonard  
Tyrone McGhee  
Canyon Mickler  
Shawn Morehead  
Cody Murray  
Rex Newton  
Thomas OConnor  
Cameron Smith  
QuinArise Sykes  
Ashley Talley  
Paul Wade  
Dustin Walker  
Barbara Welch  
Sarah Woolmaker



# Happy Work ANNIVERSARY





## October Anniversaries

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<b>Demetrious Gaston</b>	<b>36</b>	<b>Calvin Prince</b>	<b>6</b>
<b>Wilburn Rollins</b>	<b>26</b>	<b>Owen Smith</b>	<b>5</b>
<b>David Thompson</b>	<b>21</b>	<b>Shirlena Fluker</b>	<b>5</b>
<b>Brandon Connell</b>	<b>21</b>	<b>Matthew Jerome</b>	<b>4</b>
<b>Ricky Day</b>	<b>21</b>	<b>Christopher Cardwell</b>	<b>3</b>
<b>Brenton McCurry</b>	<b>18</b>	<b>Ray Jones</b>	<b>3</b>
<b>Bruce Barnes</b>	<b>17</b>	<b>Jasmine Smith</b>	<b>2</b>
<b>Corbett Bennington</b>	<b>17</b>	<b>Deborah Horvath</b>	<b>2</b>
<b>Roger Hammock</b>	<b>12</b>	<b>Shelby Shiflett</b>	<b>2</b>
<b>Patrick Lackey</b>	<b>12</b>	<b>Clinton Pangburn</b>	<b>2</b>
<b>Shanika Stringer</b>	<b>10</b>	<b>Darlene Berta</b>	<b>2</b>
<b>Alan Robison</b>	<b>9</b>	<b>Keaonta Hines</b>	<b>1</b>
<b>Benjamin Brown</b>	<b>8</b>	<b>Cameron Smith</b>	<b>1</b>
<b>Larry Crotzer</b>	<b>8</b>	<b>William Poole</b>	<b>1</b>
<b>Matthew McAllister</b>	<b>7</b>	<b>Jaylen Jackson</b>	<b>1</b>
<b>Dylan Grubbs</b>	<b>6</b>	<b>Shay Manley</b>	<b>1</b>
<b>Stephen Graham</b>	<b>6</b>		



**This is to remind you that you have come a long way, and your contributions  
have continued to inspire us.**





*Happy*  
RETIREMENT

*Myra Bushard*  
20 Years

Your dedication and commitment have brought you to this moment of well-deserved retirement. Here's to a future filled with happiness. May your retirement be a chapter filled with meaningful moments, new adventures, and lots of joy.

-From all of the employees at the City of Anniston



# MINI PUMPKIN CHEESECAKES

## Ingredients:

### Crust:

- 1 cup graham cracker crumbs (from 1 [13.5-oz.] pkg. such as Keebler)
- 4 Tbsp. unsalted butter, melted
- 2 Tbsp. brown sugar
- 1/4 tsp. kosher salt

### Pumpkin Cheesecake Filling:

- 1 (8-oz.) pkg. cream cheese, at room temperature
- 1 cup pumpkin puree, from 1 (15-oz.) can
- 1/3 cup granulated sugar
- 1 tsp. vanilla extract
- 2 large eggs
- 1 tsp. ground cinnamon
- 1 tsp. ground ginger
- 1/8 tsp. ground nutmeg

### Maple Whipped Cream:

- 1 cup cold heavy whipping cream
- 1/4 cup powdered sugar
- 1 Tbsp. pure maple syrup Pumpkin pie spice, for garnish



## Directions

**Step 1:** Prepare oven and muffin pan: Preheat oven to 350°F. Line a 12-cup standard-size muffin pan with paper or foil muffin liners. from the oven and place the pie on a cooling rack for at least 45 minutes before serving.

**Step 2:** Prepare crusts: Stir together graham cracker crumbs, butter, sugar, and salt in a bowl. Spoon a heaping tablespoon and a half into each muffin liner. Use a 1/4 cup measuring cup or your fingers to press mixture evenly into bottoms of liners. Bake crusts just until lightly golden, about 5 minutes. Let cool on wire racks.

**Step 3:** Prepare filling: While the crusts cool, prepare the Pumpkin Cheesecake Filling: Beat cream cheese and pumpkin puree in bowl of a stand mixer fitted with a paddle attachment on medium speed until smooth, about 2 minutes, scraping down sides of bowl as needed. Add sugar and vanilla, and continue beating on medium speed just until combined. Add eggs, 1 at a time, beating just until incorporated after each addition. Add cinnamon, ginger, and nutmeg, and beat just until combined, about 30 seconds. (Do not overbeat.)

**Step 4:** Add cheesecake filling to crusts: Pour cheesecake batter evenly over each crust, filling about three-fourths full. Jiggle muffin pan to smooth tops of batter.

**Step 5: Bake cheesecakes:** Bake in preheated oven until top of cheesecake is dry to the touch and slightly jiggles in the center, 10 to 12 minutes. Transfer cheesecakes to wire racks, and let cool, about 20 minutes. Remove from pan, and place on serving platter. Refrigerate until completely cool, about 1 hour. **Step 6 Make whipped cream:** Meanwhile, prepare the **Maple Whipped Cream:** Beat heavy cream, powdered sugar, and maple syrup in bowl of a stand mixer fitted with a stand mixer on medium-high speed until stiff peaks form, 3 to 4 minutes. Transfer whipped cream to a piping bag fitted with a star tip. Pipe whipped cream on each cheesecake, sprinkle with pumpkin pie spice. Serve immediately or refrigerate until ready to serve.

# SWEET POTATO CHEESECAKE

## Ingredients:

### Crust:

- 1 cup graham cracker crumbs
- 4 Tbsp. unsalted butter, melted
- 2 Tbsp. brown sugar

### Sweet Potato Filling:

- 2 cups of mashed sweet potatoes (about 2-4 medium sweet potatoes)
- 3 packages (8 ounces each) of cream cheese, softened
- 1 ¼ cups of granulated sugar
- 3 large eggs
- 1 teaspoon of vanilla extract
- 1 teaspoon of ground cinnamon
- ½ teaspoon of ground nutmeg
- A dash of salt

### Topping:

- Whipped cream for that finishing touch
- Sprinkle of ground cinnamon for added flavor
- Crushed pecans for a delightful crunch



## Directions:

### Preparing the Crust

**Step 1:** Preheat oven to 350 degrees F (175 degrees C).

**Step 2:** Mix together graham cracker crumbs, 2 Tbsp. sugar, and 4 Tbsp. melted butter. Press mixture into the bottom of a 9 1/2-inch springform pan. Bake 10 minutes or until slightly golden; remove from oven and set aside. Keep the oven on.

### Making the Sweet Potato Filling

**Step 3:** Place potatoes in a baking dish. Bake until a knife inserted in center goes through easily, about 1 hour. Cool sweet potatoes enough to handle, peel, and puree (or use a hand mixer).

**Step 4:** In a large bowl, beat the softened cream cheese and sugar until the mixture is smooth and creamy. Add 1 ¼ white sugar until smooth. Add the mashed sweet potatoes, vanilla extract, ground cinnamon, ground nutmeg, and a dash of salt to the cream cheese mixture. Beat in eggs one at a time, blending well after each. Pour filling into crust.

### Baking

**Step 5:** Bake in 350 degrees F (175 degrees C) oven until a tester inserted near the center comes out clean, about 1 hour (center may still be slightly jiggly).

**Step 6:** Remove the cheesecake from the oven and let cool in the pan for about 10 minutes.

**Step 7:** After cooling, refrigerate the cheesecake for at least 4 hours or overnight for the best results. Before serving, garnish with whipped cream, a sprinkle of ground cinnamon, and crushed pecans for that extra flair.



## SOURCES FROM HUMAN RESOURCES



As of July 1st we will no longer be printing paper checks. We have partnered with Regions Bank to offer NETSPEND card as an option for direct deposit. If you are interested in enrolling, see HR.

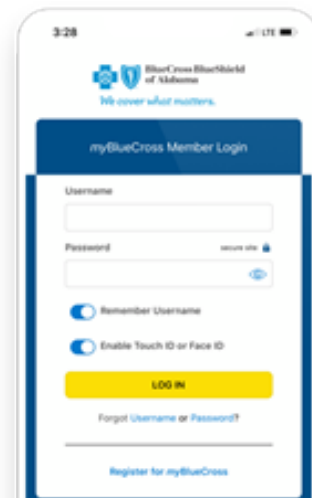


**Remember!**

you can login to KRONOS at anytime and update your contact information such as your phone number, email and mailing address, emergency contact, direct deposit and withholdings forms.



*We cover what matters.*



Please know that you can access your cards, claims, benefit/coverage information and other must have tools at [myBlueCross](#).

## EMPLOYEE ASSISTANCE PROGRAM - EAP

# When life's a little much, reach out and get in touch.

Let's be real: life can be tough. When your responsibilities start to feel overwhelming and showing up each day with a smile on your face seems difficult, it's important to reach out for help. You can lean on your free and confidential Employee Assistance Program (EAP) for support.

### We've got your back.

A free benefit from your workplace, the EAP can help you or anyone in your household:

- Be more present and productive at work
- Receive support when you don't feel like yourself
- Get help with responsibilities that are distracting or stressful
- Grow personal and career skills
- Be a caring, loving friend or family member
- Receive care after a traumatic event or diagnosis
- Make healthy lifestyle choices
- Improve and inspire daily life

### We're here for you, always.

Life happens, regardless of the day or time. That's why we make ourselves available 24/7, even on holidays. So whenever you need to reach out, we're here for you.



**Support Line**  
Call anytime  
800-624-5544



**Mobile app**  
Search for New  
Directions EAP



**Web**  
Visit [eap.ndbh.com](http://eap.ndbh.com)  
for resources

### SERVICES

- ✓ **Counseling**
- ✓ **Consultation on**
  - Finances
  - Legal needs
  - Managing employees
  - Life
- ✓ **Crisis support**
- ✓ **Coaching**
- ✓ **Adult and child care resources**
- ✓ **Personal and professional training**
- ✓ **Digital behavioral health tools**

**[eap.ndbh.com](http://eap.ndbh.com)**  
**800-624-5544**

**Services are free and your employer will not know you reached out.**  
Flip this sheet over to see some common reasons people use EAP.





Give us a call at:  
(833) 919-4284

## Employer Coverage or Medicare: Which is right for you?



### STEP CONFIDENTLY INTO ENROLLMENT SEASON WITH SMARTCONNECT

Our open enrollment period is almost here, and if you are Medicare-eligible, you may be wondering how Medicare fits into the mix.

SmartConnect, our trusted Medicare partner, gives you free access to licensed insurance agents who can compare your current benefits to Medicare options and see which one comes out on top.

#### HOW DOES IT WORK?



**First**, your SmartConnect agent will get to know you and your specific healthcare needs



**Then**, they will compare your current coverage to a variety of Medicare plans in your area



**Finally**, if you find a plan you like, they can help you enroll right away

To get in touch with SmartConnect and see which plan works best in your corner, schedule a consultation at [smartconnectplan.com/right-fit](https://smartconnectplan.com/right-fit) or call (833) 919-4284.







**Introducing a NEW  
WAY TO SAVE with a**

# **ROTH ACCOUNT**

## **Key features:**

- The RSA-1 Roth account is a voluntary after-tax contribution option
- No taxes on qualified distributions
- No Required Minimum Distributions during your lifetime
- Account can pass on to your beneficiaries tax-free

**If you would like to learn more, please contact RSA-1 at: 877.517.0020.**

## **Procedure enhancements on Member Online Services (MOS):**

- Accept rollovers from Thrift and Savings Plan (TSP) and 457(b) Roth accounts
- Option to have Roth elective contributions
- Convert pre-tax accounts to a Roth account



# 2024

# FREE DISPOSAL DAYS

During our free disposal days, citizens may freely dispose of their items. Please note, some items are not accepted and those items are listed at the bottom of this flyer.

One roll-off dumpster will be located at each of the four locations listed below from 8:00 AM CST until 5:00 PM CST on the following days:

- February 16-17, 2024
- March 15-16, 2024
- May 17-18, 2024
- June 14-15, 2024
- August 16-17, 2024
- September 20-21, 2024
- November 15-16, 2024
- December 20-21, 2024

• WARD 1 - PELHAM PARK PARKING LOT

- ADDRESS: 349 CAVE ROAD, ANNISTON, AL 36206

• WARD 2 - CARVER CENTER PARKING LOT

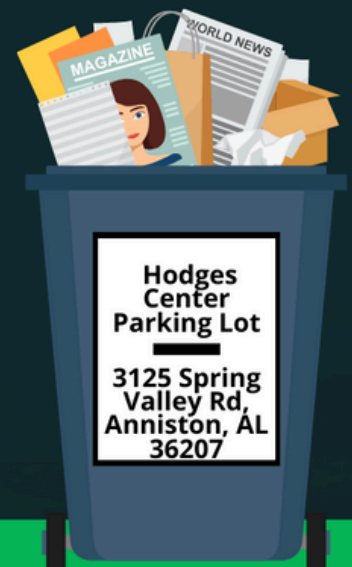
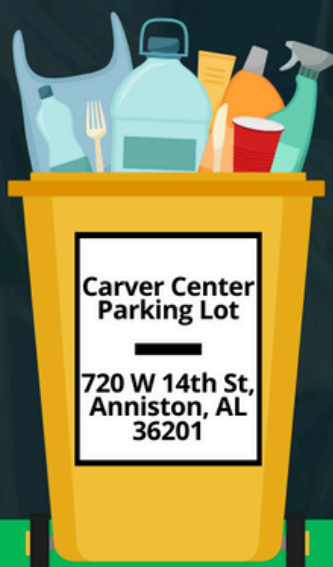
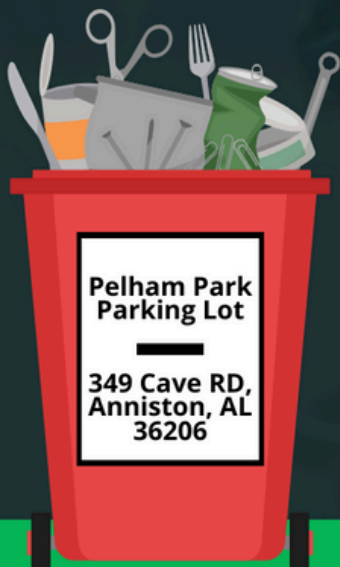
- ADDRESS: 720 W. 14TH ST, ANNISTON, AL 36201

• WARD 3 - SOUTH HIGHLAND CENTER PARKING LOT

- ADDRESS: 229 ALLEN AVE, ANNISTON, AL 36207

• WARD 4 - HODGES CENTER PARKING LOT

- ADDRESS: 3125 SPRING VALLEY RD, ANNISTON, AL 36207



Please note, the following items will NOT be accepted:

1. Hazardous Waste of any kind (i.e. batteries, corrosives)
2. Paint
3. Electronics
4. Tires
5. Freon Appliances (i.e. refrigerators, freezers)

Also, note the Calhoun County Commission offers free landfills days. The schedule of free landfill days for 2024 is as follows:

- January 20, 2024
- April 20, 2024
- July 20, 2024
- October 19, 2024