



EMPLOYEE NEWSLETTER

July
2025

IMPORTANT NOTICE

The Alabama state income tax exemption applicable to overtime wages ended on June 30, 2025. After this date, any amounts paid/received as overtime compensation are subject to income tax.

Anniston City Hall



will be

CLOSED

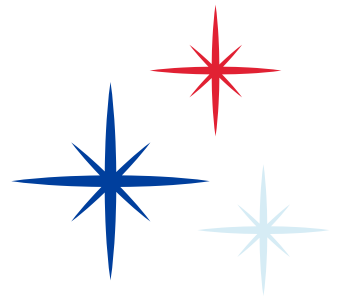
Friday, July 4, 2025

in observance of

**Independence
Day**



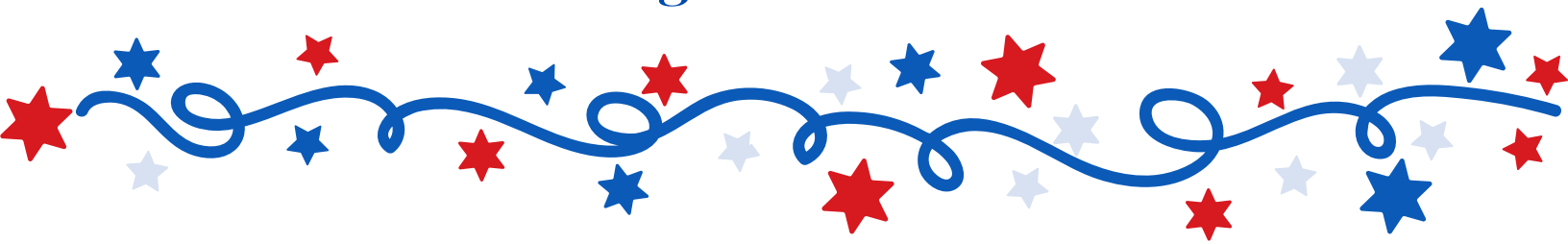
July FUN FACTS



Birthstone: Ruby

Birth Flowers: Larkspur & Water Lily

Zodiac Signs: Cancer & Leo



July 2 – I Forgot Day

July 4 – Independence Day

July 6 – National Fried Chicken Day

July 11 – National Blueberry Muffins Day

July 17 – National Hot Dog Day

July 20 – National Ice Cream Day

July 28 – National Milk Chocolate Day

July 30 – National Cheesecake Day



HAPPY BIRTHDAY

Aimee Grey

Alexander Partin

Bradley Buchanan

Brandon Wheeler

Cailee Chaffin

Christian Jijon

Christopher Denney

Corey Otinger

David Thompson

Divontae McCormick

Isaac Smith

Jackson Stubbs

James Black

James Cullen

James Hill

Jodie Trapp

Justin Hartley

Kyle Bonds

Lawrence Mercer

Lilly Workman

Marc Pulido

Mark Lloyd

Mary Rice

Max Riley

Michael Dover

Nathan Dover

Savannah Turner

Taric Young

Terry Cantrell

Thais Torres

William Johnston

Happy Anniversary

Paul Young 30 Years
Frazier Burroughs 25 Years
Frankie Owens 21 Years
Dustin Walker 19 Years
April Jones 18 Years
Joshua Cornett 17 Years
John Futrell 17 Years
David Clark 15 Years
Kenneth Coppock 13 Years
Jason Murphy 10 Years
Vance Heibel 9 Years
Jeffrey Beason 7 Years
Willie Pierson 7 Years
Ashley Talley 4 Years

Allen Alexander 4 Years
Angela Smoak 3 Years
Christopher Denney 3 Years
Andrew Howell 3 Years
Layne Samples 3 Years
Justin Pope 1 Year
Quindarious Whitson 1 Year
Ryan Horrobin 1 Year
Kimberly Davis 1 Year
Jaylon Lewis 1 Year
Savannah Puckett 1 Year
Lindsey Smedley 1 Year
Kristen Stewart 1 Year
Matthew Spath 1 Year

UPCOMING
EVENTS

IN ANNISTON & SURROUNDING AREAS



Jul 4, 2025

Fri, 5:00 PM - 9:00 PM (CDT)



HOSTED BY: Piedmont Arts & Entertainment Committee

5th Annual Independence Day Celebration

Piedmont Sports Complex, 33.921832, -85.634637



Jul 7 - 11, 2025

Mon, 9:00 AM - Fri, 5:00 PM (CDT)



HOSTED BY: Anniston Museum of Natural History

Gross Out Camp- Anniston (Anniston Museum of Natural History)



Jul 8 - 10, 2025



HOSTED BY: Anniston Country Club

Alabama Women's State Match Play & Senior Match Play Championship

601 Highland Ave, Anniston, AL



Jul 19, 2025

Sat, 11:00 AM (CDT)



HOSTED BY: Anniston Performing Arts Center

Miss Motorsports 2025

1299 Woodstock Ave #1201, Anniston, AL



Jul 25, 2025

Fri, 7:00 PM (CDT)



HOSTED BY: Main Street Anniston

Downtown After Dark Outdoor Music Series

Noble Steet Park, Anniston, AL, 1810 Noble St, Anniston, AL 36201-3843, United States



SATURDAY ALIVE!

Saturday, January 25, 1:00 PM
Anniston Museum of Natural History



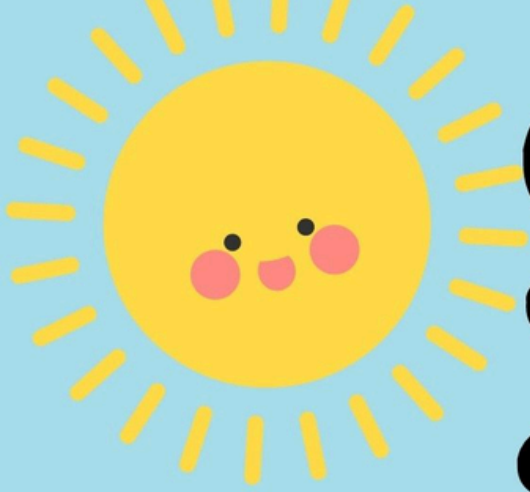
Jul 26, 2025

Sat, 1:00 PM (CDT)



HOSTED BY: Anniston Museums and Gardens

Saturday Alive!



SUN SAFETY



COVER UP

Wear clothing that covers your skin.



APPLY SUNSCREEN

SPF 30 or higher, 20 minutes before sun exposure. Reapply every 2 hours.



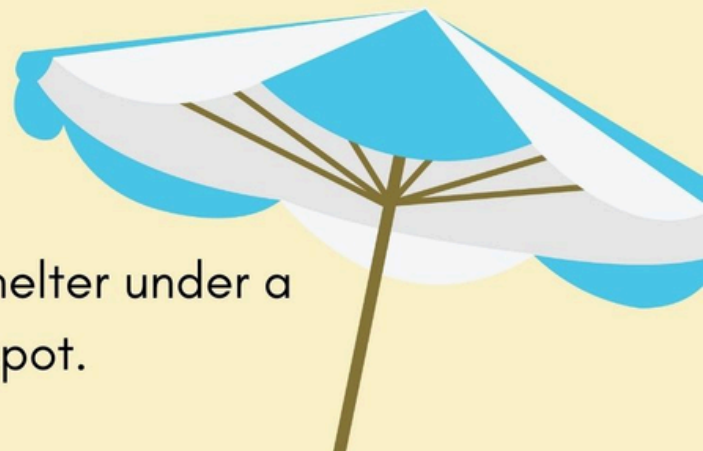
WEAR A HAT & SUNGLASSES

Broad-brimmed hats provide better protection and make sure your sunglasses block both UVA and UVB rays.



SEEK SHADE

Reduce UV radiation by taking shelter under a tree, umbrella or another shady spot.



July Trivia

1. Who is the month of July named after according to ancient Rome?
2. According to history, the month of July was originally called?
3. In what year of July 4th did the United States declare its independence, which is celebrated as Independence Day?
4. What date did NASA's Apollo 11 mission successfully landed the first humans on the moon?
5. What Is the National Holiday in France celebrated every July 14th called?
6. Which country's day is celebrated on July 1st and commemorates the anniversary of it's confederation?
7. In what year did the US record the hottest temperature which occurred in Death Valley, California?
8. The United States celebrated its bicentennial, marking 200 years since the signing of the Declaration of Independence in what year?
9. On July 16, 1999, John F. Kennedy Jr., his wife and sister-in-law were all killed in a plane crash off the coast of?
10. Who led an attack on the Moncada military barracks in Santiago de Cuba, marking the beginning of the Cuban Revolution on July 26, 1953?

***Answers at the end of the newsletter**

EMPLOYEE SPOTLIGHT



Bill Curvin
Fire Sergeant
13 Years

What do you like to do in your off time?

I like to spend time with my wife, hunt, fish and work around my property.

What do you enjoy most about your job?

Being able to be there for someone in their time of need when it is the worst day of their life and make a positive impact.



Kam Thomas
Police Officer
2 Years

What do you like to do in your off time?

I enjoy playing video games, golfing, and hanging out with friends.

What do you enjoy most about your job?

I enjoy the variety of each call being different with the occasional adrenaline rush. Always learning and growing as an individual, a team, and as a community. The camaraderie with my colleagues plays a huge part in my daily task and keeps work fun.



Allan Ray
Equipment Operator III
9 Months

What do you like to do in your off time?

I enjoy spending time with family and fishing.

What do you enjoy most about your job?

I enjoy the people he works with and helping the community.



Joe Hoffman
Assistant PARD Director
28 Years

What do you like to do in your off time?

I enjoy playing with the grandkids when I am off.

What do you enjoy most about your job?

I enjoy helping the community and putting a smile on a kids face.



Herb Brown

Museum Maintenance and Security

2 Years

What do you like to do in your off time?

In my off time I love spending time with my family ,playing golf and I also like to watch and participate in many different forms of car and motorcycle racing.

What do you enjoy most about your job?

The thing I like most about my job is that I get to work with such a great group of people that are very talented and hardworking. It's like having a family away from my family.



Austin Hubbard

Assistant Finance Director

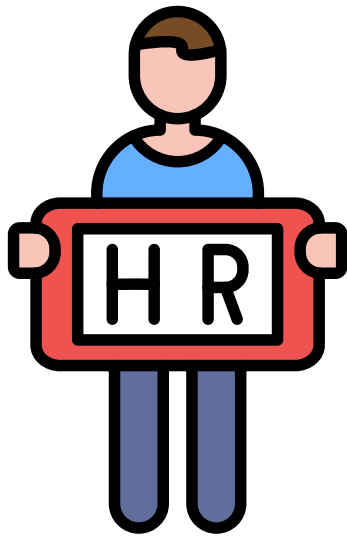
3 Years

What do you like to do in your off time?

I enjoy spending time with my family and just about anything outdoors!

What do you enjoy most about your job?

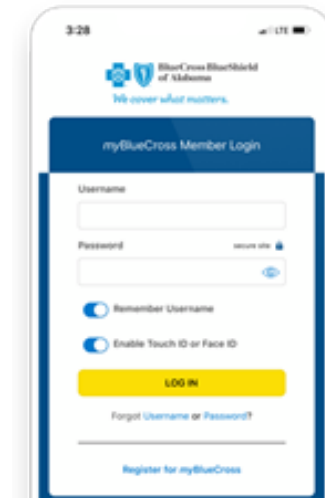
I have been blessed with a great team to work with in the Finance department. Having such supportive, knowledgeable staff around me has made my experience working for the City one of the best decisions in my life.



REMINDERS



We cover what matters.



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.

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

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



- **Get organized.**

Clean out a closet. Make a menu plan for a week of dinners. Get your financial records in order. A little order can go a long way in eliminating stressful situations.

Don't let stress rule you. If you feel that stress is affecting your well-being, take action to manage it. And if you think it's causing health problems, make sure you consult your doctor.

Blue Cross and Blue Shield of Alabama cares about your health and wellness.

This is an informational series designed to provide you with specific ideas for a healthy and safe lifestyle.

AlabamaBlue.com/myBlueWellness

Give Stress a Rest

Stress is the body and mind's reaction to danger, whether real or imagined. It's an instinctive response that helps us protect ourselves by placing the body and mind on "alert." Causes of stress can be as simple as a loud noise, or as complicated as family or work problems.



Blue Cross and Blue Shield of Alabama is an independent licensee of the Blue Cross and Blue Shield Association.

This information is provided for general informational purposes. Information contained in this communication is not intended to replace professional medical advice, diagnosis or treatment. Always seek the advice of your physician or other qualified healthcare provider regarding your healthcare needs. Never disregard professional medical advice or delay seeking medical advice because of something you have read in this informational piece. Always check your benefits for coverage information and limitations.

FYH-11 (Rev. 11-2016)



*A wellness program for you
from Blue Cross and Blue Shield of Alabama*

Stress is the body and mind's reaction to danger, whether real or imagined. It's an instinctive response that helps us protect ourselves by placing the body and mind on "alert." Causes of stress can be as simple as a loud noise, or as complicated as family or work problems.

While stress can protect us, it can also damage our health if we experience it over a long period of time. This long-term or "chronic" stress has been linked to many health conditions including insomnia, high blood pressure, heart disease, weight problems and more.

So to protect your health, it's important to learn to manage stress effectively.

Tips to help manage stress

- **Talk about what's bothering you.**

Develop a network of people you can depend on to listen. Let them help you when you need it most.

- **Find activities that help you relax** and make time for them. This could be taking a walk, working in your garden, reading a book or spending time with family.

- **Take time to transition.**

We wear many hats each day — from caregiver to employee to personal shopper. If you change roles often, make sure you're prepared. Set aside time to change clothes, meditate or even take a quick nap for a needed boost of energy.



While stress can protect us,
long-term stress has been linked
to many health conditions.
Take time to relax.



- **Keep things in perspective.**

You're going to make mistakes. The line will sometimes be too long, and traffic during rush hour is a given. Just get through the situation, and don't let it become more of a problem than it really is.

Continued on back.



Did you know that almost every system in your body can be damaged by stress? Here are some examples:



Immune System

Chronic stress causes the body to release cortisol, a hormone which suppresses the immune system. This can lead to increased susceptibility to viral and bacterial infections, cancer and autoimmune diseases.

Asthma

Stress can trigger changes in the lungs that lead to or worsen asthma.

Sleep

Stress affects your sleep, primarily causing insomnia.



Diabetes

In people with diabetes, stress can cause high blood sugar.

Appetite Changes

Stress can cause erratic eating behaviors – either overeating or loss of appetite.

Hypertension

Stress has been shown to lead to high blood pressure and an increase in cardiovascular disease.

Headaches

Headaches are common for persons with acute or chronic stress.



Ulcers

Ulcers have also been linked to chronic stress.

Exercise

People under stress tend to exercise less due to a lack of energy.

Anxiety & Depression

High levels of the stress hormone, cortisol, can cause anxiety and depression.

Cholesterol

Elevated cholesterol has been linked to stress.



**BlueCross BlueShield
of Alabama**

An Independent Licensee of the Blue Cross and Blue Shield Association



myBlueWellness



Measure Your Stress

The following scale, developed by Thomas Holmes and Richard Rahe¹, is almost universally recognized as a tool to investigate the relationship between social readjustment, stress and susceptibility to illness.

Review the events listed below and place a check by any that have happened to you within the last 12 months.

| | | | |
|---|-----|--|----|
| <input type="checkbox"/> Death of a spouse | 100 | <input type="checkbox"/> Increase in arguments w/significant other | 35 |
| <input type="checkbox"/> Divorce | 72 | <input type="checkbox"/> Mortgage or loan for major purchase | 31 |
| <input type="checkbox"/> Marital separation | 65 | <input type="checkbox"/> Foreclosure of mortgage or loan | 30 |
| <input type="checkbox"/> Death of a close family member | 63 | <input type="checkbox"/> Change in responsibilities at work | 29 |
| <input type="checkbox"/> Menopause | 60 | <input type="checkbox"/> Son or daughter leaving home | 29 |
| <input type="checkbox"/> Serious personal injury or illness | 53 | <input type="checkbox"/> Trouble with in-laws or children | 29 |
| <input type="checkbox"/> Marriage | 50 | <input type="checkbox"/> Outstanding personal achievement | 28 |
| <input type="checkbox"/> Fired at work | 45 | <input type="checkbox"/> Spouse begins/stops work outside home | 26 |
| <input type="checkbox"/> Marital reconciliation | 40 | <input type="checkbox"/> Revision of personal habits | 24 |
| <input type="checkbox"/> Change in health of family member | 40 | <input type="checkbox"/> Trouble with boss | 23 |
| <input type="checkbox"/> Pregnancy | 40 | <input type="checkbox"/> Change in work hours or conditions | 20 |
| <input type="checkbox"/> Gain of a new family member | 39 | <input type="checkbox"/> Change in residence | 20 |
| <input type="checkbox"/> Job change | 38 | <input type="checkbox"/> Vacation | 13 |
| <input type="checkbox"/> Change in financial status | 37 | <input type="checkbox"/> Christmas | 12 |
| <input type="checkbox"/> Death of a close friend | 36 | <input type="checkbox"/> Minor violation of the law | 11 |

Interpretation

Those who score a 200-250 during a one-year period have a 50 percent chance of developing an illness or experiencing a change in their health. With a score of 300 or more, chances increase to 80 percent.

¹ Adapted from the "Social Readjustment Rating Scale" by Thomas Holmes and Richard Rahe. This scale was first published in the *Journal of Psychosomatic Research*. 1967, vol. II p. 214.

TOTAL POINTS
from both columns

0 - 149: no significant problem

150 - 199: mild stress;
35% chance of future illness

200 - 299: moderate stress;
50% chance of future illness

300 and up: major stress;
80% chance of future illness



**BlueCross BlueShield
of Alabama**

An Independent Licensee of the Blue Cross and Blue Shield Association

IT'S FAST AND EASY TO CHOOSE A PROVIDER

With Our Online Provider Directory

With our vision insurance, you have access to advanced vision technology at many independent and retail providers, including popular national chains and regional favorites, as well as online retailers. That way, you receive vision care and services when and where it's convenient for you.

- ① Go to **MutualofOmaha.com/vision**
- ② In the **Extensive Network** section, click on the **Locate a Provider** link.
- ③ Enter a **ZIP code** or click on **Use My Location** to see providers in your area.



If you have questions or need additional assistance during business hours, contact our service team at **(833) 279-4358**.



Download the EyeMed Members app on your iPhone, iPad or Android to view benefit information and ID card.

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
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
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.

EASY GREEK SALAD



Ingredients

- ¼ cup Extra-Virgin Olive Oil
- 3 tablespoons Red Wine Vinegar
- 1 Garlic Clove (minced)
- ½ teaspoon Dried Oregano (more for sprinkling)
- ¼ teaspoon Dijon Mustard
- 1 English Cucumber (cut lengthwise, seeded, and sliced 1/4-inch thick)
- 1 Green Bell Pepper (chopped into 1-inch pieces)
- 2 cups Cherry Tomatoes (halved)
- 5 ounces Feta Cheese (cut into 1/2 inch cubes)
- ⅓ cup Red Onion (thinly sliced)
- ⅓ cup Kalamata Olives (pitted)
- ⅓ cup Fresh Mint Leaves
- ¼ teaspoon Sea Salt
- add Black Pepper (ground)

Directions:

- In a small bowl, whisk together the olive oil, vinegar, garlic, oregano, mustard, salt, and several grinds of pepper.
- On a large platter, arrange the cucumber, green pepper, cherry tomatoes, feta cheese, red onions, and olives. Drizzle with the dressing and very gently toss. Sprinkle with a few generous pinches of oregano and top with the mint leaves. Season to taste and serve.

July Trivia Answers:

1. **Julius Caesar**
2. **Quintilis**
3. **1776**
4. **July 20th, 1969**
5. **Bastille Day**
6. **Canada Day**
7. **July 10, 1913**
8. **July 4, 1976**
9. **Martha's Vineyard**
10. **Fidel Castro**