



EMPLOYEE NEWSLETTER



ANNISTON CITY HALL
1129 NOBLE STREET

December 2025



CITY OF ANNISTON

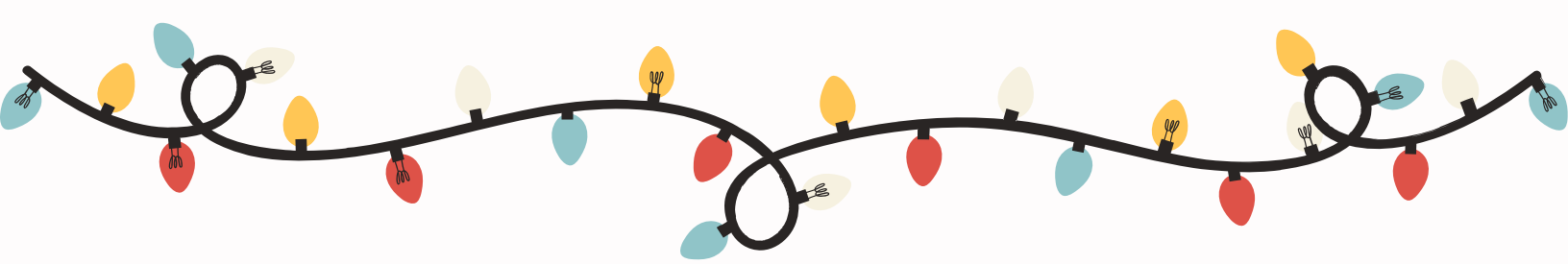
*Employee
Holiday Luncheon*

THURSDAY 11TH DECEMBER

AT 11:00 AM - 12:30 PM

ANNISTON FIRE STATION #3
TRAINING CENTER
(5304 MCCLELLAN BLVD)





Anniston City Hall

will be

CLOSED

December 24 - 25, 2025

in observance of

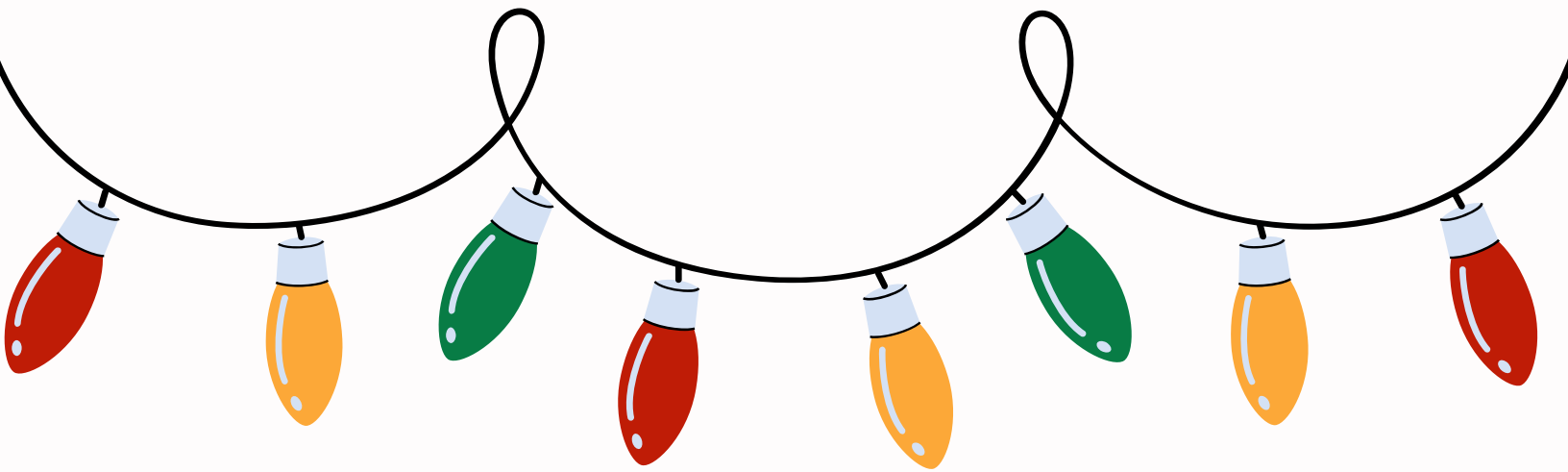
Christmas Eve & Christmas Day

AND

December 31, 2025

in observance of

New Year's Eve



Well Wishes



As I prepare to retire on December 11, 2025, I want to take this opportunity to say Happy Holidays to each of you and your families. The past 25 years have overall been a pleasure working with so many great people. I will cherish the memories of navigating new hires through onboarding, benefits enrollment, marriages, birth of newborns, divorces and the challenges of the loss of loved ones. Best wishes and much success in your future endeavors. This year has been one of transition in leadership. I am hopeful that new perspectives, out of the box thinking and progressive leadership will move the City forward at a steady pace. Retirement isn't the end of the road, it is the beginning of the open highway.

I leave you with two quotes regarding public service.

“Public service must be more than doing a job efficiently and honestly. It must be a complete dedication to the people and to the nation.” (Margaret Chase Smith)

“Life's most persistent and urgent question is, ‘What are you doing for others?’”

Thanks to each one of you for your contribution to the City of Anniston team. Have a wonderful and safe holiday season and amazing years ahead. For now, it's time to stop living at work and start working at life.

Best regards,

Bersheba Austin, PSHRA-CP: AAPPA-CP
Human Resources Director – City of Anniston

DECEMBER *Fun Facts*

Zodiac Signs: Sagittarius & Capricorn

Birthstone: Turquoise

Birth Flowers: Narcissus & Holly

National Cat Lovers' Month

December 1 - National Cookie Cutter Day

December 2 - National Mutt Day

December 4 - National Cookie Day

December 8 - National Brownie Day

December 11 - Christmas Jumper Day

December 14 - National Alabama Day

December 15 - National Cupcake Day

December 19 - Ugly Christmas Sweater Day

December 23 - Christmas Movie Marathon Day

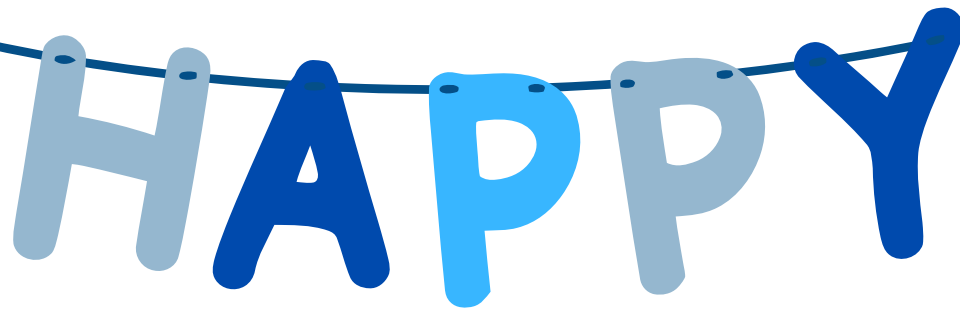
December 24 - Christmas Eve

December 25 - Christmas Day

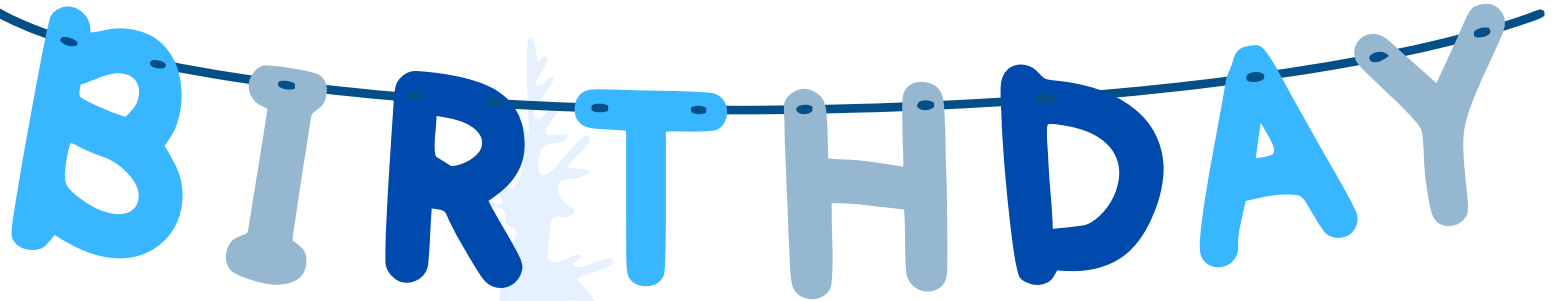
December 28 - National Call A Friend Day

December 30 - National Bacon Day

December 31 - New Year's Eve



HAPPY



BIRTHDAY

Adam Homer
Alexandra Campbell
Allen Alexander
April Jones
Benjamin Brown
Brett Lloyd
Cameron Bearden
Catherine Stanton
Christopher Leach
Derwin Perry
Dylan Grubbs
Eugenia Lockridge
Frazier Burroughs
Izak Bailey
Jace Stewart
Jackson Pugh
Jacob Gann
Jasmine Smith

Jeffrey Beason
Jerry Fuller
Justin Pope
Kenneth Coppock
Kimberly Davis
Michael Yocum
Nathan Jackson
Renee Flournoy
Rodney Lingerfelt
Royce Anderson
Sam Bean
Samuel Mills
Savannah Puckett
Sean Jones
Shelby Shiflett
Timothy Kent
Timothy Mote
William Poole



happy Anniversary

Dwight Pembroke 21 Years

Nicholas Maguire 15 Years

Rex Newton 12 Years

Rhonda Pope 11 Years

Stephen Hudson 10 Years

Skyler Bass 8 Years

David Arnett 6 Years

Jackson Hodges 6 Years

Jessica Leonard 6 Years

Daniel Henry 6 Years

Reed Hill 5 Years

Trevekio Roberts 6 Years

Blake Noah 4 Years

Jackson Stubbs 4 Years

Austin Hubbard 4 Years

Keith Brown 3 Years

James Cullen 3 Years

Matthew Martin 3 Years

Lawrence Mercer 3 Years

Kamlyn Thomas 3 Years

Nikita Wood 3 Years

William Graves 3 Years

Evan Beadles 2 Years

Elijah Jones 2 Years

Timothy Mote 2 Years

Alycia Smith 2 Years

Derrick Taylor 2 Years

Christian Jijon 1 Year

Derrick Delaney 1 Year

Gregory Frazier 1 Year

Zachary Wallace 1 Year

UPCOMING
EVENTS

IN ANNISTON & SURROUNDING AREAS



Dec 1, 2025

Mon, 7:00 PM (CST)



Oxford Performing Arts Center

Christmas in the Air

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



Dec 7, 2025

Sun, 7:00 PM (CST)



Oxford Performing Arts Center

Christmas with the Atlanta Pops Orchestra

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

CHRISTMAS AT THE MUSEUM FAMILY FUN NIGHT

*Friday December 5
5:30 pm - 7:30 pm*

Anniston Museum of Natural History



LITTLE EXPLORERS PRESCHOOL CLASS

*Tuesdays in September
10:30 am & 11:15 am*

Anniston Museum of Natural History



Multiple Dates Event



Anniston Museums and Gardens

Little Explorers Preschool Class

Museum Dr Anniston, AL, United States, Alabama



Dec 31, 2025

Wed, 8:00 PM - 12:30 AM (CST)

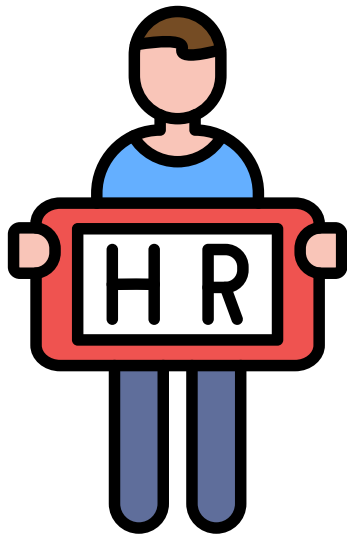


Anniston Museums and Gardens

NYE Disco Ball Fundraiser

humanresources@anniston.al.gov

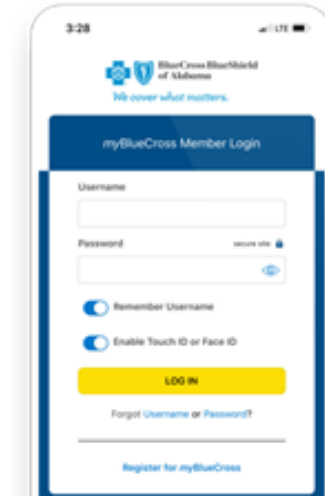
www.anniston.al.gov



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

Emily Evans, HR Generalist

Amanda East, HR Clerk



REMINDERS

PAY DAY



Please log in to Kronos to review and update your direct deposit information before the end of each pay period to ensure there are no delays in receiving your pay.

Also, don't forget to review your pay statements every Wednesday to verify accuracy and catch any issues early.

Thank you!



FROM THE HUMAN RESOURCES TEAM

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*Thank
you!*

Bersheba Austin, HR Director

LaKea Bailey, HR Generalist

Emily Evans, HR Generalist

Amanda East, HR Clerk



Healthcare Premium Increase

Effective January 1, 2026

Medical & Dental Employee Rates

2026 HEALTH Insurance Premiums (24 deductions per year)		
Tobacco User Rates		
Plan Type	Medical & Dental	Medical Only
Employee	\$113.59	\$110.78
Employee & Dependent	\$157.00	\$149.55
Employee & Spouse	\$199.48	\$193.87
Family	\$226.35	\$215.45

2026 HEALTH Insurance Premiums (24 deductions per year)		
Non-Tobacco User Rates		
Plan Type	Medical & Dental	Medical Only
Employee	\$103.59	\$100.78
Employee & Dependent	\$147.00	\$139.55
Employee & Spouse	\$189.48	\$183.87
Family	\$216.35	\$205.45

2026 DENTAL Insurance Premiums (24 deductions per year)	
Dental Only	
Employee	\$11.23
Employee & Dependent	\$29.81
Employee & Spouse	\$22.44
Family	\$43.57



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

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

Medicare Education Webinars

Join us for a free educational
Medicare Webinar

Why SmartConnect?

SmartConnect is an exclusive service for you and your family members to explore all that Medicare has to offer, including great benefits and potential savings.

This no-cost service is available 365 days a year with no obligation to enroll in a plan. You can move to Medicare at any time! Even if you are enrolled in group coverage, you can still explore and enroll in a Medicare plan with no penalty.

Here are a few ways SmartConnect's licensed insurance agents will help determine the right decision for your needs:

- Compare the costs of your current health care coverage to a variety of Medicare plans
- Answer all of your questions
- Help you transition to Medicare if you find a plan you like



Register for a webinar here:
smartconnectplan.com/webinar

Medicare Education Webinars

Medicare Week

- Medicare Enrollment and Secondary Coverage
October 7th, 12:00 p.m.
- Medicare While Working
October 8th, 12:00 p.m.
- Medicare 101
October 9th, 2:00 p.m.
- Medicare 101
October 10th, 10:00 a.m.
- Medicare 101
October 11th, 10:00 a.m.

Future Webinars

- Medicare 101
October 14th, 7:00 p.m.
- Medicare Enrollment and Secondary Coverage
October 22nd, 12:00 p.m.
- Medicare While Working
October 31st, 10:00 a.m.
- Medicare 101
November 7th, 12:00 p.m.
- Medicare Enrollment and Secondary Coverage
November 11th, 12:00 p.m.
- Medicare While Working
November 13th, 12:00 p.m.
- Medicare 101
November 19th, 12:00 p.m.
- Medicare 101
December 3rd, 12:00 p.m.

*All times are listed in CST

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.

Million Dollar Mac & Cheese

Ingredients

- Cooking spray
- Kosher salt
- 1 lb. cavatappi
- 12 Tbsp. unsalted butter divided
- 1/2 cup all-purpose flour
- 4 cups whole milk
- 1 (12-oz.) can evaporated milk
- 1 tsp. Dijon mustard
- Freshly ground black pepper
- 8 oz. fontina, shredded
- 8 oz. French Raclette, shredded
- 3 oz. Pecorino Romano, finely shredded
- 1 cup panko bread crumbs
- Gold leaf, for serving (optional)



Directions:

Step 1: Arrange a rack in center of oven; preheat to 350°. Grease a 13" x 9" baking dish with cooking spray.

Step 2: In a large pot of boiling salted water, cook pasta, stirring occasionally and checking 2 minutes before recommended time on package directions, until just al dente. Drain.

Step 3: Meanwhile, in another large pot over medium heat, melt 8 Tbsp. butter. Whisk in flour and cook, stirring constantly, until paste is bubbling across bottom of pot and just a shade darker in color, 30 seconds to 1 minute.

Step 4: Whisk in whole milk and evaporated milk and cook, stirring constantly, until thickened and bubbling, 1 to 2 minutes. Whisk in mustard; season with pepper.

Step 5: Remove pot from heat and add fontina, French Raclette, and Pecorino Romano. Using a rubber spatula, fold in cheese until melted and sauce is smooth. (Return pot to low heat if necessary to finish melting.) Season with salt, if needed. Fold in pasta.

Step 6: In a wide skillet over medium-low heat, melt remaining 4 Tbsp. butter. Add panko; season with 1/4 tsp. salt. Cook, stirring frequently, until bread crumbs are golden brown, 2 to 3 minutes.

Step 7: Pour pasta mixture into prepared dish. Top with crispy panko.

Step 8: Bake mac & cheese, uncovered, until warmed through and crispy on top, 25 to 30 minutes. Top with gold leaf (if using).



Pay Period Ending
December 25, 2025 will
have a payroll check
date of January 2, 2026
