

CITY OF
Anniston
ALABAMA

EMPLOYEE
NEWSLETTER

NOVEMBER
2025





Welcome

to
the
City of Anniston

We would like to welcome Kenneth E. Free as our new City Manager. Mr. Free grew up in Anniston (Wellborn Community) and went into the military at an early age. Mr. Free served 20 years in the Army achieving the rank of Chief Warrant Officer 3. After serving in the military, Mr. Free started his federal career with the U.S. Department of Commerce and transferred over to the U.S. Department of Housing and Urban Development. Mr. Free has stated that he is committed to ensuring all City Employees are heard and active participants in keeping Anniston moving forward.



Fun Facts

Zodiac Signs: Scorpio & Sagittarius

Birthstone: Topaz & Citrine

Birth Flowers: Chrysanthemums & Peonies

November 1 - All Saints' Day

November 2 - End of Daylight Saving Time

November 4 - Election Day

November 11 - Veterans Day

November 15 - Clean our Your Fridge Day

November 16 - National Button Day

November 17 - World Prematurity Day

November 23 - Thankful for My Dog Day

November 25 - National Parfait Day

November 27 - Thanksgiving

November 28 - Black Friday

Happy Birthday

**Aliya George
Austin List
Bruce Alford
Bruce Dunnagan
Christain Jallah
Christopher Bush
Christopher Grier
Christopher Trammell
Christopher Williamson
Dakota Barber
Donald Gaddy
Doris Crawford
Eric Arnold
Kolby Burgess
LaRay Williams
Larry Crotzer
Margaret Smith**

**Matthew Jerome
Matthew Wright
Micah Bozeman
Michael Arnold
Patricia Murphy
Patrick Lackey
Quindarius Whitson
Rachel Ford
Reginald Lewis
Santiago Sanchez
Shane Denman
Shanika Stringer
Sterling Fiering
Taylor Freckman
Trevekio Roberts
Trevor Anderson
William Findley**



HAPPY Anniversary

Vivian Hill 38 Years
Bernadette Burroughs 30 Years
Johnita Roberts 30 Years
Anthony Crosson 21 Years
Jacob Gann 21 Years
Kevin Waddell 15 Years
LaRay Williams 11 Years
Ternesha Molock 11 Years
Joseph Crow 11 Years
Demarcus Fomby 10 Years
Aaron Campbell 8 Years
James Canevaro 6 Years

Bradley Buchanan 5 Years
Michelle Smith 5 Years
Christopher Bush 5 Years
Brian Pankey 5 Years
Shree Walker-Kidd 5 Years
Austin Honea 4 Years
Jonathan Evans 4 Years
Kristin Smith 3 Years
Bruce Alford 3 Years
Jaycob Tola 1 Year
Taric Young 1 Year
Shedrick Pearson 1 Year



UPCOMING EVENTS

IN ANNISTON & SURROUNDING AREAS



BERMAN Book Club

Tuesday, November 6
6:00 PM - 7:30 PM

Anniston Museum
and Parkway Center
Anniston, AL

The Secret War of Julia Child
by Diane Keaton



B

Nov 4, 2025

Tue, 6:00 PM (CST)



Anniston Museums and Gardens
Berman Book Club

NAVAJO CODE TALKERS

Tuesday, November 11
1:00 pm

Berman Museum

B

Nov 11, 2025

Tue, 1:00 PM (CST)



Anniston Museums and Gardens
Navajo Code Talkers

PINE NEEDLE BASKET WORKSHOP

Sunday, November 16
1:30 pm - 6:30 pm

Longleaf Event Center



Nov 16, 2025

Sun, 1:30 PM - 6:30 PM (CST)



Anniston Museums and Gardens
Pine Needle Basket Workshop



CREATURE FEATURE

Saturday, May 10

1:00 pm - 2:00 pm

Anniston Museum of Natural History

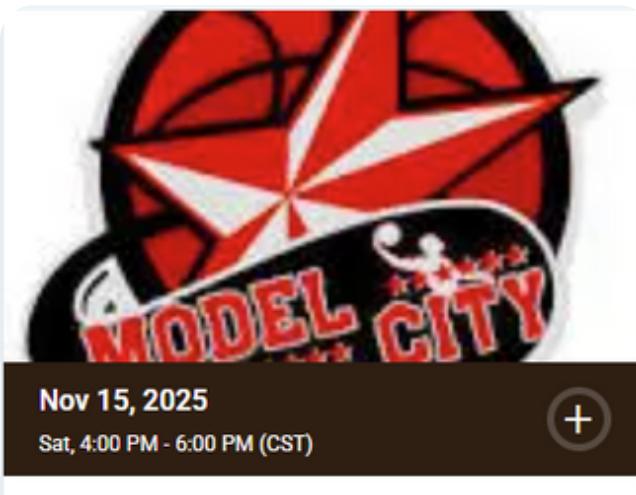


Nov 8, 2025

Sat, 1:00 PM (CST)



Anniston Museums and Gardens
Creature Feature



Nov 15, 2025

Sat, 4:00 PM - 6:00 PM (CST)



Anniston Aquatic & Fitness Center
Model City vs Albany Goodlife BC



Nov 27, 2025

Thu, 8:00 AM - 10:00 AM (CST)



Golden Springs Community Center
Plucked Turkey 10k



HAPPY **VETERANS** * DAY *

Anniston City Hall will
be CLOSED Tuesday,
November 11, 2025
in observance of
Veteran's Day



Kenneth Free
Army
Rank: Chief Warrant Officer 3
22 Years



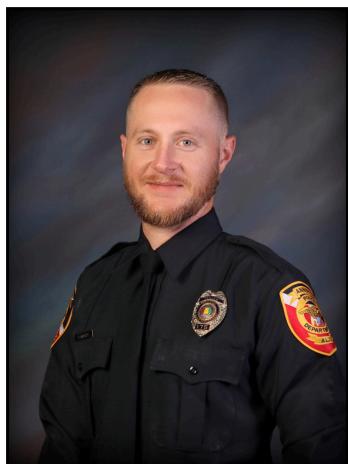
Ofc. Taric Young
Army
Rank: Specialist 12 Years



Lt. Randy Grier
USMC
Rank: Sergeant 6 Years



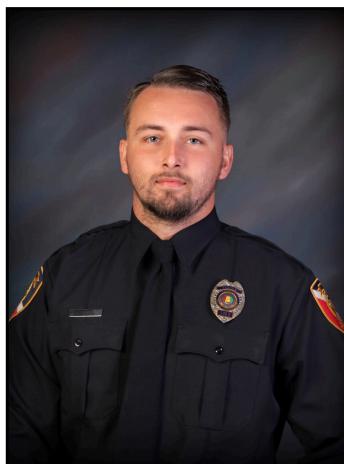
Ofc. Derrick Delaney
USMC
Rank: Sergeant 8 Years



Ofc. Layne Samples
USMC
Rank: Sergeant 8 Years



Ofc. Gregory Frazier
USMC
Rank: Sergeant 13 Years



Ofc. Corey O'Tinger
Army National Guard
Rank: Specialist 6 Years



Ofc. Matthew Masiak
Army
Rank: Specialist 5 Years



Cpl. Nicholas Maguire
USMC
Rank: Corporal
8 Years



Cpl. Caleb Green
Army National Guard
Rank: Specialist
12 Years



Cpl. Chris Trammell
USMC
Rank: Corporal
4 Years



Sgt. Preston Sorrell
Army
Rank: Sergeant
12 Years



**Ret. Chief
John Dryden**
USMC
Rank: Corporal
2 Years



Cpl. Brandon Wheeler
Army National Guard
Rank: Staff Sergeant
2018 - Current



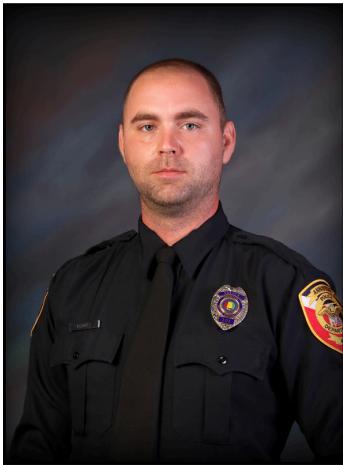
Cpl. Justin Allen
Army National Guard
Rank: Private
9 Years



Cpl. Ian Ford
Army National Guard
Rank: Specialist
2019 - Current



Ofc. Daniel Henry
Army National Guard
Rank: Sergeant
2018 - Current



Ofc. Chris Denney
Army National Guard
Rank: Sergeant
2005 - Current



Sgt. Donald McGraw
Army
Rank: Sergeant
2008 - Current



Training Officer
Sean Jones
USMC
Rank: Sergeant
6 Years



Lt. Zach Gauthier
USMC
Rank: Sergeant
8 Years



Fire Marshal
Jason Brown
Air Force
Rank: Senior Airman
6 Years



Sgt. Alex Ennis
Air Force
Rank: Senior Airman
6 Years



Firefighter
Jackson Henry
USMC
Rank: Lance Corporal
6 Years



Sgt. Seth McAllister
Army National Guard
Rank: Specialist
6 Years



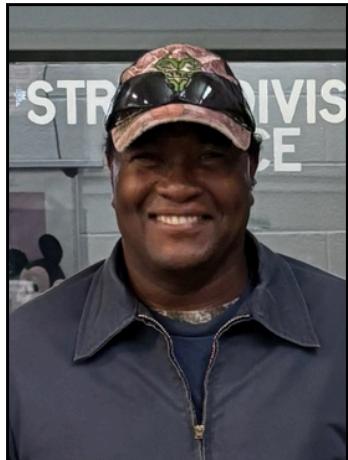
Firefighter
Samuel Mills
Army
Rank: Specialist
6 Years



Reginald Lewis
Army
Rank: E4
6 Years



Mark Caballero
Army
Rank: Corporal E4
4 Years



Sam Bean
Army
Rank: E4
6 Years



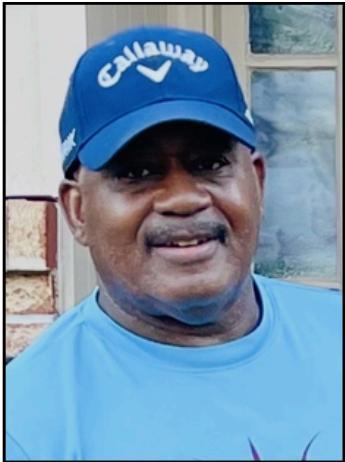
Jerry Fuller
Army
Rank: E4
2 Years



David Arnett
Navy
Rank: Aviation
Maintenance Officer
3rd Class
4 Years



Debra Arnett
Navy
Rank: Petty Officer
3rd Class
4 Years



Samuel McDaniel

Navy

Rank: Petty Officer

1st Class

20 Years



Frazier Burroughs

Army

Rank: SFC (Retired)

22 Years



Van Heibel

Army

Rank: Artillery &

Chemical Corps

11 Years



David Clark

Navy

Rank: E2

2 Years

**We extend our heartfelt gratitude to
all City of Anniston employees who
have proudly served in the United
States Armed Forces. We are grateful
for your sacrifice and proud to have
you as part of our team.**

Thank you for your service.

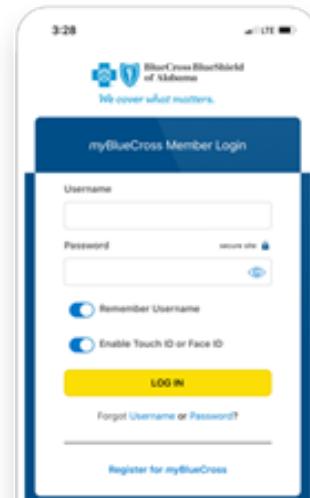


REMINDERS



BlueCross BlueShield
of Alabama

We cover what matters.



Download on the
App Store

Get it on
Google play

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

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.

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

2026

BENEFITS ENROLLMENT

ENROLL IN YOUR 2026 BENEFITS

OCTOBER 28 – NOVEMBER 11, 2025



The time has come! Open enrollment for 2026 benefits begins on **October 28, 2025** and ends **November 11, 2025**. Benefits are effective January 1, 2026.

Great News! City of Anniston will continue using **Medcom** for your 2026 FSA benefit. If you are making a change to any benefit or adding or terminating a benefit/dependent, you will need to complete the changes in Kronos during open enrollment.

WHAT CAN YOU DO DURING ENROLLMENT?

Enrollment is usually your one time each year to:



- Select/update your medical, dental, and vision coverage.
- Add or remove dependents from your medical, dental, or vision coverage.
- Enroll in voluntary benefits such as accident, short/long term disability, or life insurance
- Update/Change your beneficiary information. (See HR)
- You will not be automatically enrolled in Medcom Flexible Spending Accounts (FSAs). Enrollment must be completed in Kronos no later than November 11, 2025.
- If you need assistance with enrolling in Short/Long Term Disability or Voluntary Life Insurance products, please see a HR Team Member or a benefits counselor at the Health and Benefits Fair on Wednesday November 5, 2025 at Anniston City Meeting Center.
- If you would like to review the impact of your federal tax withholdings, **The Tax Withholding estimator**, <https://www.irs.gov/individuals/tax-withholding-estimator> is a great tool that provides a projection of your withholding changes.

- Log in to Kronos Select My Information > My Benefits> Enrollment > Open Enrollment *Note: A warning will appear on the “All Current Enrollments” screen, click “CONTINUE” on the upper right section of the page.*
- Select the appropriate Medical plan on the medical screen to view the bi-weekly rate
- *Carefully read the entire pop up “About this Plan” then click “Continue: Note that no health plan benefits have changed, The City is required to provide employees with the information.*
- Follow the instructions to complete and submit 2026 benefits.
- **ENROLLMENT MUST BE COMPLETED BY NOVEMBER 11, 2025.**





HEALTH AND BENEFITS FAIR

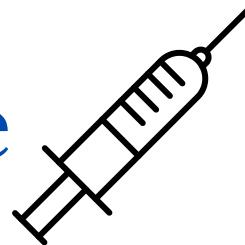


Wednesday, November 5, 2025

7:30 - 11:00

at the Anniston City Meeting Center

Flu shots will be available



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

You can learn more about 2026 Health, Dental, Vision, FSA, and other insurance options.

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



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



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



Handy guide to portions A Quick Guide to Serving Sizes

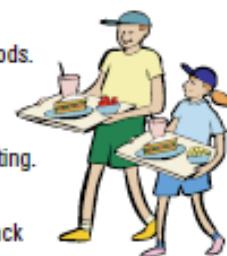
Balancing your food choices helps ensure you are getting a variety of nutrients in your diet. A healthy diet emphasizes a variety of fruits, vegetables and whole grains. It also includes low-fat dairy and lean protein sources. Below is a plate model of a balanced meal.

- About one-fourth of your plate should be filled with whole grains or starchy foods such as rice, pasta, potatoes, corn or peas.
- Another fourth should be protein foods such as pork, beef, fish, poultry or tofu.
- The last half of your plate should be filled with fruits and non-starchy vegetables like broccoli, carrots, cucumbers, salad, tomatoes and cauliflower.



Tips to Help Control Your Portions

- Learn to read food labels.
- Avoid buying supersized foods.
- Share a meal with a friend.
- Have your waiter half your entrée before you begin eating.
- Use a smaller plate.
- Avoid immediately going back for seconds.



Use Food Labels to Help You Choose

Learning how to read a food label is an important step in making better choices for your health.

1 Start Here

It's important to identify how many servings are in the package. The serving size listed is often much smaller than what you would expect. Some packages may appear to be only one serving, but may actually contain two or three.

2 Check Calories

The number of servings you consume determines the number of calories you eat. As a general rule, 40 calories is low, 100 calories is moderate and 400 calories is high for a serving of food.

3 Quick Guide to % Daily Value

This area is a quick guide to determine if a food is low or high in a certain nutrient. If the % Daily Value is 5% or less, it is considered low, and if the % Daily Value is 20% or more, it is considered high.

4 Limit These Nutrients

These nutrients are often too high in our diet. Eating too much of these may increase risk for certain chronic diseases such as heart disease, cancer and high blood pressure.

5 Get Enough of These

This section includes nutrients associated with good health, but are often the ones we do not get enough of.

6 Footnote

The footnote at the bottom of the label stays the same and will not change from product to product. It provides recommendations for certain nutrients based on a 2,000 or 2,500 daily calorie diet.

Nutrition Facts

1	Serving Size 1 cup (228g)
2	Servings Per Container 2
3	Amount Per Serving
4	Calories 250 Calories from Fat 110
	% Daily Value*
5	Total Fat 12g 18%
	Saturated Fat 3g 15%
	Trans Fat 3g
	Cholesterol 30mg 10%
	Sodium 470mg 20%
	Total Carbohydrate 31g 10%
	Dietary Fiber 0g 0%
	Sugars 5g
	Protein 5g
6	Vitamin A 4%
	Vitamin C 2%
	Calcium 20%
	Iron 4%
	* Percent Daily Values are based on a 2,000 calorie diet. Your Daily Values may be higher or lower depending on your calorie needs.
	Calories 2000 2500
	Total Fat Less than 65g 80g
	Sat Fat Less than 20g 25g
	Cholesterol Less than 300mg 300mg
	Sodium Less than 2,400mg 2,400mg
	Total Carbohydrate Less than 300mg 375mg
	Dietary Fiber 25mg 30mg



Ingredients

- 1 Oreo cookies 13-oz. package
- 4 oz. cream cheese softened
- $\frac{1}{4}$ teaspoon ground cinnamon optional
- Kosher salt pinch
- 6 chocolate-covered cookie sticks (Pocky)
- $\frac{1}{4}$ cup white chocolate melting wafers
- 2 tablespoon coconut oil plus 1 tsp, divided
- Orange gel food coloring
- 12 oz. semisweet chocolate chips melted
- 90 pieces candy corn
- 36 candy eyeballs
- 18 mini M&M's red, orange, and/or yellow
- 18 red tree sprinkles
- 36 white sprinkles

TURKEY OREO BALLS

Instructions

- In a food processor or using a large resealable plastic bag and rolling pin, crush cookies into very fine crumbs. Transfer to a medium bowl. Add cream cheese, cinnamon if using, and a pinch of salt and stir until combined.
- Using a medium cookie scoop (1 $\frac{1}{2}$ Tbsp.), form mixture into 18 balls. Arrange on a parchment-lined baking sheet and refrigerate until firm but not completely hardened, about 30 minutes.
- Meanwhile, break cookie sticks into thirds, about 1 $\frac{1}{2}$ inch long. Melt wafers according to package directions and transfer to a small heatproof bowl. Stir in 1 tsp. oil, then stir in food coloring until desired hue is reached. Dip one end of each cookie stick into orange chocolate. Arrange on a parchment-lined plate and let set, about 15 minutes.
- In another small bowl, mix melted chips with remaining 1 Tbsp. oil. Working one at a time, dip truffle into chocolate, letting excess drip off, and return to baking sheet. Arrange 5 candy corns on top of truffle in a fan shape. Add 2 candy eyes, 1 M&M nose, 1 red tree sprinkle for the wattle, and 2 white sprinkles for the eyebrows. Insert 2 sticks into bottom of truffle for the legs. Repeat with remaining balls. Refrigerate truffles until chocolate is set, about 20 minutes.



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