

COUNTY CLIPS

THE OFFICIAL NEWSLETTER OF MADISON COUNTY



Photography Contest Winner: Derrick Hale, Maintenance

WANT YOUR PHOTO FEATURED IN THE CLIPS?

Enter the Clips Photography Contest by submitting your photos of people, places, or things Madison County. One winner and multiple runner-ups will be selected, submissions provided.

[SUBMIT PHOTOS HERE](#)

IN THIS

ISSUE

3	EMPLOYEE INFORMATION
4	RECOGNITIONS
7	PERSONNEL BLURBS
13	COUNTY HAPPENINGS
16	FUNDRAISER
17	PHOTOGRAPHY CREDITS

Welcome New Employees

Justin Patterson Alt. Sentencing & Release
Thomas Bates District 1
William Parsons II District 1
Harry Roberts District 4
David Denson District 4
Brandon Nance District 4
Dustin Burke Fire 911 Communications
Matthew Bates Juvenile Probation
Mason Bradley Juvenile Probation
William Chapman Jr. Juvenile Probation
Cinda Haley Juvenile Probation
Cathy Singletery Maintenance
Kecia Jones Probate Office
Tyler Rosenblum Purchasing
Scott Brackett Sheriff's Department
Abby Campbell Sheriff's Department
Steven Hopkins Sheriff's Department
William Oliver Sheriff's Department
Troy Barnes Waste Control
Eric Luttrell Waste Control
William Wallace Water Department
James Cote' Water Department
Larissa Angiolelli Water Department

Our Deepest Sympathy

Nan Guyette Board of Registrars
Husband
Chris Johnson Public Works
Grandmother
Kyle Fowler Tax Assessor
Father
Demetrius Ewing Waste Control
Mother-in-law
Craig Woodard Water Department
Father
Rod Payne Water Department
Grandmother

New Arrivals

Karen Schrimsher County Fire
Grandson

CONGRATULATIONS RETIREES

Janet Foley District Attorney
Jeannie Russell District Attorney
John Rice District Four
Rhonda Swaim License Department
Susan Humphreys Probate Office
Christopher Mullins Public Works
James Shores Water Department

FIRE SAFETY TIP

For many of us, water activities equal fun. But it's important to be aware of electrical hazards while enjoying the water. Know how to be safe around swimming pools, hot tubs, and spas.

FOR SALE

6 Antique English Mahogany Chippendale Ball & Claw Dining Chairs - \$1950 OBO. Call Amanda at 256-603-7359.



RECOGNITIONS

CONGRATULATIONS ON YOUR
OUTSTANDING ACHIEVEMENTS!

BRIAN MITCHELL

Sanitation/Motor & Equipment
June Employee of the Month



WILLIE HOLLAND

Sanitation/Motor & Equipment
July Employee of the Month



LIEUTENANT DONNY SHAW

Sheriff Blake Dorning announced on July 23, 2018 that Madison County Sheriff's Office Lieutenant Donny Shaw is being nationally recognized by Nextdoor, the free private social network for your neighborhood, with the Nextdoor Neighborhood Champion Award. The award recognizes Shaw's post to the Sheriff's Office public agency page and the public engagement with his post through likes, replies and messages. Shaw is one of thirty-five law enforcement officers out of thousands of Nextdoor public agencies across the nation to be recognized.

BRIANA WHITE

Briana White has satisfied the requirements for SHRM-CP certification as prescribed by the Society for Human Resource Management and is now a SHRM-CP certified human resource professional.

Briana also successfully completed the requirements to become a Smartsheet Product Certified User.





SHERIFF'S DEPARTMENT

Sheriff Blake Dorning and his command staff are in Grand Rapids, Michigan to receive the CALEA Accreditation. Captain Chad Brooks was tasked with this project a little over three years ago and he chose to include Julie Rosenburg and Meagan Wimbs as persons to assist in the completion of this project and their efforts have not gone unnoticed.

The Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) is a credentialing authority (accreditation), based in the United States, whose primary mission is to accredit public safety agencies, namely law enforcement agencies, training academies, communications centers, and campus public safety agencies.

The primary purpose of the Commission is to improve law enforcement service by creating a national body of standards developed by law enforcement professionals. Furthermore, it recognizes professional achievements by establishing and administering an accreditation process through which a law enforcement agency can demonstrate that it meets those standards. CALEA derives its general authority from the four major law enforcement membership associations whose members represent approximately 80% of the law enforcement profession in the United States.

The Madison County Sheriff's Office is one of only two Sheriff's Offices within the state, and one of very few nationwide, to achieve this accreditation.

PERSONNEL BLURBS

WHAT'S NEW WITH PERSONNEL?

THE FORMULA THAT PUTS US IN CONTROL OF OUR SUCCESS

What prevents us from achieving the success we want? Is it a lack of money, free time, or opportunities at work? Have you not achieved your goals because of the economy, what your business colleagues have done (or not done), or the lack of motivation among your employees? Perhaps you place the blame on how you were raised or on your family for not giving you the proper amount and type of support.

If you've responded to my question with a laundry list of reasons why you aren't where you want to be, you're not alone. Most people automatically find excuses and blame others when things don't work out the way they want. This seems to be particularly true in the United States, where many people buy into the myth that we are entitled to success and happiness - that someone else should be giving us what we want.

However, if unlimited success is your goal, looking outside yourself is a strategic error. The most important lesson you must understand is that you are 100 percent responsible for your life - the good and the bad.

The formula I like to use to explain this concept is: $E + R = O$ (Events + Responses = Outcome).

The basic idea is that every outcome you experience in life (whether it's a success or failure, wealth or poverty, wellness or illness, intimacy or estrangement, joy or frustration) is the result of how you have responded to an earlier event in your life. Likewise, if you want to change the results you get in the future, you must change how you respond to events in your life... starting today.

WHAT MOST PEOPLE DO

When people don't like the outcomes they are experiencing, most choose to blame the event (E) for their lack of results (O).

In other words, you can blame the economy, the wealthier, the lack of money, lack of education, racism, gender bias, the current administration in Washington DC, your spouse, your boss's attitude, the lack of support, and so on. If you're a golfer, you've probably even blamed your clubs or the course you've played on – but never yourself. This is what most people do.

It's true that these factors exist and that they impact you. However, if they were the deciding factor in whether someone succeeded or not, nobody would ever succeed. For every reason it's not possible, there are hundreds of people who have faced the same circumstances and succeeded. The deciding factor in success is not the external conditions and circumstances. It's how you choose to respond (R).

We think limiting thoughts and engage in self-defeating behaviors. We defend our self-destructive habits (such as drinking and smoking) with indefensible logic. We ignore useful feedback, fail to continuously educate ourselves and learn new skills, waste time on the trivial aspects of our lives, engage in idle gossip, eat unhealthy food, fail to exercise, spend more than we make, fail to tell the truth, don't ask for what we want, and then wonder why our lives aren't working.

WHAT MOST PEOPLE DO

Successful people take a different approach to events. They simply change their responses (R) to the events (E) until they get the outcomes (O) they want.

You can change your thinking, change your communication, change the pictures you hold in you head (your images of the world) and you can change your behavior (the things you do). That's all you really have control over anyway.

Unfortunately, most of us are being run by our habits. We get stuck in conditioned responses to our spouses and children, to our work colleagues, to our customers and our clients, to our students, and to the world at large.

You have to gain control of your thoughts, your images, your dreams, daydreams, and your behavior. Everything you think, say, and do need to become intentional and aligned with your purpose, your values, and your goals.

If you don't like your outcomes, change your responses.

Carefully choose how you respond to events – how you choose to interpret events, how you choose to think about and talk about what happened, and how you choose to act. Remember, you control your destiny... so make it a fantastic one!

Author: Jermie Howell, Personnel Director

NEW BENEFIT: AIR EVAC LIFETEAM

The Madison County Personnel Department cares about all of our employees and felt it necessary to take this opportunity to further educate you on the scope of your benefit package and to also make you aware of a tremendous gap in coverage related to air ambulance transportation.



Hundreds of people are transported every week on air transport ambulances (medical helicopters) and unfortunately are left paying a tremendous amount of money out of pocket. Sometimes this out of pocket expense can eclipse \$30,000 that the individual is responsible to pay because air ambulance helicopter companies are not in network for any health insurance provider, including our Blue Cross health plan.

The Personnel Department felt it was very important to not only educate you on the gap in coverage for being transported in an air ambulance helicopter but to also provide you some information on a membership program through the Air Evac LifeTeam. The **Air Evac LifeTeam** is part of the national **Air Med Care Network** that has 320 bases nationwide and was established to help those in rural areas receive advanced emergency health care and rapid medical support. The company has flight crews based in Scottsboro, Cullman, Muscle Shoals, Lewisburg, and Manchester, TN and transport patients to and from Huntsville Hospital every day.

Being a member of the Air Med Care Network *fills in the gap* between the small amount that insurance will pay toward an air ambulance helicopter and the tens of thousands of dollars for the cost of the transport that the employee will be responsible for paying.

We have worked with the local Air Evac LifeTeam representative, Blake Mathis to lower the annual membership costs from \$85.00 to \$65.00 per household for Madison County employees. *The annual membership includes transport of anyone living in your home regardless of relationship or age and you do not have to be enrolled in the county's health insurance program to participate.*

To enroll in this membership program or if you have more questions about the membership program, contact the local representative for Air Evac, Blake Mathis by calling 256-503-8774, or you can email Blake at blake.mathis@airmedcarenetwork.com.

Annual membership renewals and associated costs are paid directly to the Air Med Vac Network, not Madison County. Enrollment is available throughout the year.

Members must use the transportation services of Air Evac Lifeteam or one of their subsidiaries to utilize the membership services, transportation by another agency will not be covered.

MEET WITH MARTHA SUTTON

Martha Sutton, Senior Retirement Specialist for Nationwide Retirement Solutions will be at the Madison Courthouse on September 4-5 to meet with employees. Nationwide is the administrator of the Madison County Deferred Compensation Plan.

September 4
12:00 PM - 4:00 PM

September 5
9:00 AM - 12:00 PM

To schedule a meeting with Martha Sutton on September 4-5, visit:
<http://sept4and5.myRetirementAppt.com>

Additional Meetings

November 22 & 23



Nationwide[®]
is on your side

Deferred compensation can help you secure your financial future.

Madison County knows you want a financially secure retirement. Enrolling in your deferred compensation plan can help you meet your goals. The contributions you make may help supplement your ERS income in retirement.

Come see why deferred compensation may be right for you.

2018 FLU SHOT SCHEDULE

Date	Place	Time
October 9, 2018	Public Works/Water Department	7:30 AM - 9:30 AM
October 9, 2018	Courthouse	10:30 AM - 12:30 PM
October 10, 2018	District 6/Hi Lo Circle	2:30 PM - 4:30 PM
October 11, 2018	Sheriff's Annex/Wheeler Ave	8:30 AM - 10:00 AM
October 11, 2018	Charles Stone Building/Cook Ave	10:30 AM - 12:00 PM

COMING BACK AFTER RETIREMENT?



Retirees leaving an ERS or TRS agency through a service retirement may return to work for an ERS or TRS agency as long as their annual earnings do not exceed \$31,000 in a calendar year. The salary limit has recently increased from \$30,000 to \$31,000 per calendar year. The compensation limit exists for retirees returning to an agency that participates within either the State of Alabama, Employee’s Retirement or Teachers Retirement Systems. Work can be performed to an agency the employee retired from or from a totally separate agency.

For example: an employee could retire from Jackson County Commission and return as a part-time employee of City of Huntsville and be affected by the annual limit. The compensation limit does not apply for employment with a private sector entity or independent contractor.

Retirees returning to work must coordinate their return with Personnel to complete postretirement forms and ensure their retirement and return are separated by a pay cycle.

DID YOU KNOW?

Members of the Retirement Systems of Alabama receive special rates at various Alabama hotels and resorts. Hotels may require proof of membership upon check-in or check-out. To view a current list of special rates visit:

<https://www.rsa-al.gov/index.php/real-estate/member-discounts/>

OTHER UPCOMING EVENTS

- Authentic Leadership Training** August 16, 2018
- How to Communicate with Tact and Credibility Training** September 13, 2018
- Difficult Employees Training** October 11, 2018
- Maximizing Your Potential Training** October 25, 2018

Dangers of distracted driving

- Distracted driving crashes killed more than 3,000 people and injured 416,000 in 2010.
- Reaction time is delayed for a driver talking on a cell phone as much as it is for a driver who is legally drunk.
- More texting leads to more crashes. With each additional 1 million text messages, fatalities from distracted driving rose more than 75%.
- People under the age of 20 are involved in more fatal crashes due to distractions than any other age group.
- Studies show that drivers who send or receive text messages focus their attention away from the road for an average of 4.6 seconds. At 55 mph, this is equivalent to driving the length of a football field blindfolded!



Workers' safety is your business

Texting while driving puts millions of Americans who drive on the job at risk every day. That risk continues to grow as texting becomes more widespread.

As a business owner or manager, it's your legal responsibility under the *Occupational Safety and Health Act* to safeguard drivers at work.

This holds true whether they drive full-time or only occasionally to carry out their work, and whether they drive a company vehicle or their own. When your workers are behind the wheel doing your company's work, their safety is your business.

That's why the Occupational Safety and Health Administration (OSHA), which enforces worker safety laws, has joined with the Transportation Department, other Labor Department agencies and key associations and organizations to enlist the help and cooperation of businesses – large and small – in a nationwide outreach, education, and enforcement effort to stop the dangerous practice of texting while driving.

OSHA is prepared to act quickly. When OSHA receives a credible complaint that an employer requires texting while driving or organizes work so that texting is a practical necessity, we will investigate and will issue citations and penalties where necessary to end this practice.

Healthier Workers Safer Workplaces A Stronger America.

"It is well recognized that texting while driving dramatically increases the risk of a motor vehicle injury or fatality. We are asking employers to send a clear message to workers and supervisors that your company neither requires nor condones texting while driving."

David Michaels, PhD, MPH
Assistant Secretary
Occupational Safety and
Health Administration

If you have questions or need more information,
contact OSHA at 1-800-321-OSHA (6742).
TTY 1-877-889-5627.



**MORE WORKERS
ARE KILLED
EVERY YEAR IN
MOTOR VEHICLE
CRASHES THAN ANY
OTHER CAUSE.**

**Businesses can
help solve this
big problem.**

Safety at work is no accident

Building a workplace culture of safety requires clear, explicit policies and sound practices. Send a clear message to workers and supervisors that your company neither requires nor condones texting while driving.

Employers should:

- Prohibit texting while driving. OSHA encourages employers to declare their vehicles "text-free zones" and to emphasize that commitment to their workers, customers, and communities.
- Establish work procedures and rules that do not make it necessary for workers to text while driving in order to carry out their duties.
- Set up clear procedures, times, and places for drivers' safe use of texting and other technologies for communicating with managers, customers, and others.
- Incorporate safe communications practices into worker orientation and training.
- Eliminate financial and other incentive systems that encourage workers to text while driving.



How OSHA helps

OSHA's distracted driving web page (www.osha.gov/distracted-driving/index.html) provides useful resources, including:

- a model policy to use or adapt for your business
- information about how employers are combating this hazard
- research findings
- educational materials

The U.S. Department of Transportation website (www.distraction.gov) provides updates and information on the national campaign to prevent distracted driving.

Additional assistance

OSHA's consultation program can help small and medium-sized businesses, at no cost, keep workers safe by providing:

- free and confidential advice
- on-site consultation
- assistance with identifying workplace hazards
- advice on compliance with OSHA standards
- assistance with safety and health programs

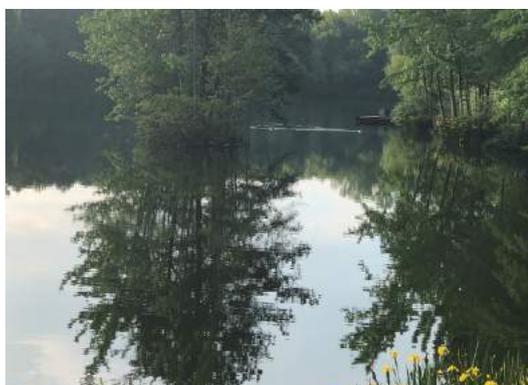
To learn more about how OSHA can help, visit www.OSHA.gov or call OSHA at 1-800-321-OSHA (6742). TTY 1-877-889-5627.

COUNTY HAPPENINGS



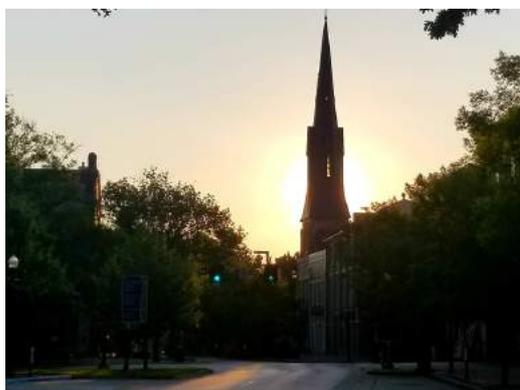
FALL FESTIVAL

Mark your calendar for the Annual Fall Festival sponsored by Friends of Sharon Johnston Park, Inc. on September 29th at Sharon Johnston Park!



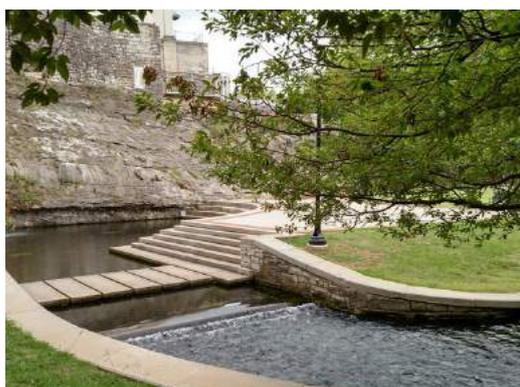
FARMER'S MARKET

The Madison County Farmer's Market is open Wednesday - Saturday from 8 AM - 2 PM for the season. It is located at 1022 Cook Avenue, Huntsville, Alabama 35801.



BATTLE OF THE FOOD TRUCKS

Occurs the 1st Saturday of the month from 10 AM - 2 PM on the Courthouse Square and the 3rd Friday of the month from 5 PM - 9 PM in Big Spring Park. These events will continue through 10/06.



CONCERT IN THE PARK

The final concert in the park of the season will be Monday, August 6 at Big Spring Park from 6:30 PM to 8:00 PM.

Education Celebration!

Bring the family and celebrate our schools and students!
This event benefits all schools in Madison County District 5.

Saturday, August 18, 2018



9am - Noon

Grissom High School

★ **Fun family activities**

Inflatables, school mascots, temporary tattoos, Safe House, HPD SWAT Team, HPD Mustang, HFD ladder truck, and more!

★ **Entertainment**

Bluegrass Band, gymnastics demonstrations, puppet show, dance studio performances & martial arts demonstrations!

★ **Great Prizes**

For every \$1 donation to your favorite school, you are entered to win one of our many great prizes: All New Kindle Fire HD 8" Tablet with Alexa 32 GB, Amazon Fire TV Streaming Media Player, Noise Cancelling Bluetooth Headphones and Fitbit Wireless Activity and Sleep Wristband. An additional \$500 and \$250 will be given to the schools with greatest percentage of donations.

★ Concessions: Five Guys Burgers & Fries, Kona Shaved Ice, and Coca-Cola

★ Booths, booths and more booths!



Commissioner Phil Riddick

IT'S TEE TIME!



LET'S CELEBRATE THE RETIREMENT OF

RICHARD GRACE

AUGUST 3 FROM 1-3 PM
PUBLIC WORKS DEPARTMENT
266-C SHIELDS ROAD
CONFERENCE ROOM

FUNDRAISER

FOR ST. JUDE CHILDREN'S HOSPITAL

From the Office of Debra Kizer, Circuit Clerk:

Every year, the Alabama Court Specialist Association conducts a fundraiser for a non-profit organization. In 2017, The Association collected pennies to help Well House in Birmingham.

The donations helped the Well House build additional housing for sex trafficking victims. For 2018, The Association chose to partner with St. Jude Children's Hospital.



We are collecting soda tabs until September 1, 2018. Court Specialists from all over the state of Alabama will present the tabs from their county at the annual Court Specialist Conference in Orange Beach, Alabama. The tabs will then be processed, and all proceeds will go to St. Jude Children's Hospital to help support the many children in need of treatment.

We would like to represent Madison County well so we are asking for everyone's support.

Please collect your soda tabs and bring them to room 217 in the Courthouse. We will keep them in our office and present them at our conference in September.

We appreciate your help for this good cause! #saveatabsavealife

For more information, contact Amanda Adomatis at 256-532-3390.

Photography Contest

CONTEST WINNER:

Derrick Hale, Maintenance

Image of Big Spring Park from the roof of the Courthouse

RUNNER-UPS:

Jermie Howell, Personnel

Lakeview in Madison County neighborhood

Featured on Page 13

Jennifer Barger, Planning & Economic Development

Evening on Green Mountain

Featured on Page 13

Richard Clouse, Tax Assessor

Early Morning in Downtown

Featured on Page 13

Montae Robertson, Tax Assessor

Big Spring Park

Featured on Page 13

HONORABLE MENTIONS:



DeAnna Rooffener,
Tax Assessor



Jennifer Gordon,
County Commission



Margo Partridge,
Tax Assessor