



NOVEMBER



November Work Anniversaries

1 Year

Laura Cooks
Molly Dwyer
Kellie Ferrara
Samaria High

3 Years

Renee Whitfield
Yolondra Wilkins-Taylor

6 Years

Caroline Law

7 Years

Shawanda Hood

13 Years

Phillip Morris

18 Years

Karen Jones

24 Years

Mamie Thompson

November The River Report

THANKSGIVING LUNCHEON

This year, IRMHC will host and provide all food/drinks for the Thanksgiving Luncheon. Employees just need to show up, enjoy and fellowship with your co-workers!

Where: Stafford Training Room

Menu: Grilled Chicken, sides, dessert and drinks. Plenty of food for everyone!

Coordinators/Supervisors will only pick up for employees working during the luncheon. Everyone else is invited to attend!

November Birthdays

Vera Bell
Malcolm Bynum
Terrika Eatmon-Jones
Sherrie Faulkner
Jasilyn Finney
Gloria Jackson
Caroline Law
Rhonda Lawless
Phillip Morris
Bambi Pate
Danny Taylor
Julie Van Sice
Santresia Ward
Cathy Woods



NOVEMBER IS OPEN ENROLLMENT

Dates: NOVEMBER 13th - NOVEMBER 21st

EMPLOYEES MUST SIGN UP FOR BENEFITS THROUGH THE PAYCOR EMPLOYEE PORTAL and MUST ATTEND A CLASS TO LEARN MORE ABOUT THEIR BENEFITS THROUGH MUTUAL OF OMAHA. A HUMAN RESOURCE REPRESENTATIVE WILL BE AVAILABLE TO ASSIST IN ALL THE CLASSES!

We're excited to begin using Paycor's online benefit enrollment system. This year all employees must login to Paycor and enroll or waive benefits through the employee portal by November 21st.

If you have dependents enrolled in benefits or would like to add them, you will have to enter the dependent(s) information in Paycor. Make sure you have your dependent(s) date of birth and social security number. We will also collect your beneficiary information in Paycor this year. This information will be stored in Paycor for future enrollments.

If no changes are needed, you are still required to elect the benefits you are waiving in Paycor.

Benefit enrollment will only be online this year and all employees must login and either re-enroll or waive benefit elections. Open enrollment is the only time during the year when you can make changes to your coverage or enroll for the first time with the exception of qualifying life events (QLEs). Please be prepared to update your elections during our open enrollment period during the month of November. Benefit changes will be effective on January 1, 2018.

We recognize that your benefits are very important to you and your family. Our goal is to continue providing our employees with a comprehensive and competitive benefits package. We're not making any changes to the medical plan design. If you participated in the Wellness program you will not see a rate increase; however, there will be a small increase for those participants who did not complete the wellness exam process.

As a reminder, our **medical plan is self-insured** which means that Indian Rivers assumes most of the financial risk of providing health care benefits to our employees. Basically, this means that the company is responsible for paying our own claims. It is important to remember that behaviors and actions by employees and dependents using the medical plan will have a direct impact on future medical rates.

OPEN ENROLLMENT Continued....

IRMHC is pleased to announce we have minor changes to our benefit plans this year: If you participated in the health wellness exam, you will continue to receive a discounted rate in the medical plan. In 2018, IRMHC will provide on-site exams twice during the year. More information to come!

- No rate increases for dental or vision.
- Rate changes for the 2018 medical/health plan:

Employee Rates – Effective January 1, 2018

Employee Only Medical Rate (no wellness discount) is \$42.70 per pay check

If you participated in Wellness Program you will continue to receive a discounted rate of \$27.70 per pay check.

You saved \$390 per year by participating in the wellness program!

Family Rates- Effective January 1, 2018

Family Medical Rate is \$199.23(no wellness discount) per pay check

If you participated in Wellness Program you will continue to receive a discounted rate of \$184.23 per pay check. **You**

Saved \$390 per year by participating in the wellness program!

If you participate in the Flexible Spending Account, the amount has increased to \$2,650 per year. The Dependent Care Account will remain at \$5,000 per year. **REMEMBER, if you choose to participate, you MUST enroll in these benefits EACH year.**

**“We make a living
by what we get,
but we make a
life by what we
give.”**

**-Winston
Churchill**

**“When asked if
my cup is half-full
or half empty, my
only response is
that I am
Thankful I have a
cup.”**

-Unknown Author

**“Gratitude can
transform
common days into
thanksgiving,
turn routine jobs
into joy, and
change ordinary
opportunities into
blessings.”**

**-William Author
Ward**

Open Enrollment continued.....

Below are dates to attend a class. Come find out what Mutual of Omaha offers to you. A Human Resource representative will be available to also assist you for all scheduled classes.

November 13th

10am – 1 pm – Stafford Board Room

3pm – 4pm – Stafford Board Room

November 16th

9am – 11am – Bibb County Office

1pm-3pm – Stafford Training Room

November 17th

**1pm – 3pm – Stafford Board Room—
WebX with MOO**

November 20th

8am-10am – Stafford Board Room

3pm – 4pm – Stafford Board Room

November 21st

9am-11am- Pickens County Office – Kam

9am – 11am, Stafford Board Room

3pm – 4pm – Stafford Board Room

IRMHC RECOGNITION PROGRAM

We want to THANK YOU for your hard work and commitment to IRMHC and want to recognize our employees for improved productivity. Employees who exceed productivity expectations monthly are entered in a drawing for a \$100 gift card. This gift card is a discretionary gratuitous gift on behalf of the agency. We will continue to review productivity each month and we will recognize two different employees every month. This program is based on IRMHC's financial viability. With your help, we can continue to reach our agency goals!



August Winners:

Audrey Cottrell, Children's Services, Stafford

Shirley Fields, Residential Services, CM1

Congratulations to our winners. Please come by Human Resources to pick up your gift. Watch your emails for future winners!

Tips to remember:

- *Monitor and manage your time
- *Track your productivity (your supervisor can show you how to review your Avatar productivity report—9020s do not count)
- *Encourage your clients to be engaged and keep their appointments
- *Manage your daily tasks and “paperwork” to stay “caught up”
- *Manage your caseload (this should definitely be a discussion with your supervisor)



New Employees

October 17, 2017

Francheska Miller—Case Manager—Bridge Team—Full-Time

October 30, 2017

Darlene Jackson—LPN—AOP Clinic—Full-Time





REMINDER

AIR Training is scheduled for November 15th in the Stafford Training Room. Please make sure you are current on your CPR/CPI and TB test. Also, make sure HR has an updated copy of your driver license and automobile insurance.



Remember to Fall Back November 5th

Get ready to “fall back” and set the time on your clocks back one hour on Sunday, November 5th, or right before you go to sleep on Saturday night.

Many fire departments encourage people to change batteries in their smoke and carbon monoxide detectors twice a year. Checking your batteries when you change your clocks is an easy way to remember this household task.



Our administrative offices (Stafford, Bibb Co. and Pickens Co . OPC offices) will be closed for the Thanksgiving holiday on Thursday, November 23rd and Friday, November 24th. We will re-open Monday, November 27th. Residential Services will operate as usual.



Join IRMHC's Team on November 12th to help promote suicide education and prevention.

Register at:

<https://afsp.donordrive.com/team/157747>

Pictures from 2016 Out of the Darkness Walk

Event Details:

When: Sunday, November 12th

1:00-4:00 pm

*walk will be 2:00-4:00 pm

Where: UA-Ferguson Center Plaza

Who: All are invited to attend and join our team. Family members welcome. Please wear your IR t-shirt.

Questions: Email Laura Reeves at lwise@irmhc.org or call 861-3484



Employees Recognized for Service Years:

10 years of service

Tameka Kirkland
Kimberly Griggs
Shelley McGee
Doretha Williams

5 years of service

Shirley Herron
Lakisha Sewell
Sherrie Faulkner
Michael Wiggins
Melvelyn May

2 years of service

Monique Hill
Andrea McCoy
Shermika Rodgers

1 year of service

Cassandra Lee
Ashley Foster
Tierra Jones
Tracy Cardwell
Kimborlyn Walter
Tamela Rancher
Anjelica Waller
Shawndricka Brown
Santresia Ward
Nesenia Smith



Hurricane Relief Donation Center

As you know, the Board of Directors and IRMHC employees opened a temporary Hurricane Relief Donation Center to help those devastated by Hurricanes Harvey, Irma and Maria. Many residents lost everything and we are glad to be a part of giving back to those in need.

IRMHC has been pleased with the response from our community and surrounding areas with donations given to the Hurricane Relief Donations Center. The last day to donate items is planned for November 5, 2017 tentatively. Pictured on right is Morning Pointe Nursing Home making a contribution and helping others.



Seventeen More Certified in Mental Health First Aid Class



On October 17, 2017, seventeen more people were certified in Mental Health First Aid (MHFA) by instructors Cheryl Dubose and Laura Reeves. While most were employees of IRMHC, two guests were welcomed from Tuscaloosa VA Medical Center. The goal of MHFA is to learn basic symptoms of mental health and substance abuse, as well as how to respond in a crisis situation. It was an amazing group of participants who were all able to earn continuing education credits while expanding their knowledge.

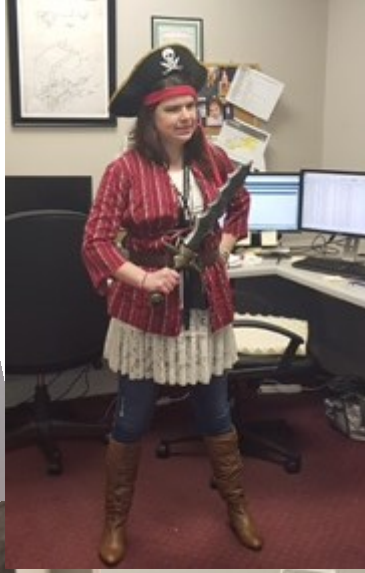
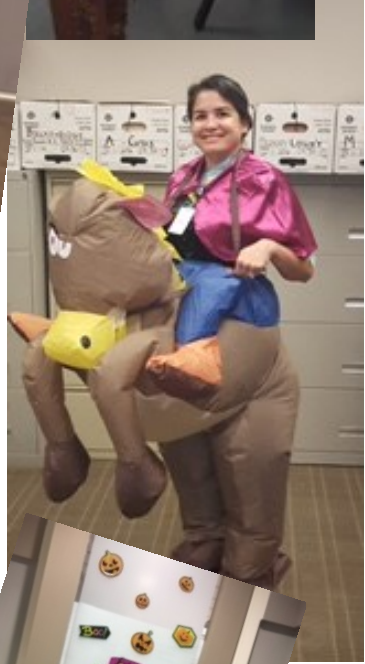
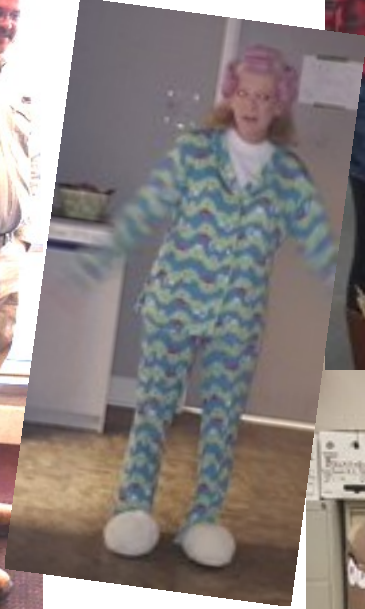
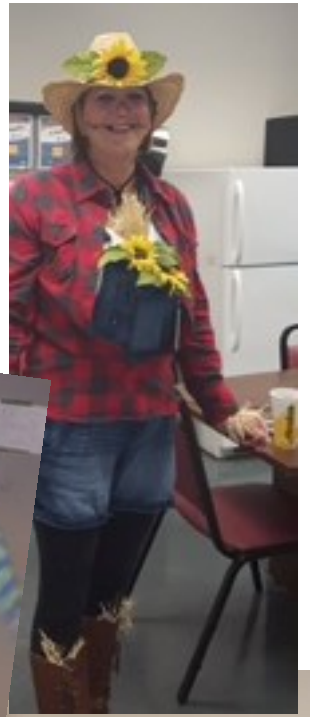
IRMHC represents at the TMHA Fall Conference

IRMHC assisted Tuscaloosa Mental Health Alliance in organizing the 2nd Annual Fall Conference, which was free to the over 100 people in attendance. Held October 19, 2017, at Alabama Fire College, this year focused on Trauma with four speakers from various disciplines. Indian Rivers was able to get approval for three social work CEU's.

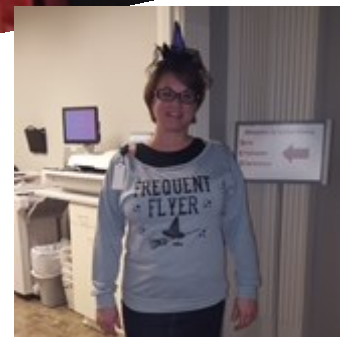
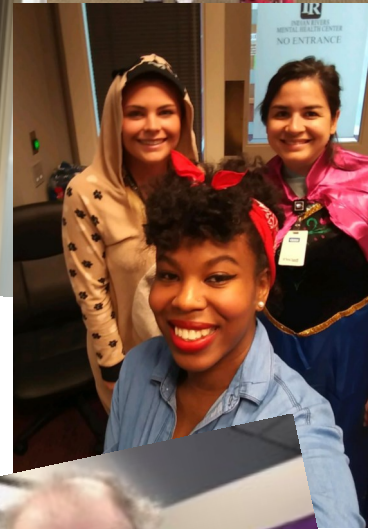
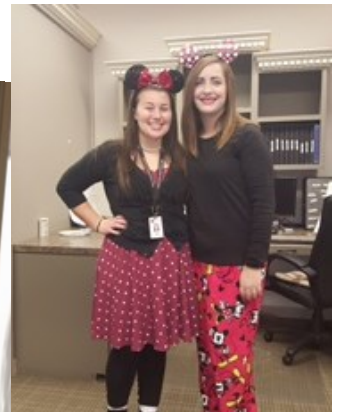
Taylor Will, IR intern, was able to get door prizes donated for the event. Additionally, people brought items for the Hurricane Donation Center to get extra entries for door prizes. Both Taylor and Lindsay were willing to help provide information on Indian Rivers to those in attendance. Thank you to the staff that attended the conference, as well as those who assisted in making it a huge success.



Halloween Fun!!!



Halloween Fun!!!



Halloween Fun!!!



Halloween Fun!!!

Congratulations to our Door Decoration Winners!



FALL DOOR DECORATION CONTEST

is presented to

**Mina Price, Gloria Jackson &
Adezza Dubose-Williams**

OCTOBER 31, 2017

By Indian Rivers Mental Health Center

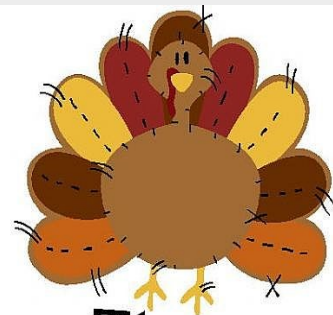


Did you know.....November fun facts!

In the Georgian calendar, the calendar that most of the world uses, November is the eleventh month of the year. However, in the early Roman calendar, it was originally the ninth month. Later, the Roman senate elected to name the eleventh month for Caesar. November is right between fall and winter. Almost all leaves are gone from the tree and lost their colors. The month is referred as the wind month and the bloom month by Anglo-Saxons. It is because November is the month where they killed their animals for food. Those have been harvested in the previous months are either put inside the storage or sent to processing plants or mills. In this month, the farmers will know whether that particular year was successful or not. Because of its beautiful weather, football is the main sport of the month.

Below are some fun facts about November:

1. The birthstone for November is the topaz.
2. The zodiac signs for November are Scorpio (October 23 - November 21) and Sagittarius (November 22 - December 21)
3. The birth flower for November is the chrysanthemum.
4. On November 2, 1769, a Spanish expedition reached San Francisco Bay.
5. On November 2, 1889, North Dakota became the 39th state of the United States.
6. On November 2, 1889, South Dakota became the 40th state of the United States.
7. On November 2, 1917, Arthur Balfour proposed settlement of Jewish people in Palestine.
8. On November 4, 1979, the U.S. Embassy was taken over by Iranian revolutionaries in Teheran and a group of U.S. citizens were seized as hostages.
9. On November 6, 1869, the first intercollegiate football game was played in the United States between Rutgers and Princeton.
10. On November 8, 1889, Montana became the 41st state of the United States.
11. On November 15, 1935, Manuel Quezon was inaugurated as the first president of the Philippines.
12. On November 18, 1883, standard time began in the United States.
13. Peanut Butter Lovers Month
14. National Good Nutrition Month
15. National Pepper Month
16. National Sleep Comfort Month
17. Aviation History Month
18. Election Day - first Tuesday after the first Monday in November
19. Thanksgiving Day - fourth Thursday of November
20. November 11 - Veteran's Day



Happy Thanksgiving

2209 9th Street
Tuscaloosa, AL 35401



Phone: (205) 391-3131
Fax: (205) 391-3135

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