

Kingman Connection



February/March 2014

City of Kingman's Employee Newsletter

Our Mission: "To Build a Bridge of Open Communication
Between Employees Across All Departments"

It's almost time for open enrollment!

What is new for your FY 2015 group health benefits?

The Northwest Arizona Employee Benefits Trust Board (NAEBT) adopted premium rates and plan changes for its employee group health plan at its February 20, 2014 meeting. These changes will be effective for plan year July 1, 2014 - June 30, 2015.

For FY 14/15, the recommend rate increase for our medical/Rx plan is a 12.5% increase over current year rates. The recommended premium increase was developed using claim and enrollment data, as well as, the annual trends for medical/Rx, four mandated health care reform benefits, and a claims margin. Considering the tight budgets that all three cities are experiencing and the fact that our employees have experienced net pay decreases, the NAEBT Trust Board felt it was important to do as much as they could to keep the premium rate increase to a minimum. In an effort to minimize the recommended premium rate increase to the medical/Rx plan, the Trust Board voted to make medical/Rx plan design changes. A summary of the changes for plan year beginning July 1st is below:

Medical - PPO

- Health Care Reform mandated changes:
 - ◇ Elimination of pre-existing conditions exclusion;
 - ◇ Coverage for clinical trial costs;
 - ◇ Out of pocket maximums must include co-pays, maximums are also capped;
 - ◇ Transitional reinsurance program fee, assessed per covered life @ \$63.00 and increasing over the next two plan years.
- Added out of state coverage in-network benefits. The past two plan years, we have only had the state of Nevada in-network coverage through Beech Street. Effective July 1, 2014, we will change our out of state coverage provider to Aetna to add nationwide out of state in-network benefits for services by an Aetna in-network provider.
- With the expansion of the nationwide Aetna network, we will be increasing our out-of-network deductible from \$1,000 to \$2,000.
- Primary Care Physician (PCP) office visit co-pay increases from \$15 to \$20.

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- Specialty Provider office visit co-pay increases from \$30 to \$40.
- Urgent Care visit co-pay increases from \$35 to \$40
- Emergency Room services revert back to how we used to cover emergency room visits, from \$100 co-pay to 80%/20% after deductible.
- Lap Band Fills will be limited to 5 in the first year and 2 every year thereafter.

Medical - HDHP

- Health Care Reform mandated changes:
 - ◇ Elimination of pre-existing conditions exclusion;
 - ◇ Coverage for clinical trial costs;
 - ◇ Transitional reinsurance program fee, assessed per covered life @ \$63.00 and increasing over the next two plan years.
- Added out of state coverage in-network benefits. The past two plan years, we have only had the state of Nevada in-network coverage through Beech Street/MultiPlan. Effective July 1, 2014, we will change our out of state coverage provider to Aetna to add nationwide out of state in-network benefits for services by an Aetna in-network provider.
- Lap Band Fills will be limited to 5 in the first year and 2 every year thereafter.
- RX (Prescription Drugs) - PPO
- Retail pharmacy 30 day co-pay changes from \$5/\$20/\$35 to \$10/\$30/\$50
- Retail 90 day and mail order 90 day co-pay changes from \$10/\$20/\$70 to \$20/\$60/\$150

(Just a reminder of the prescription coverage tiers: generic/brand-no generic available/brand-generic is available)

With the above listed plan design changes, the Trust Board was able to change a recommended 12.5% (\$471,596 to Kingman) rate increase to a 2.74% (\$111,761 to Kingman) rate increase. At the time of this writing, there is no determination as to how this may affect the premium rate for single coverage versus family coverage.

Dental/Vision and Group Life for Plan Year beginning July 1, 2014

There is no premium rate increase recommended for dental, vision or group life! There are no changes to the dental or group life plan benefits. However, the contact lens benefit on the vision plan has been enhanced from \$105/yr to \$150/yr.

Retirees

Just a reminder to retirees that legislative changes in 2011 resulted in the loss of the ASRS \$150/month premium benefit subsidy for employees retiring on or after August 1, 2012 and staying on the City's group health insurance plan.

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Department Highlight



We need your help sniffing out the news...

Please share what is new and happening in your department events, activities, awards, etc. Photos welcome!

Introduce us to your department, share your activities—send your information to HR today!

Feb Birthdays

Crystal Walker	03
James Clemens	05
Tom Flanagan	07
Ruben Rodriguez	07
Julia VanArsdale	07
Shar Ron Dodwell	08
Donna Walden	12
Jeff Campbell	14
Sue Cornwall	14
Paul Forsyth	14
Nancy Sipe	14
Stacy Nelson	15
Richard Winn	16
Noland White	19
Keelan Yarbrough	21
Kevin Robertson	22
Rochelle Silva Finney	23
Chris Weaver	24
Ron Heidemann	25
Mollie Simmons	25
Phil Bland	29



*Best Wishes
to each of
you!*



Mar Birthdays

Caroline Mesick	01
Joel Hardy	03
Jason Huerta	03
Joe Wyatt	03
Kelly Johnson	04
Lyman Watson	04
Chris Ackerman	05
Jason Burke	05
Mat Wolsey	05
Kyle Clancy	06
Teri Howell	06
Gerry Delgado	08
Wayne Hollon	08
John Long	09
Erin Timm	09
Carlos Rodriguez	10
Bill Fancher	11
John Morris	11
Brian Knarr	14
Tom Blum	15
Bob Fisk	21
Andrew Link	23
Maria O'Haver	23
Terry Cornett	24
John Duszynski	24
Burley Hambrick	25
Russ Kuehner	26
John Nielson	26
Helen Drost	28
Terri Morrison	29
Joel Freed	30



...and we're off! On February 5 and 6, 52 health plan members participated in the Health Risk Assessments (HRA) from the City of Kingman. This was the first step to “Making Healthy Changes and Get Cash Rewards”! The program is designed to incentivize NAEBT medical plan members to improve and/or maintain their current health status. Results from the 2014 HRA will be compared to the 2015 HRA for the CHANGE MAKES \$ENSE program. Participants can earn up to \$150 worth of Visa gift cards just for being healthy! To be eligible, participants will need to participate in the 2015 HRA and complete the following by December 31, 2014:

1. Set three (3) measurable health related goals in consultation with a Registered Nurse brought on site by the NAEBT L.I.F.E. Wellness program. For those who participated in the 2014 HRA, the nurses will be on-site April 2-3, 2014 for individualized Goal Setting. Participants should contact Healthwaves at 866-968-1886 or <https://pickatime.com/client?ven=117-8538> to schedule their appointment.
2. Complete an annual eye exam
3. Complete an annual dental screening
4. Participate in three (3) or more wellness programs in 2014 Calendar Year (excluding the 2014 HRA, 2015 HRA & Goal Setting)

Join us in wishing them Good Luck—and help to encourage each of them to reach all 3 of their goals!

live well, work well

Health and wellness tips for your work, home and life—brought to you by the insurance specialists at Erin P. Collins & Associates, Inc.

Emotional Eating...Recommendations for curbing unnecessary eating.

Food is commonly used as a coping mechanism for sadness, depression and anger; however, eating to suppress feelings not only sabotages efforts to lose weight, it eventually leads to weight gain and more depressed feelings. Emotional eaters can get back on track if they figure out what triggers are causing their need to eat. Here's how.



Food and Emotions: Traumatic events such as losing a job, divorce, the death of a loved one, health problems and stress at work can lead to emotional eating. Since some foods trigger the release of mood-elevating hormones (chocolate), the body craves these foods when the mind feels down in the dumps.

Food also serves as a distraction from the real problems facing an emotional eater's life. For instance, if an individual is worried about a big presentation at work or just had a fight with a spouse, comfort foods can calm nerves and suppress feelings of anxiety. Instead of worrying about the problems, the eater is fixated on the positive feeling of eating. Yet, once done eating, the emotional eater focuses not only on their problems again but also on how much they overate. This leads to more grief in the long run.

Characteristics of an Emotional Eater:

- Eating when feeling strong emotions such as anger and depression caused by an event unrelated, or eating when bored.
- Becoming incredibly hungry without warning.
- Craving specific foods (usually unhealthy), such as chocolate, pasta or candy, and not being satisfied by any other foods.
- Cravings are felt in the mouth and in the mind; the stomach is not hungry.
- Eating absent-mindedly, as if someone else is feeding the eater forcefully.
- Cannot stop eating even when full.

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The City agreed to phase in the loss of the subsidy by splitting the loss with retirees beginning Oct 1, 2013. As a result, the premium for retirees increased from \$150/month to \$225/month through the end of plan year 2013/2014. Effective July 1, 2014, retirees will absorb the remaining \$75/month premium rate increase. In addition, retirees will realize a 2.74% premium rate increase.

The Trust Board was very sensitive to the impact the recommended premium rate increase would have on the three cities and our employees. The Board worked hard to find ways to keep costs as low as possible to ensure that the nearly 1200 covered employees and their families, as well as the retirees covered by Kingman and Lake Havasu, that depend on this health plan receive the best possible value for their health care dollar.

Again, this is a brief overview of the expected changes to our group health plan for FY 2014/2015. We expect open enrollment materials to be distributed to our employees at the beginning of May.

Please feel free to contact a Human Resource representative with any benefit questions you have.

Thank you,

Jackie Walker, HR Director

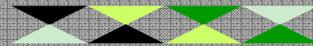


Cutting through the chatter, what does it all mean? Learn more about your benefits by logging onto 'cityweb' the employee intranet site for benefit information, documents, and links.

Changes Are Coming— Learn More About Your Benefits

Don't miss out on an opportunity to learn more about your benefits during this year's open enrollment period.

Open enrollment will be from May 5, 2014—
June 6, 2014.



It's Back!!!!

We will once again be hosting an employee health and benefits fair! Yes, lunch will be served and your dependents are invited.

Save the Date: May 28, 2014

Information will be sent with your payroll check in the coming weeks.

GOT TO WATCH
OUT FOR THOSE
DARN CAT FOOD
CANS!

Watch
your step!



CITY OF KINGMAN

PERSONNEL RULES & REGULATIONS

Rule 4 - Recruitment and Selection, Part 2

This is part 2 of a 2 part series regarding Recruitment and Selection. The City of Kingman Human Resources Department works hand-and-hand with the hiring department(s) to maximize our greatest asset our employees. We strive at attracting and retaining the most qualified individual to represent the City in their respected position and role. Recruitment efforts shall be planned and carried out in a manner that assures open competition.

SECTION 10: Employment Applications:

All employment applications shall be on Official Forms provided by Human Resources.

Internal and Public Applications and applicable required supplemental forms must be complete and received at Human Resources or as designated in the announcement on or before the final filing date/time specified in the recruitment advertisement. Applications for continuous recruitment classifications may be filed at any time.

Applicants shall submit such documents or supplemental information as required by Human Resources to verify and evaluate the applicant's qualifications and background.

Acceptance and/or issuance of an application form shall not be construed as incurring an obligation by the City.

Disqualification of Applicants: (amended 11/1/12) Human Resources may refuse to examine an applicant, or, after the selection process, may disqualify an applicant, remove an application, or refuse to certify an applicant if it is found that the applicant:

- Does not meet the minimum qualifications established for the classification;
- Has made a false statement of material fact in the application process;
- Has directly or indirectly obtained information regarding any examination to which the applicant is not entitled;
- Has previously been dismissed for a disciplinary reason, or resigned in lieu of dismissal, from a position in City employment;
- Has failed any phase of the selection process;

For the complete list of reasons regarding disqualification of applicants turn to page 36 & 37 of the City of
(continued on page 8)



*Safety
Smartie*



To nominate someone for a Safety Smartie award please send Linda Semm an email or call her. It only takes a moment and just like safety, can make a big difference by recognizing someone doing the job right.

“Caught being Safety Smart”

New Employee Corner

JANUARY & FEBRUARY NEW HIRES

January, 2014

Wendy Sherer, Accountant
Tina Kenney, Finance Administrator
Zacharie Clark, Police Officer
Jason Huerta, Police Officer
Michael Seliquini, Police Officer
Ashley Walker, Police Officer

Part-Time & Seasonal: Regina Dudley, PT Transit Driver; Modesta Ramirez, Sports Official; Tanya Keith, Sports Official

February, 2014

Nick Bowers, Engineering Technician
Art Mayo, Fire Maintenance Worker

Part-Time & Seasonal: Gary Graffius, PT Park Ranger

Welcome Aboard!

National Poison Prevention Week
March 16 – 22, 2014



Protecting Our Families—Spring Poison Prevention Pointers: (source: <http://www.poisonhelp.hrsa.gov>)

It is important to keep safety in mind as you begin your spring cleaning and gardening. Many of the products used, such as garden chemicals, paint thinner, bleach and furniture polish, are poisonous. Almost anything can be a poison if it's used the wrong way, by the wrong person, or in the wrong amount. In case of possible poisoning, call the Poison Help line at 1-800-222-1222 to talk to a poison expert.

You can also protect yourself and those around you by exercising a little caution. Here are some simple tips to help you clean safely:

- Keep household cleaning products and other chemicals in the containers they came in, and always store them away from food and out of the reach of children.
- Read and follow directions for use and disposal of cleaning products, and never mix chemicals, including household cleaners, or detergents.
- Turn on fans and open windows when using chemicals or household cleaners. Don't sniff containers to see what is inside.
- When spraying chemicals, direct the nozzle away from people and pets.
- Bug and weed killers can be taken in through the skin or inhaled and can be poisonous too. Even leather shoes and gloves do not offer full protection, so stay away from areas that have been sprayed for at least an hour.
- Wear protective clothing when using any spray products. If pesticides are splashed onto the skin, rinse with soap and running water. Wash your clothing after using chemicals too.
- Tell your children that they should ask a grown-up if they're not sure if something is dangerous. Tell them to stay away from things used to clean the house, clothes, or car.
- If you suspect someone has been poisoned call the Poison Help line right away at 1-800-222-1222, to talk to a poison expert. It doesn't have to be an "emergency" to call. No matter where you are in the U.S., the Poison Help line at 1-800-222-1222 will connect you to your local poison control center.

Poison centers are not just for parents of young children. They are for everyone who needs advice, including adults and health care providers.

Nurses, pharmacists, doctors and other experts specially trained in poisoning answer the phone 24 hours a day, 365 days a year. The call is free and confidential, and you can get help in 161 languages. Services are also available for the hearing impaired. Post the number by your home phone and program it into your cell phone for quick access.

Keep these tips in mind as you start your spring cleaning. If you would like to learn more about the Poison Help line at 1-800-222-1222, visit the Poison Help Web site at www.PoisonHelp.hrsa.gov or www.PoisonHelpEspanol.hrsa.gov.

Emotional Eating...Recommendations for curbing unnecessary eating. (continued)

Gaining Control of Emotional Eating:

Learn to Identify Real Hunger—If the eater ate only a few hours prior and their stomach is not rumbling in response to hunger, then they probably should not eat.

Identify Triggers—Eaters should keep a food journal and write down everything that they eat, how they felt emotionally right before they ate and how they felt when they were done eating. It is also beneficial to note how hunger played into the eating. Then, analyze what emotions accompanied food intake to determine what is causing the need to eat.

Find Comforts Outside of Food—Pick up a hobby, try watching a movie, listen to music, take a walk or visit a friend instead of eating when you feel particularly blue.

Remove Unhealthy Foods From the Home—If junk food is not there, you can't eat it.

Snack Smart—Instead of reaching for unhealthy foods when feeling hungry, eat a piece of fruit or vegetables.

Eat a Balanced Diet—In general, emotional eaters should try to eat a balanced diet so as to not give in to emotional eating later on.

Instead of getting angry after eating emotionally, move on from the experience and identify the issues that caused the need to eat. Tackle those problems, and emotional eating will pass.

Personnel Rules & Regulations, Rule 4—Recruitment and Selection, Part 2

SECTION 11: Retirees Returning to Work: (amended 11/1/12) Returning retirees may wish to research ASRS/APSRS restrictions for return to work restrictions.

Retirees wishing to return to work are not guaranteed the employee will be rehired. He/she cannot be rehired within the first thirty (30) days following retirement and must make application for a vacant position the City is actively recruiting. If hired, the retired employee will begin employment as if it were an original appointment.

SECTION 12: Pre-Certification Process: All applicants will be evaluated and scores combined using one or any combination of the following examinations:

- Application Review;
- Education, training and experience;
- Oral board interview; and/or
- Written examination; and/or
- Performance test; and/or
- Any other applicable recruitment and selection examination.

SECTION 13: Retention of Recruitment and Selection Records: The Human Resources department shall keep files of applicants examined, including dates, scores, rankings and other documentation pertaining to the results of the recruitment and selection process, as required by law.

SECTION 14: Employment Eligibility Lists: As soon as possible after the completion of an examination, Human Resources may prepare and keep available an employment list consisting of the names of candidates who qualified in the recruitment and examination process, arranged in order of final scores or rank from the highest to the lowest qualifying score.

SECTION 15: Duration of Lists: Employment lists may remain in effect for six (6) months, unless sooner exhausted, and may be extended, prior to their expiration dates, by action of the Human Resources/Risk Management Director for additional periods, but in no event shall an employment list remain in effect for more than one year.

SECTION 16: Candidate Travel Expenses: The City may pay travel expenses incurred by prospective employees for interviewing purposes with advance approval of the City Manager or designee. Such expenses may include travel, lodging, rental, mileage, or other pre-defined expenses incurred in the process of attending the interview.

(Continued on page 9)

Personnel Rules & Regulations, Rule 4—Recruitment and Selection, Part 2

SECTION 17: Reference and Background Checks: (amended 11/1/12) All background checks will be conducted in compliance with standards set forth by the Fair Credit Reporting Act of 1997.

The Human Resources department shall conduct background and reference checks on all applicants that are being considered for hire, as well as, for volunteers and 1099 Independent Contractors who will have unsupervised contact with children.

Prior to making a job offer, the hiring department shall consult with the Human Resources department to discuss the selection, starting date, salary offers, etc. All background, reference, and testing information must be reviewed and confirmed by the Human Resources department before an offer will be made.

After a conditional offer of employment has been made and accepted, all employees, volunteers, and eligible 1099 contractors will be fingerprinted to have a review of the criminal history record provided by the Arizona Department of Public Safety and the Federal Bureau of Investigation.

If an employee, volunteer or eligible 1099 contractor incurs a break in service, is rehired or a seasonal employee is returned from leave of absence of three (3) months or more, the individual is required to undergo fingerprinting again.

The City of Kingman, through submittal of fingerprints for review of the criminal history record, conducts their own criminal history review whereby, the City of Kingman does not accept any forms of documentation that an individual holds security or background clearance from another entity.

Criminal Convictions: The existence of a conviction does not automatically disqualify a candidate from employment. In considering whether to hire an applicant, the City will consider factors that include, but are not limited to:

- The nature and number of convictions.
- The dates of convictions.
- Whether the offense was committed as a minor for which proceedings were held under the jurisdiction of a juvenile or an adult court.
- The relationship between the criminal offense and duties and responsibilities of the position.
- The risk to the safety and welfare of employees, the general public, or property.

Pending Criminal Charges: If the City becomes aware of that the candidate has criminal charges that are currently pending, but no court disposition has yet been made, the City shall assess the criminal charges on a case-by-case basis to determine if the charges are job related and what impact, if any, such should have on the contingent job offer.

Pre-employment drug/alcohol screens, if required, see City of Kingman Rules and Regulations Rule 11. Drug Free Workplace.

For those positions that require medical screening to obtain certification to perform the job, employment status will be contingent upon successful completion of a medical examination at the City's sole cost and by a physician selected by the City.

All employees in the police department and communications specialists in the fire department will be required to successfully pass a polygraph test prior to employment with the City. All polygraph tests will be administered within the police department guidelines.

Employees who are in financially sensitive positions, sworn police officers, and financial services personnel, may be required to authorize the City to perform a review of their credit history. All credit checks will be conducted in compliance with standards set by the Fair Credit Reporting Act of 1997.

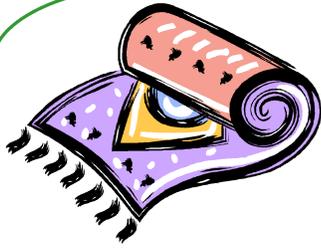
Since all City employees are subject to operating a City vehicle, a motor vehicle record check shall be conducted on all employees, and periodically thereafter.

Personnel Action Form: After consultation with the Human Resources Director, the department director will make the final determination of fitness for employment based on results of pre-employment examinations. The hiring department will initiate a Personnel Action form at least five (5) business days PRIOR to the start date of the employee.

SECTION 18: New Hire Orientation: All newly hired classified, non-classified, and volunteer employees are required to attend new employee orientation following their date of hire as scheduled by Human Resources. The department must make accommodations to insure newly hired employees and volunteers attend orientation. (Continued on page 12)

Appreciation

We believe the City of Kingman has some of the most outstanding employees in the community. Your co-workers and the customers we serve agree! We would like to share some of the thoughtful words received about our dedicated team.



Smiley Recipients

**Jeff Baker, Joe Clos, Terry Cornett,
Gerry Delgado, Jesse Galvin, Donny Witt**
Information Technology

For having such a great supportive and positive attitude in upgrading our systems!

ADMIRATION

Smiley Recipient

Judy Payton
Water Administration

I can hear you on the phone, handling the customers. I think you do a wonderful job, and sometimes you even make me chuckle!



SMILEY Recipient

Dianna Newton, Parks & Recreation

Thank you for turning in a bag of cash and checks left on a table at Centennial Park. Good Job!

Grateful

Gratitude

SMILEY Recipient

Tom Bacoka, Water Operating

Outstanding work. Always appreciate your professionalism.

SMILEY Recipient

Mike Williamson, Streets

Assisting another employee with the lifting of a large dog. Your assistance was greatly appreciated and the employee stated you understand the true meaning of teamwork with internal customers.

Kudos

To nominate someone for a "smiley" - send an email to Linda or Cheryl in HR.



Spaghetti Squash with Ricotta & Gremolata

www.health.com

Yield: 4 servings
(serving size: about 3/4 cup squash, plus toppings)

Ingredients:

- 1 medium spaghetti squash (about 2 lb.)
- 1 tablespoon olive oil
- Salt and freshly ground black pepper
- 4 strips lemon zest
- 3 tablespoons coarsely chopped parsley
- 1 small clove garlic, finely chopped
- 1 cup whole-milk ricotta

Preparation

1. Preheat oven to 350°F. Cut squash in half lengthwise and scoop out seeds. Place squash cut side up in a large baking dish, drizzle with olive oil and season with 1/4 tsp. each salt and pepper. Cover dish with foil. Bake for 45 to 60 minutes or until flesh is tender when pierced with a knife. Set aside to cool slightly, about 10 minutes.

2. Make Gremolata: Slice lemon zest lengthwise into thin matchsticks, then chop. Add zest to a bowl with parsley, garlic and 1/4 tsp. each salt and pepper.

3. Using a fork, scrape flesh from squash in long strands. Season with salt and pepper. (You should have about 3 1/2 cups.) Divide squash among 4 bowls; top each with 1/4 cup ricotta and about 1 Tbsp. Gremolata. Drizzle with additional olive oil, if desired.

Prep Time: 15 minutes

Cook Time: 1 hour

Yield: Serves: 4 (serving size: about 3/4 cup squash, plus toppings)

Nutritional Information

Calories per serving:	212
Fat per serving:	13g
Saturated fat per serving:	6g
Monounsaturated fat per serving:	0.0g
Polyunsaturated fat per serving:	0.0g
Protein per serving:	9g
Carbohydrates per serving:	18g
Fiber per serving:	4g
Cholesterol per serving:	32mg
Iron per serving:	1mg
Sodium per serving:	456mg
Calcium per serving:	190mg

This Recipe Is

Meatless

Caroline Wright-Health

Personnel Rules & Regulations, Rule 4—Recruitment and Selection, Part 2

SECTION 19: Leased Agency Staffing: The requisitioning department shall contact Human Resources and Human Resources will place the order with the leasing agency. The department shall inform Human Resources the type of skills needed and the number of leased employees requested. It is the responsibility of the requisitioning department to send the leased staff to Human Resources for fingerprinting before the leased staff member is sent to the job site.

SECTION 20: Required Documentation: New hire paperwork must be carefully reviewed and completed first day of employment. All required new hire paperwork will be completed in the Human Resources department. Departments must make arrangements for newly hired employees to meet with Human Resource on first day of employment.

SECTION 21: Returning Recruitment Materials to Human Resources Department: All recruitment and testing materials, including interview questions and rating forms, must be returned to the Human Resources department after the position has been filled. All applications will be returned to the Human Resources department. The application of the selected applicant must be returned to Human Resources. Departments must handle all documentation in a confidential matter protecting the privacy of the applicant's personal information.

This concludes part 2 of the 2 part series for Rule 4 - Recruitment and Selection. We encourage you go to your cityweb and check it out.

.....Rule 5 covered in next issue.



February—Employment Anniversaries



Bob Steele, Water Operating	27 yrs	Debbie Martinez, Golf Course	10 yrs
Stacey Mayo, Kingman Police	20 yrs	Nissa Crain, Water Administration	9 yrs
Gary Marks, Golf Course	19 yrs	Gary Hinshaw, Parks	8 yrs
Jackie Walker, Human Resource	19 yrs	Danny Heitman, Golf Course	8 yrs
Anita Perez, 911 Dispatch Center	16 yrs	Noland White, Parks	8 yrs
Jesse Carranza, Parks	11 yrs	Gary Jeppson, Development Services	8 yrs
Jason Burke, Kingman Fire	11 yrs	Brandon De Long, Kingman Police	6 yrs
Tom Flanagan, Kingman Fire	11 yrs	Marcus Hood, Kingman Police	6 yrs
Rink Gordon, Kingman Fire	11 yrs	Randy Terry, Pool	4 yrs
Matt Klenke, Kingman Fire	11 yrs	Ron Heidemann, Engineering	4 yrs
Sandi Fellows, Development Services	11 yrs		



Employment Anniversaries

Tom Callahan, Water Operating	26 yrs	Eric Urquijo, Kingman Police	7 yrs
Roger Dixon, Kingman Fire	20 yrs	Kathy Finch, Water Operating	7 yrs
Diane Richards, Finance	19 yrs	Oscar Lopez, Police Support Svcs	7 yrs
Dan Winder, Kingman Fire	16 yrs	Erik Berg, Kingman Fire-Temp	5 yrs
Rick Pierce, Street	14 yrs	Kamrin Dooley, Kingman Fire-Temp	5 yrs
Sue Cornwall, City Attorney	11 yrs	John Rodriguez, Kingman Fire-Temp	5 yrs
Sherie Sixkiller-Wing, Developmnt Svc	10 yrs	Brian Knarr, Kingman Fire	2 yrs
Sean Osterman, Police Support Svcs	9 yrs	Steve Witzel, Kingman Fire	2 yrs
Melody Stewart, Engineering	9 yrs	Steve Barnes, Police Support Svcs	2 yrs
Stan Bailey, Water Operating	8 yrs		

MARCH 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9 <small>Start of Daylight Savings Time</small>	10	11	12	13	14 \$	15
16	17	18	19	20 <small>The First Day Of Spring</small> 	21	22
23	24	25	26	27	28 \$	29
30	31					

Pay Days
 Friday, March 14th
 Friday, March 28th

Scheduled Meetings & Events
 Insurance Committee Meeting—1:00 p.m. 3/18
 General Safety Committee Meeting 9:00 a.m. 3/18

Newsletter Deadline 3/24