



Marshall County Employee Newsletter

New and Exciting!

We are very excited to introduce our new newsletter! Each issue will highlight important news and information related to personnel, benefits and each of your departments. The newsletter will also include useful tips on finances, safety, health & wellness.

In each future edition, we will spotlight a Marshall County Employee in our "County Spotlight" section. This section will be utilized to look inside the personalities of our workforce. Each spotlight will include a picture and short interview. Candidates for County Spotlight will be randomly selected and must be in good standing at time of selection.

Have information you want to share? Let us know by contacting the Personnel office. Also, feel free to send in your suggestions to improve our newsletter and other things you would like to see in the newsletter.

THINK — Safety is Everybody's Job

Dangers of Cell Phone Use

An estimated 28 percent of all traffic crashes—or 1.6 million each year—are caused by drivers using cell phones and texting. Cell phone use has increased dramatically during the last 15 years. An estimated 11 percent of drivers are talking on cell phones at any point of the day. This is an alarming trend. Even if you aren't using your phone while driving, it's important to be aware of others who are and to drive defensively.

It's important to:

- Silence your phone before you begin your drive.
- Set up a voice mail message that explains you're on the road.
- Stop texting while driving. Research shows drivers who text are 23 more times likely to be involved in a collision.
- Pull over & park if a call is absolutely necessary.

- Use a hand's free device like a Bluetooth headset or earpiece that allows you to talk while both hands remain on the wheel.
- Leave your phone out of reach while driving.

Quick Fact: If a car is traveling at 55 miles per hour, it will travel 56 feet before the driver can shift his foot from the accelerator to the brake.

Proper Lifting Tips

Falls are the number one leading cause of injury in the workplace. A major cause of falls in the workplace is the use of lifting techniques. No matter what you may be lifting there are some key points to consider.

When lifting:

- Don't bend over an object you are lifting. Bend your knees, squatting in front of the object to reach it.

- Keep your head up and look straight ahead while making the lift.
- Keep abdominal muscles tight while making the lift.
- While lifting, keep the object as close to your body as possible.
- Lift smoothly. A smooth lift means that you avoid twisting your body, point your feet in the direction you want to go, and push, if possible, rather than pull.

- Use the same techniques when you put the object down.

When reaching for objects:

- Do not reach for an object unless you're sure you're strong enough to lift it.
- Use a step ladder to reach objects above shoulder height.
- Avoid awkward stretches while reaching. These stress your back and could cause you to lose your balance.
- Don't depend on structures to support you (e.g. a shelf or storage rack, etc.).

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Flu Shots

Free flu shots will be available for all full-time and part-time County employees and dependents covered under the County's insurance plan. The shots will be given on Wednesday, October 20th in the Guntersville and Albertville Courthouse. Be on the lookout for more information!





Recognition for Years of Service

Marshall County recognizes the fact that our people are one of our greatest resources and wants to recognize employees who have contributed to the County's success through their continued employment.

“There are few, if any, jobs in which ability alone is sufficient. Needed, also, are loyalty, sincerity, enthusiasm and team play.
—William B. Given, Jr.

Did you know?
The average number of years current employees have been employed by Marshall County?

8.25 years

Which departments have the highest average years?

- **Engineering**
20.35 years
- **Probate**
12.9 years
- **District #3**
12.36 years
- **District #4**
11.96 years
- **District #1**
11.95 years

35 YEARS

Larry J. Griffith—35 years
Sr. Road Maintenance Technician, District #4

30-34 YEARS

Susan L.. Allen—33 years
Accounting Clerk, Probate Office

Vicki K. Lowery—31 years
Division Supervisor, Probate Office

25-29 YEARS

W. L. Suttles—29 years
Road Maintenance Technician, District #1

Doris F. Cochran—29 years
Division Supervisor, Probate Office

Dennis Wright—28 years
Road Maintenance Technician, District #1

Cathy D. Maddux—27 years
Clerk, Engineering

Terry N. Franklin—26 years
Foreman, District #1

Bobby G. Lewis—25 years
Sr. Road Maintenance Technician, District #2

Billy R. Dobbins—25 years
Deputy-Lieutenant, Sheriff's Department

20—24 YEARS

Billy J. Kennamer—24 years
Traffic & Road Signs Technician, Engineering

Tammy W. Bearden—24 years
Administrative Clerk, Commission

Lynn Walls—23 years
Chief Clerk, Revenue

Tommy R. Mashburn—22 years
Sr. Road Maintenance Technician, District #4

Tommy R. Weems—22 years
Foreman, District #2

Tommy Harvey—21 years
Road Maintenance Specialist, District #2

Carol R. Storck—20 years
Clerk, Probate Office

Mary D. Malone—20 years
Accounting Specialist, Revenue

Chevie P. Ennis—20 years
Foreman, District #3

Karen D. Hayes—20 years
Administrative Coordinator, Soil & Water

Taye D. Langley—20 years
Senior Clerk, Probate Office



15-19 YEARS

Thomas E. Campbell—19 years
Manager, Parks

Brenda J. Childress—18 years
Clerk, Probate Office

Jimmy O. Bearden—17 years
Road Maintenance Specialist, District #2

James D. Wilson—17 years
Deputy, Sheriff's Department

Susan C. Gore—17 years
Clerk, Probate Office

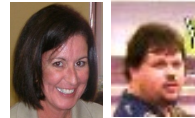
Tina M. Brown—16 years
Chief Clerk, Sheriff's Department

Donna J. Dodd—16 years
Administrative Assistant, District #3

James W. Stewart—15 years
Sr. Road Maintenance Technician, District #4

Roger L. Sparks—15 years
Deputy—Sergeant, Sheriff's Department

Andrea L. LeCroy—15 years
Chief Clerk, Probate Office



RETIREES

In 2010

Paul R. Evans—25 years
Chief Investigator, Sheriff's Department

Jenell R. Stapler—20 years
Clerk, Probate Office

Tommy J. Mann—13 years
Deputy, Sheriff's Department

Janice Tran Jackson—10 years
Support Clerk, Sheriff's Department

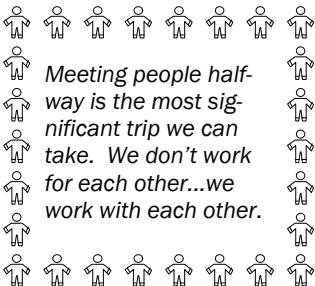
Watch your thoughts; they become words. Watch your words; they become actions. Watch your actions; they become habits. Watch your habits; they become character. Watch your character; it becomes your destiny.
—Author Unknown

We're on the Web!
www.marshallco.org

Congratulations

to these employees who received promotions in 2010

- **Robbie Ayers**
Accounting Clerk-Payroll
- **Joye Baker**
Appraisal Tech II
- **Stephen Baker**
Road Maintenance Specialist
- **Charles Coffen**
Deputy Sergeant
- **Chevie Ennis**
District #3 Foreman
- **Rita Hemrick,**
Appraisal Tech II
- **Dana Keller**
Senior Road Maintenance Technician
- **Tonya Lemley**
GIS Tech II
- **Lee Rosser**
EMA Logistics Specialist
- **Timothy Simpson**
Road Maintenance Specialist



 Meeting people half-way is the most significant trip we can take. We don't work for each other...we work with each other.

Thinking about retirement?

Eligibility – A member is eligible to retire the first day of the month following:

- attainment of age 60 with 10 years of creditable service, or
- the first day of the month following attainment of 25 years of service credit.

If you are considering retirement, here are some helpful hints:

- Visit the RSA Web site, www.rsa.state.al.us to use the calculator and get an unofficial estimate of your retirement benefits.
- Resolve questions about purchasing any eligible service credit.
- Review your health care and insurance options available after retirement.
- Make a list of all expenses or financial obligations you will have after retirement and compare your list to your anticipated retirement income.
- Consider making an appointment with a retirement counselor.
- Study the regulations for postretirement employment.

Checklist for Retirement:

- ✓ Request the RETIREMENT APPLICATION PACKET PART I from payroll or download it from the RSA Web site at www.rsa-al.gov, or phone RSA Member Services at 1-877-517-0020.
- ✓ The application must be submitted to the ERS no less than 30 days or more than 90 days prior to the effective retirement date. Your effective retirement date must be the first day of the month.
- ✓ Notify your employer in writing of your last date of service and subsequent retirement date
- ✓ Consider Direct Deposit for your monthly retirement check.
- ✓ Prior to your retirement, you will receive forms from the ERS (Retirement Benefit Option Selection and Tax Form Packet) that must be completed and submitted to ERS prior to the effective date of retirement.
- ✓ Check on your health insurance coverage to avoid any glitches or delays.
- ✓ Fulfill all employment obligations and complete any outstanding paperwork.

Health & Wellness—October is Breast Cancer Awareness Month



The best way to fight breast cancer is through early detection. Regular mammograms are the best tests doctors have to find breast cancer early, sometimes up to three years before it can be felt.



1. **Know your risk:** Talk to your family to learn about your family health history. Talk with your doctor about your personal risk of breast cancer.
2. **Get screened:** Ask your doctor which screening tests are right for you. Have a mammogram every year starting at age 40 if you are at average risk. Have a clinical breast exam at least every 3 years starting at age 20.
3. **Know what is normal for you:** Breast self-exams are recommended for women starting in their 20's. Any changes should be reported to a health expert right away.
4. **Make healthy lifestyle choices:** Maintain a healthy weight. Add exercise into your routine and limit alcohol intake.

GIVE. ADVOCATE. VOLUNTEER.
LIVE UNITED 

Last year, County employees pledged over \$4,500 to United Way of Marshall County. Your contributions help fund programs and services that benefit everyone. All you have to do is look around and you will see your money at work. By "Living United" you continue to help improve the education, income, health and basic needs of people in Marshall County. www.uwaymcal.org

Day of Caring - Marshall County ARC

