



# Employee Newsletter

## October 2018 Breast Cancer Awareness Month



### OCTOBER BIRTHDAYS

Cindy Thrasher	2
Janet Barton	3
Justin Hyde	3
Brian King	4
Mathew Karry	6
Rachel Sylvester	6
Robert Caldwell	7
Annette Shaver	7
Doug Mills	8
David Reid	8
Jennifer Campbell	9
Brian Anderson	10
Hayle Miguel	11
Jennifer West	12
Tylor Dockery	14
Carla Crowder	16
Jennifer Roche	16
Haley Rose	19
Lisa Shields	21
Jade Adell	22
Mary Pickens	23
Christy Taylor	24
Jason Hall	25
Margo Powell	26
Dick Godfrey	27
Tracey Boatwright	28
Todd Hicks	28
Rebecca Smith	28
Melvin Cantrell	29
Logan Exum	29
Thristen Bailey	30
Rosanne Handford	30
Ages 21 to 68	

Thank goodness for Halloween—all of a sudden cobwebs in my house are decorations.

How do you write a book about Halloween?  
With a ghostwriter.

### Commissioner Board Meetings

October 1 @ 6:30 pm  
October 15 @ 6:30 pm

### Mandatory Training in October

Our upcoming annual training provided by our Employee Assistance Network is on Thursday, October 18th and Tuesday, October 30th. These are the classes you, the employees, selected. Emotional Intelligence received the most votes followed very closely by the other "winners". Because Gossip in the Workplace and Defusing Anger were tied and the tie-breaking votes were tied until the 21st vote, I got permission to offer an extra class, so you have a lot of choices this year.

Below are the classes and their date and time.

#### October 18th For Employees

09:45 Compassion Fatigue  
11:00 Lighten Up: Stress Reduction  
01:15 Brain Health: It's a SNAP

#### For Supervisors

02:30 Constructive Confrontation  
Skills for Supervisors

#### October 30th For Employees

08:00 Defusing Anger  
09:30 Gossip in the Workplace

#### For Supervisors

10:45 Closed Session

For Employees or Supervisors  
01:15 Emotional Intelligence

Classes will be held in the Commissioners Boardroom this year (room 342 in the Court-house). Again, attendance is mandatory for all employees. Attendance is tracked by signed acknowledgement forms, so be sure you sign and turn in a form noting your attendance. I hope you enjoy these this year and get something useful from them. If your department can accommodate it, you may attend more than one session if you wish, but you must get supervisor approval to do so.

### EMPLOYEE FLU SHOTS

Flu shots are now available at the health department. These are available to our full-time employees and part-time employees (must be paid by the County) who have retirement withheld. Shots are also available to part time EMS, sheriff and jail employees due to the exposure to possible sick folks. You can look at your direct deposit notice and if it lists retirement or leo retirem, then you qualify. For full-time employees, please present your insurance ID card to the clerk at the health department when you go. Hours are 8 am to 4:30 pm (closed for lunch). Any dependents who are covered under our health plan would also be eligible.

The autumn leaves are a lot like raising kids. First they turn on you, and then they fly away. And next thing you know, you look out the window and they're back!

Autumn is a great time of the year. Soon those ugly patches of dead grass in your lawn will be covered up -- with ugly patches of dead leaves.

It's fall, that time when the colors change from green to red to gold -- and that's just the gunk in your swimming pool.

What do you call a tree that doubts autumn? Disbe-leaf.

Is there something you would like to see in the newsletter? Please email Melody at [melody.johnson@cherokeecounty-nc.gov](mailto:melody.johnson@cherokeecounty-nc.gov) with any suggestions. Thanks.

# Spooky Truths Regarding Halloween Safety On and Off the Road



Kids love the magic of Halloween: Trick-or-treating, classroom parties and trips to a neighborhood haunted house.

But for moms and dads, often there is a fine line between Halloween fun and safety concerns, especially when it comes to road and pedestrian safety.

In 2015, about 6,700 pedestrian deaths and 160,000 medically consulted injuries occurred among pedestrians in motor vehicle incidents, according to *Injury Facts 2017*, the statistical report on unintentional injuries created by the National Safety Council.

NSC research reveals about 17% of these deaths occurred when pedestrians improperly crossed roads or intersections. Lack of visibility because of low lighting or dark clothing accounted for about 15% of the deaths. Other circumstances varied by age: Darting or running into the road accounted for about 15% of deaths in kids ages 5 to 9 and 7% for those 10 to 15.

Children are [more than twice as likely](#) to be hit by a car and killed on Halloween than on any other day of the year, and October ranks No. 2 in motor vehicle deaths by month, with 3,550. August is first, with 3,642 deaths.

## Follow These Ghoulishly Good Practices

To help ensure adults and children have a safe holiday, the American Academy of Pediatrics has compiled a list of [Halloween Safety Tips](#), including do's and don'ts:

A responsible adult should accompany young children on the neighborhood rounds

If your older children are going alone, plan and review a route acceptable to you

Agree on a specific time children should return home

Teach your children to never enter a stranger's home or car

Instruct children to travel only in familiar, well-lit areas and stick with their friends

Tell your children not to eat any treats until they return home

All costumes, wigs and accessories should be fire-resistant

Avoid masks, which can obstruct vision

If children are allowed out after dark, fasten reflective tape to their costumes and bags, or give them glow sticks

When buying Halloween makeup, make sure it is nontoxic and always test it in a small area first

Remove all makeup before children go to bed to prevent skin and eye irritation

## HALLOWEEN SAFETY (continued)

Children and adults are reminded to [put electronic devices down](#), keep heads up and walk, don't run, across the street. NSC offers these additional safety tips for parents – and anyone who plans to be [on the road](#) during trick-or-treat hours:

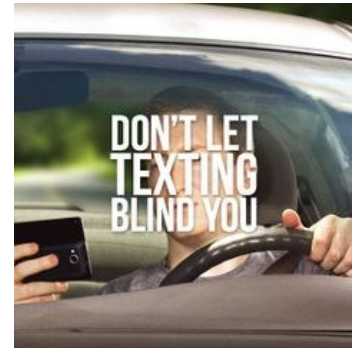
## Safety Tips for Motorists

Watch for children walking on roadways, medians and curbs

Enter and exit driveways and alleys carefully

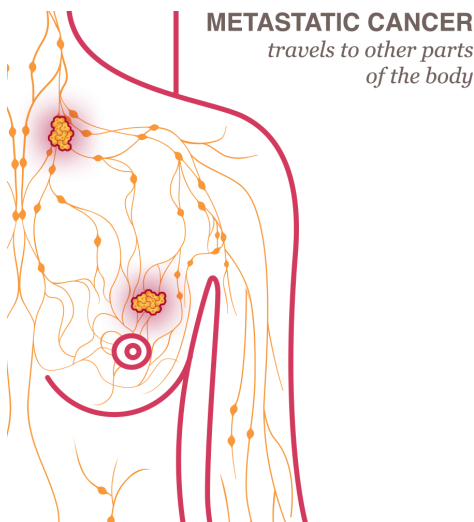
At twilight and later in the evening, watch for children in dark clothing

Discourage new, inexperienced drivers from driving on Halloween



## FACTS ABOUT BREAST CANCER IN THE UNITED STATES

- One in eight women in the United States will be diagnosed with breast cancer in her lifetime
- Breast cancer is the most commonly diagnosed cancer in women.
- Breast cancer is the second leading cause of cancer death among women.
- Each year it is estimated that over 252,710 women in the United States will be diagnosed with breast cancer and more than 40,500 will die.
- Although breast cancer in men is rare, an estimated 2,470 men will be diagnosed with breast cancer and approximately 460 will die each year.
- On average, every 2 minutes a woman is diagnosed with breast cancer and 1 woman will die of breast cancer every 13 minutes.
- Over 33 million breast cancer survivors are alive in the United States today.





## October is Breast Cancer Awareness Month

Breast Cancer is the second most common cancer in women. Approximately 1 out of 8 women born today will be diagnosed with breast cancer at some point in their lives. Things that put a woman at risk of getting breast cancer are age (>50 years), gender – just being a woman puts you at risk, starting menopause after age 50, being overweight, having a close family member that has had breast cancer and being a carrier of the breast cancer gene. The good news is that most women can survive breast cancer if it is found and treated early. It is important for women to do monthly breast exams so they become familiar with their own breasts. Once a woman reaches age 40 she should begin having clinical breast exams by a medical provider and annual mammograms. A mammogram – the screening test for breast cancer- can help find breast cancer early when it can be easier to treat. Early detection is the key! Cherokee County Health Department provides annual breast cancer screenings and referral for mammograms to women 40 and older. Please come by our office or call Rebecca Hand, RN at 837-7486 ext. 536 for more information. We are here for you! Now let's work together as a community to spread the word and raise awareness.



### TIME SHEETS

We are still having problems with employees completing time sheets and wanting to put anything worked over 8 hours in a day in the OT/Other column or in the comp earned column. We have corrected numerous time sheets of several different employees in the past couple of months. It doesn't matter if you work 15 hours on Monday, 12 hours on Tuesday and 10 hours on Wednesday—**it's all regular time until you get to the point in the week that you have physically worked 40 hours (sick, vacation and comp used do not count toward hours physically worked)**—and that is for regular folks. Detention employees and deputies have to work 80 hours in the two week period before they go into overtime or comp time. Overtime and comp time are not earned on a daily basis. That is why there are "x's" in the daily boxes under comp earned. You don't calculate comp time until you get to the end of the week and see if you physically worked over 40 hours. Then you put 40 in the regular columns—**never put more than 40 hours in the regular weekly total unless you're detention or a deputy**. Take any hours over 40 and multiply them times 1.5 and that goes in the weekly total for comp earned. Do not write in the comp earned boxes except in the weekly total box. For detention employees and deputies who accrue comp time, that amount is normally calculated in the second week and anything over 80 hours worked is counted at time and a half.

If you don't understand how to do this, get with me and I'll try to explain it to you. What I tell new people is to put all your hours worked in the regular column and then at the end of the week (or pay period) divvy it up and put it in the correct column. For example, let's say you physically worked 44 hours in a week. At the end of that week, you put 40 in the regular column, multiply the extra 4 hours times 1.5 and put 6 in the comp earned column. Thank you for following these instructions.