



Employee Newsletter

November 2017

Thank You, Veterans!!!



NOVEMBER BIRTHDAYS

Tammy Cooper	3
Erica Tague	4
Brian Dillon	7
David Badger	9
Michele Chastain	9
Cindy Palmer	9
Allen Williams	10
Montez Sistrunk	11
Dan Eichenbaum	12
Libby Thigpen	12
Bobby Neal	15
Glenn Abshier	16
Janice Melton	16
Greg Moore	16
Linda Forman	17
Cindy Raxter	17
Brittany Davis	18
Linda Miller	20
Julie Boring	21
Wade Ellis	21
Chris Swanson	21
Ashley Millsaps	22
Coyle Olsen	22
Lindsey Simmons	22
Andy Cordin	23
Roger Williams	23
Nicky Stalcup	24
Jim Barone	25
Della Johnson	27
Daniel Swanson	27
Justice Palmer	29
Veleda Jackson	30
Ages 19 to 80	

Don't forget to set your clocks back an hour Saturday night, November 4th. Daylight savings time ends at 2 am on November 5th. Have a safe weekend.

Commissioner Board Meetings

Nov 6 @ 6:30 pm
Nov 20 @ 6:30 pm

Thinking Ahead to Year End

Thinking ahead to year end and use of vacation time, the last date to use vacation before we process the roll-over of excess vacation time into sick will be January 6, 2018 this year. That gives you almost two more weeks to plan to use any hours you don't wish to convert to sick time. So get your calendars out and schedule those days off if you're lucky enough to have an excess of vacation time.

However, if you aren't one of those folks with tons of vacation hours, you probably want to try to have at least a week saved up in case we have weather in January and February that prevents your coming to work. I know folks hate to use their vacation hours for this, but if you are unable to get to work and want to get paid, that's what you'll have to do. Departments may require employees to use accrued time rather than take leave without pay, so know your department's policy on this.

Last Pay Day of 2017

The last pay date in 2017 is December 29th and it will be a third pay day. The period ends on December 23rd. The Monday when time sheets are normally due (25th) is a holiday and Tues. and Wed. the 26th and 27th are also holidays.

Time sheets will be due in Finance by 10 am on **Thursday, December 21st** so we can complete the payroll and have the payroll file ready to send to the bank on Friday, December 22nd to ensure you get paid on the 29th. This will mean estimating time worked for some of you, but that is the best we can do when we have pay days that fall like this.



New Benefit for County Employees

Medical emergencies can happen anywhere, anytime. That's why Erlanger Lifeforce is here! We can provide fast, safe air ambulance transport to emergency trauma care with our team of expertly trained, highly-skilled nurses, medics and pilots. That emergency air transport can cost you thousands of dollars, BUT with an AirMed-Care Network (AMCN) membership, for \$50 a year, a discounted rate provided through our partnership with the Cherokee County Government, you and your entire household can have financial peace of mind knowing you'll have no out-of-pocket expense related to your AMCN emergent provider flight. As a member of the AirMedCare Network, you will be covered by all AMCN providers – that's over 320 locations across 38 states! Join America's largest air medical membership network!

Cherokee County will offer this benefit to regularly scheduled employees with a January 1st effective date. A representative of AirMedCare will be here to enroll anyone interested during the month of December. Deductions will begin in January. There are several options from which to choose. A schedule will be sent after we get everything finalized and I will include it in December's newsletter, as well.

VETERAN'S DAY

In the USA, Veterans Day annually falls on November 11. This day is the anniversary of the signing of the armistice, which ended the World War I hostilities between the Allied nations and Germany in 1918. Veterans are thanked for their services to the United States on Veterans Day. Thank you Veterans!



If you would like something published in the county's monthly newsletter please send info. to Melody in human resources at melo-dy.johnson@cherokee-county-nc.gov, or call at 837-2735. (ext 816 inside the County's phone system).

November Safety Awareness Hearing Conservation

Earplugs are Important:

- Use earplugs or earmuffs to protect you from loud noises.
- Long term exposure to 80-85 decibels or more can cause hearing loss without protection. It is not recommended to be exposed to 100 decibels without any protection for more than 15 minutes. Hearing loss can be permanent.
- Decibel levels of common sounds:
 - Aircraft takeoff: 180
 - Chainsaw: 110
 - Amplified music: 110
 - Lawnmower: 90
 - Normal conversation: 60
- Signs of noise being too loud at workplace:
 - Ringing or humming in your ears when you leave work.
 - You have to shout to hear coworkers at arms length away.
 - You experience temporary hearing loss when you leave work.



Properly wearing ear plugs:

- Rubber Style Ear plugs.
 1. Reach over your head and pull the top of the ear outward and upward.
 2. With the other hand grasp the ear plug handle and gently push and rock into ear canal until a good seal is made.
 3. Adjust to the greatest noise reduction.
 4. Remove with a slow twisting motion to break seal.
- Foam Style Ear Plugs.
 1. Roll the plug into a small cylinder.
 2. Reach over head and pull the top of the ear outward and upward.
 3. Insert the plug in the ear canal.
 4. Hold it in the ear canal until the plug expands and a good seal is made.
 5. Remove with a slow twisting motion to break seal.

Reference: www.osha.gov



NATIONAL SLEEP FOUNDATION

Drowsy Driving Prevention Week™

Drive Alert...Arrive Alive

www.DrowsyDriving.org

Facts About Drowsy Driving

Driving while Drowsy - What's the Harm?

Most people are aware of the dangers of driving while intoxicated, but many do not know that drowsiness also impairs judgment, performance and reaction times just like alcohol and drugs. Studies show that being awake for more than 20 hours results in an impairment equal to a blood alcohol concentration of 0.08, the legal limit in all states.

The National Highway Traffic Safety Administration conservatively estimates that 100,000 police-reported crashes each year are caused primarily by drowsy driving and that such crashes result in more than 1,550 deaths, 71,000 injuries and \$12.5 billion in monetary losses. According to National Sleep Foundation surveys, half of American adults consistently report that they have driven drowsy and approximately 20% admit that they have actually fallen asleep at the wheel in the previous year. This brochure outlines the important facts about sleepiness behind the wheel and offers tips to help you drive alert and arrive alive.

Watch Out for Signs of Sleepiness

Most people are not very good at predicting when they are about to fall asleep. But there are key warning signs to tell you when you are too tired to drive, including:

- Trouble focusing, keeping your eyes open or your head up
- Yawning or rubbing your eyes repeatedly
- Daydreaming and wandering thoughts
- Drifting from your lane, tailgating and missing signs or exits
- Feeling restless, irritable or aggressive
- Turning up the radio or rolling down the window
- Slower reaction time, poor judgment

Drowsy Driving – Who's Most at Risk?

Anyone who drives is at risk of falling asleep at the wheel, but some groups of people are more at risk than others. They include:

- **Young drivers** – Combining inexperience with sleepiness and a tendency to drive at night puts young people at risk, especially males aged 16-25 years.
- **Shift workers and people working long hours** – People who work night shifts, rotating shifts, double shifts or work more than one job have a six-fold increase in drowsy driving crashes.
- **Commercial drivers** – Those who drive a high number of miles and drive at night are at significantly higher risk for fall-asleep crashes. Commercial drivers have also been found to be at a high risk for sleep disorders.
- **People with untreated sleep disorders such as obstructive sleep apnea (OSA)** – People with untreated OSA are up to seven times more likely to have a drowsy driving crash. For some people insomnia can increase fatigue.
- **Business travelers** – Frequent travelers who may be suffering from jet lag and crossing time zones, spending long hours behind the wheel or getting too little sleep.

continued

Q: What do you call a sleeping bull?
A: A bulldozer

Q: What did the femur say to the patella?
A: I kneed you.

Q: Why did the picture go to jail?
A: Because it was framed

Q: What do you call sad coffee?
A: Depresso.

Preventing a Fall-Asleep Crash

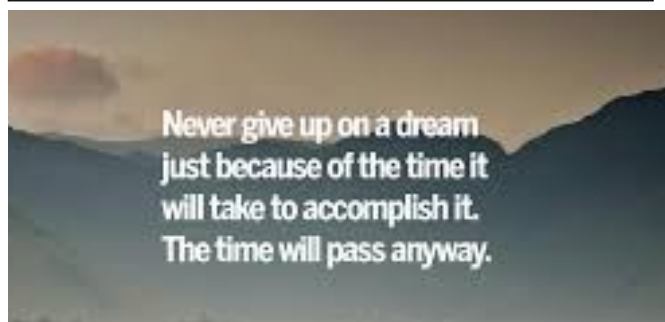
The best way to avoid a drowsy driving crash is to get adequate sleep on a regular basis, practice good sleep habits, and to seek treatment for sleep problems, should they arise. In addition, here are some important driving dos and don'ts:

DON'T

- Drive if you are tired or on medication that may cause drowsiness. (Check medication labels and speak to your doctor)
- Rely on the radio, an open window or other tricks to keep you awake.
- Drive at times when you would normally be sleeping.
- Drink even a small amount of alcohol, especially if you are sleepy.

DO

- Get a good night's sleep before a long drive.
- Get off the road if you notice any of the warning signs of fatigue.
- Take a nap – find a safe place to take a 15 to 20-minute nap.
- Consume caffeine – the equivalent of 2 cups of coffee can increase alertness for several hours, but DO NOT rely on it for long periods.
- Try consuming caffeine before taking a short nap to get the benefits of both.
- Drive with a friend. A passenger who remains awake can help watch for signs of fatigue in the driver and can take a turn driving, if necessary.
- Always wear your seatbelt.



When we drive, we take responsibility for our own safety and the safety of others on the road with us. No trip is worth a life. Before you hit the road, keep these tips in mind so that you can drive alert and arrive alive.

Get Involved!

The National Sleep Foundation (NSF) sponsors Drowsy Driving Prevention Week™, an annual, national campaign to raise awareness of the dangers of driving while tired. You can help support our efforts by:

- **Becoming a member of NSF.** NSF offers memberships for individuals, organizations or sleep centers. Find out more online at www.sleepfoundation.org/joinus.
- **Becoming a Drowsy Driving Advocate.** Join our national network of advocates dedicated to raising awareness of the importance of sleep and the prevention of drowsy driving. Visit us online at www.DrowsyDriving.org to learn more.
- **Conducting your own drowsy driving initiative.** NSF offers a free online drowsy driving toolkit filled with information and resources to help you design your own awareness programs. NSF also hosts an online drowsy driving memorial page to pay tribute to loved ones who have been lost in sleep-related crashes. Visit www.DrowsyDriving.org to learn more.

