



Employee Newsletter

November 2016

Happy Thanksgiving!!!



NOVEMBER BIRTHDAYS

Brian Dillon	7
David Badger	9
Michele Chastain	9
Cindy Palmer	9
Allen Williams	10
Chasity Ledford	11
Montez Sistrunk	11
Dan Eichenbaum	12
Libby Thigpen	12
Eric Brooks	15
Bobby Neal	15
Kim Fairlie	16
Janice Melton	16
Greg Moore	16
Brittany Davis	18
Sarah Jenkins	19
Rachael Hopen	20
Julie Boring	21
Chris Swanson	21
Tom Taylor	21
Andy Cordin	23
Roger Williams	23
Nicky Stalcup	24
Jim Barone	25
Debra Howard	28
Justice Palmer	29
Veleda Jackson	30
Ages 21 to 74	

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 7, 2017 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 2016

The last pay date in 2016 is December 30th and it will be a third pay day. The period ends on December 24th, and Friday December 23rd is a holiday. The Monday when time sheets are normally due (26th) is a holiday and Tuesday the 27th is also a holiday.

Time sheets will be due in Finance by 10 am on **Thursday, December 22nd** so we can complete the payroll and have it ready to send to the bank on the morning of Wednesday the 28th to ensure your pay is in the bank on the 30th. 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.

National Veterans Day Ceremony

The Veterans Day National Ceremony is held each year on November 11th at Arlington National Cemetery. The ceremony commences precisely at 11:00 a.m. with a wreath laying at the Tomb of the Unknowns and continues inside the Memorial Amphitheater with a parade of colors by veterans' organizations and remarks from dignitaries. The ceremony is intended to honor and thank all who served in the United States Armed Forces

What did the turkey say to the computer?
Google, google, google.

Don't forget to set your clocks back an hour Saturday night, November 5th. Daylight savings time ends at 2 am on November 6th. Have a safe weekend.



As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them.

- John Fitzgerald Kennedy.



What kind of face does a Pilgrim make when he's in pain? A pilgrimace
Why don't old accountants never die? They just lose their balance!

Commissioner Board Meetings

Nov 10 @ 6:30 pm
Nov 21 @ 6:30 pm

An exasperated caller to Dell Computer Tech Support couldn't get her new Dell Computer to turn on. After ensuring the computer was plugged in, the technician asked her what happened when she pushed the power button. Her response, "I pushed and pushed on this foot pedal and nothing happened." The "foot pedal" turned out to be the mouse!!

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

Celebrate National Adoption Month

November is right around the corner and we're gearing up to celebrate National Adoption Month and National Adoption Day. These two November events honor families that have been created through adoption. Both [Fostering Families Today](#) and [Adoption Today](#) will have a variety of



articles sharing the stories of foster and adoptive families who are changing the lives of children. Some of the highlights include the inspirational story of Jennifer Bricker, who was born without legs, but has never let that stop her, even when it meant contacting her birth sister, Olympic Gold Medal Gymnast Dominique Moceanu. The State Department's Ambassador Susan Jacobs provides an update on intercountry adoption while National Council for Adoption's Megan Lestino offers tips for families to get involved in advocating for adoption and children's issues.

For more information on this year's National Adoption Day Nov. 19, visit [online](#). The official National Adoption Month proclamation can be viewed at <http://www.nationaladoptionday.org> as the month gets closer.

Developing an Attitude of Gratitude

Gratefulness comes more easily to some than others. When you're discouraged or weighed down with negative thoughts, there are several things you can do to develop an "attitude of gratitude:"

1. **There's wisdom in the phrase "count your blessings."** Listing the things for which you're grateful can generate feelings of appreciation and gratitude. It's often suggested to write them down daily. You can start with the fact that you have a brain, can write, and can read. Add small things, for example, seeing a child smile, receiving affection from a pet or greetings from a co-worker, or accomplishing a task, such as doing laundry or taking a walk. After several days, you'll begin to look for things to add to your list and find that your mood significantly improves – faster than taking an anti-depressant.
2. **Read your list to someone.** Sharing your grateful feelings doubles the effect. Arrange to regularly share your gratitude lists and give thanks together. Praying together heightens your sense of connection and well-being.
3. **Express thanks daily.** Doing so out loud has more power. In the morning and evening, and before meals, recite prayers of gratitude, or just say thank you to your higher power.
4. **Thank others.** Throughout the day, thank others for their help — particularly people you don't ordinarily thank, such as cashiers. This is a recognition that you depend upon many people in order to survive and acknowledges your interdependent existence. The same is implicit in saying grace for the labor that goes into food on your table.
5. **Compliment people.** Giving compliments shows appreciation and lifts others' mood as well as yours.
6. **Write notes.** Put them on your refrigerator, mirrors, and computer to remind you to be thankful.
7. **Think about people you appreciate.** The act of visualizing them with positive feelings opens your heart to gratitude.
8. **Write people unexpected thank-you notes.** Writing your appreciation prompts loving feelings that engender gratitude.
9. **Do small acts of generosity.** Give someone your place in line, help someone pay for a purchase, or bring food to a neighbor.
10. **Thank yourself at the end of the day for things you did well.** List at least three things. They may be small and include the above acts of gratitude.

In time, you'll notice a change in your mood until your "cup runneth over" – or, at least appear half full rather than half empty.

November is National Diabetes Awareness Month

Managing diabetes is a balancing act. It involves maintaining a healthy weight, making healthy food choices, being physically active, and taking medications as prescribed. Having a plan and setting realistic goals can help.

These resources provide guidance on how to manage your diabetes every day.

- [Know Your Blood Sugar Numbers](#) Learn why you should know your blood sugar numbers, how to check your blood sugar levels, target levels, and what to do if your levels are too low or too high.
- [4 Steps to Manage Your Diabetes for Life](#) Read these four steps to help you understand, monitor, and manage diabetes. This publication explains the diabetes ABCs and ways to stay healthy and manage the disease.
- [What I Need to Know About Physical Activity and Diabetes](#) Learn how physical activity can help you take care of your diabetes. This resource provides ideas to help you get started on a physical activity plan.
- [Diabetes HealthSense](#) External NIDDK Link Find resources to help you set goals, make you become healthier, and cope with the demands of diabetes management or prevention.

The Most Dangerous Time to Drive

As we 'Fall Back' to Shorter Days, Take Extra Care on the Road

Fatigue, lack of light, compromised night vision, rush hour and impaired drivers all contribute to making driving at night more dangerous than during any other time of day. In fact, the risk of a fatal crash is three times greater at night, according to National Safety Council research.

Fatigue

A National Sleep Foundation poll says 60% of adults have driven while they were tired, and another 37%, or 103 million people, have fallen asleep at the wheel. Of those, 13% say they fall asleep while driving at least once a month, and 4% say they have caused a crash by falling asleep while driving.

The reasons are many – shift work, lack of quality sleep, long work hours, sleep disorders – and it doesn't only happen on lengthy trips.

These staggering numbers are backed up by a report by NHTSA that 100,000 police-reported crashes are a result of driver fatigue. Most crashes or near-misses happen at the times you would expect drivers to be tired: 4 to 6 a.m., midnight to 2 a.m. and 2 to 4 p.m., according to NSF.

Nov. 6-13, 2016, is Drowsy Driving Prevention Week. The National Sleep Foundation offers this advice:

- Get seven to nine hours of sleep a night
- Don't drive if you've been awake for 24 hours or more
- Stop every two hours to rest
- Pull over and take a nap if you're drowsy
- Travel during times you are normally awake



Darkness

When Daylight Saving Time ends – for 2016, that's Nov. 6 – many people will find themselves spending more time driving in the dark. Depth perception, color recognition and peripheral vision can be compromised in the dark, and the glare of headlights from an oncoming vehicle can temporarily blind a driver.

Even with high-beam headlights on, visibility is limited to about 500 feet (250 feet for normal headlights) creating less time to react to something in the road, especially when driving at higher speeds.

What should you do to combat darkness?

Aim your headlights correctly, and make sure they're clean

- Dim your dashboard
- Look away from oncoming lights
- If you wear glasses, make sure they're anti-reflective
- Clean the windshield to eliminate streaks
- Slow down to compensate for limited visibility and reduced stopping time

Compromised Night Vision

Night vision is the ability to see well in low-light conditions. As we age, we have greater difficulty seeing at night. A 50-year-old driver may need twice as much light to see as well as a 30-year-old. At age 60 and older, driving can become even more difficult, according to the American Optometric Association. Some older drivers also may have compromised vision due to cataracts and degenerative eye diseases.

The AOA recommends older drivers:

- Have annual vision exams
- Reduce speed
- Take a driving course; even experienced drivers can benefit from a refresher course, and some of the rules have probably changed
- Minimize distractions, like talking with passengers or listening to the radio
- Check with your doctor about side effects of prescription drugs
- Limit driving to daytime hours if necessary

Rush Hour

Evening rush hour (between 4 and 7 p.m. weekdays) is a dangerous time to drive due to crowded roadways and drivers eager to get home after work. In winter, it's dark during rush hour, compounding an already dangerous driving situation.

How can you make it home safely during rush hour?

- Don't be an impatient driver; slow down
- Stay in your lane and beware of drivers who dart from lane to lane
- Even though the route may be familiar, don't go on autopilot; stay alert
- In unfamiliar areas, consult a map before you go and memorize your route

Impaired Drivers

Nearly 30 people die every day in crashes that involve a driver impaired by alcohol, according to the Centers for Disease Control and Prevention. Drivers impaired by prescription medicines and other drugs increase that number significantly. Impaired drivers are most frequently on the road after dark – particularly between the hours of midnight and 3 a.m. on weekends.

While drunk driving has declined by about one-third since 2007, the number of drivers under the influence of drugs has increased. Between 2013 and 2014, 22% of drivers tested positive for a drug that would cause impairment, according to a roadside survey conducted by the National Highway Traffic Safety Administration. NHTSA also found that the prevalence of THC (found in marijuana) among drivers on weekend nights increased 48% since 2007, from 8.6% of drivers to 12.6%. Many states have not yet updated their impaired driving laws to address this growing problem.

Stay Alert, Stay Alive

While we do only one quarter of our driving at night, 50% of traffic deaths happen at night. It doesn't matter whether the road is familiar or not, driving at night is always more dangerous.

More than 35,500 people were killed in car crashes in 2013, according to *Injury Facts 2016*. By taking some extra precautions, we can all contribute to reducing these numbers.