

HUMAN RESOURCES AND RISK MANAGEMENT 1ST QUARTER NEWSLETTER

*YOUR
ANNUAL
HEALTH
ASSESSMENT*



2020 AHA INCENTIVE SCHEDULE

JANUARY	30 - 31	Th, F
FEBRUARY	26 - 27	W, Th
MARCH	30 - 31	M, Tu
APRIL	29 - 30	W, Th
MAY	27 - 28	W, Th
JUNE	25 - 26	Th, F
JULY	29 - 30	W, Th
AUGUST	24 - 25	M, Tu
SEPTEMBER	29 - 30	Tu, W
OCTOBER	29 - 30	Th, F
NOVEMBER	16- 17	M, Tu
DECEMBER	17 - 18	Th, F

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Touchdown to Health Fair

January 31, 2020

7:00 - 1:30

Custer Park

600 Kenneth E Marcus Way

Marietta, GA 30060

You can get your
Annual Health Assessment
(AHA)

There will be a variety of
vendors and door prizes,
including a
flat screen television

Health screening tests may detect health problems before symptoms appear. Examples of screening tests include mammograms to find breast cancer and colonoscopies to find colon cancer. Diagnostic tests, medical exams, and self-exams can find a disease or other health problem early in its course. With early detection, your chances for treatment and cure are better.

Your age, family history, lifestyle choices (i.e., what you eat, physical activity, smoking/vaping), and other important factors affect how often and why you need healthcare.

Make better choices in 2020!

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Check out the Risk Management folder on the gemNet site for updated instructions and forms for workers' compensation, vehicle accidents, and property damage.



We hope these documents will guide employees in reporting injuries, vehicle accidents, and property damage. Reporting forms are located under the corresponding folders; please peruse the folders and get familiar with the information and forms.

Supervisors, please complete the "Supervisor's Accident-Injury Investigative Report" for each incident, no matter how small. We hope this form will document safety issues and corrective actions taken. Contact the Risk Manager, Grace Brown, at (770)794-5558 for questions



SAFETY RULES





- 1 You are responsible for your own safety and safety of others.
- 2 Wear personal protective equipment necessary for the job.
- 3 Always use equipment/tools/machinery safely and properly.
- 4 Lift properly using your legs and not your back.
- 5 Keep your work area clean.
- 6 Wear appropriate and safe work clothing and footwear.
- 7 Report any unsafe conditions.
- 8 Clean up spills immediately.
- 9 Report all injuries.
- 10 No alcohol or drugs to be used or allowed on company property.

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10 Ways to Start off the New Year Right at Work

Goals

1.  Even if you're not in the habit of setting career goals, make a point to identify where you are now and where you want to be currently next year. Keep in mind: if you don't know where you're going, it will be tough to get there.
2. Document your successes. Take stock of your accomplishments. Make a list of what you've done and create a forward-focused resume and online profile to highlight them.
3. List new skills you'll need. You'll likely need new skills to move ahead with your career plans so, strategize about how you can get them. Talk to your supervisor to determine if there are ways you can augment your current skills by participating in new projects. 
4.  Make sure your online profiles feature the information you want people to know about you when they Google your name. How can you influence what other people know about you? Manage your reputation > you're nothing without your reputation; make sure that it speaks for itself.
5. Keep an eye on the future. Have you thought about the outlook for your workplace and industry? Now is a good time to start thinking about the outlook for next year and beyond. Be realistic and brutally honest and consider what action you should take to stay competitive. 
6. Break out of your rut. Be honest: is it time to take on something new? If you've been doing the "same old" for years, now may be the perfect time to plan for a change. Have you been thinking of taking classes or volunteering for a project? There's no time like the present.





Success can mean:

*Feeling that tingle of excitement about what you do
Sticking with what matters through hard times
Living a life you can feel proud of in retrospect*

[What is success? | TED Talks](#)

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7. Join a professional association or take a more active role in one where you are a member. Professional organizations provide many opportunities to volunteer. Look for a small job to start, and plan to ramp up your involvement, especially if you have career aspirations that involve using leadership skills.
8. Be flexible. It's difficult to go very far at work if you aren't flexible. Try your best to be open to new ideas and new ways to do things. Make it a goal to try to say "yes" more than "no" at work when it comes to suggestions from your colleagues and supervisors. 
9.  Make new friends. You've heard that networking is the best way to get a job; take that advice to heart and make a point to expand your circle of contacts. The more people who know, like and trust you and think you are good at what you do, the better the chance of you finding and landing new opportunities in the new year.
10. Keep an eye on the important things. Don't forget to stop and smell the proverbial roses. If you've been neglecting your health, your family or friends, make a point to address those concerns in the new year and you'll be more likely to be successful in your work life as well.

**Borrowed from Miriam Salpeter, AOL Jobs*

“Make sure everybody in the company has great opportunities, has a meaningful impact and is contributing to the good of society.”
- Larry Page



RISE risepeople.com

HERE ARE SOME WEBSITES TO KEEP IN YOUR FAVORITES:

Benefit Resource Center: <https://shawhankinsbenefits.net/cityofmarietta/>

BSwift Benefits Enrollment Site: <http://www.cityofmarietta.bswift.com>

Pension Information: <https://www.mariettaga.gov/706/Pensions>

Supplemental Pension Provider (ICMA-RC): <https://www.icmarc.org>

ICMA-RC 457b Deferred Compensation Plan: <https://www.icmarc.org>

Nationwide 457b Deferred Compensation Plan: <https://www.nrsforu.com>

Employee Discount Offers: <https://shawhankinsbenefits.net/cityofmarietta/employee-discounts/>

Important Notes for 2020

457 Plans

The normal contribution limit for elective deferrals to a 457 deferred compensation plan is increased from \$19,000 to \$19,500 in 2020. Employees age 50 or older may contribute up to an additional \$6,500 for a total of \$26,000. Employees taking advantage of the special pre-retirement catch-up may be eligible to contribute up to double the normal limit, for a total of \$39,000.

Setting Every Community Up for Retirement Enhancement (SECURE) Act of 2019 (signed into law December 20, 2019)

The two provisions of the law that affect City of Marietta employees the most are:

1. Pushes back the age at which retirement plan participants need to take [required minimum distributions \(RMDs\)](#), from 70½ to 72, for those who are not 70½ by the end of 2019.
2. Allows the use of tax-advantaged [529 accounts](#) for qualified student loan repayments (up to \$10,000 annually).

Your Human Resources Team



Contact Information:

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|--------------------|-----------------|--|--------------|
| • Davy Godfrey | Director | dgodfrey@mariettaga.gov | 770-794-5567 |
| • Keisha Register | Employment Mgr. | kregister@mariettaga.gov | 770-794-5559 |
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| • Grace Brown | Risk Mgr. | gbrown@mariettaga.gov | 770-794-5558 |
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Group distribution emails:

- RiskManagement@mariettaga.gov
- Benefits@mariettaga.gov
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