

## Three percent structure adjustment and 2.25% salary increase proposed for state employees

**A**fter a new round of budget cuts designed to reduce next year's budget by an additional \$80 million, the 2.5 percent salary increase recommended by Governor Roy E. Barnes in his February budget address, was reduced. In the revised budget plan, state employees will receive a 2.25 percent performance-based increase, not to exceed \$1,800. The structural salary adjustment to pay grades' minimums and maximums remains at three percent.

Employees who receive an "exceed expectation" performance rating will be eligible to receive two percent of their annual base salary as part of Georgia government's one-time cash incentive award. Last year, 80.2 percent of state employees received "meets" on their performance evaluation, 19.3 percent were given the one-time lump-sum bonus award introduced last year as part of PerformancePLUS, and .5 percent did not meet job performance expectations.

In spite of a stumbling, yet recovering economy, Governor Barnes continues his commitment to support a compensation system designed to position state government as a more attractive competitor in the labor market. As part of PerformancePLUS, funding for state salary increases

*Continued on page 2*

STATEWIDE SALARY PLAN (Pending Legislative and State Personnel Board Approval)			
GRADE	Minimum	Midpoint	Maximum
5	\$14,172.00	\$17,340.72	\$21,866.16
6	\$15,303.36	\$19,088.88	\$24,441.36
7	\$16,601.52	\$21,023.52	\$27,334.32
8	\$18,009.12	\$23,150.88	\$30,564.96
9	\$19,455.36	\$25,400.40	\$34,040.40
10	\$21,434.88	\$27,996.96	\$37,535.76
11	\$23,613.60	\$30,709.20	\$41,401.92
12	\$25,895.28	\$33,864.96	\$45,453.36
13	\$28,543.20	\$37,162.08	\$49,908.48
14	\$31,474.08	\$40,992.72	\$55,072.08
15	\$34,533.36	\$45,003.36	\$60,487.20
16	\$37,901.28	\$49,663.20	\$66,425.52
17	\$41,808.96	\$54,534.96	\$73,323.60
18	\$45,903.12	\$59,895.12	\$80,545.92
19	\$50,652.96	\$66,103.92	\$88,483.44
20	\$55,621.20	\$72,608.16	\$97,208.64
21	\$61,090.56	\$79,761.60	\$106,807.68
22	\$67,421.52	\$87,622.08	\$117,942.48
23	\$74,060.64	\$96,742.32	\$129,600.48
24	\$81,355.68	\$106,299.60	\$142,403.28
25	\$89,820.24	\$116,801.52	\$157,278.72
26	\$98,683.44	\$128,344.80	\$172,835.76
27	\$108,426.96	\$141,732.72	\$189,948.24

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## Teleworking: A growing work life option for state government

**G**et ready state employees to be introduced to a growing new work life option designed to make you more productive, efficient and motivated - Teleworking. The current workforce culture is changing. More job seekers are looking for opportunities that offer flexibility in their schedule, work location, and overall employee benefit packages. As a Total Rewards

component in Workforce Planning to attract, recruit, retain and retrain quality employees, the Georgia Merit System (GMS), in collaboration with the Interagency Telework Advisory Committee, began assessing the value and benefits of Teleworking for state government and its workforce. A three-phase implementation process was developed to introduce the telework initiative

statewide.

**What is Teleworking**  
 Teleworking, also known as Telecommuting, allows qualified employees to work in an alternate location on one or more occasions during the week, month or a specified period of time. The alternate workplace may include the employees' home, a satellite office or a telework center. Employees who are self-motivat-

ed, well-organized and work well independently will typically make good teleworkers. Teleworking may not be suitable for all employees or for all positions but its reward and benefits will impact everyone. For the employer, telework will improve recruitment efforts by attracting and retaining skilled employees. Increased employee satisfaction and productivity, reduced absenteeism and

overhead costs, and decreased office space are uniformly reported by state agencies utilizing this option. For the employee, telework will mean reduced commuting time and stress, reduced job-related costs, and a more productive work environment. For the community, telework will lead to reduced traffic congestion, air pollution, and highway costs; improved accommodation for

*Continued on page 6*

## MONEY MATTERS

## Pay Yourself First

### Peach State Reserves: The Georgia Retirement Investment Plan

It's up to you to save and invest for your own future. Peach State Reserves - The Georgia Retirement Investment Plan (PSR) offers an easy way for state of Georgia employees to invest their money for a financially secure future. There are various reasons why it's a great idea to participate in PSR. The key reason is that your contributions to the PSR investment account are taken before you are taxed on your earnings. Investments made through payroll deduction allow federal and state income taxes to be deferred until distributions from the PSR account are received. The money that would have been paid in income taxes is allowed to grow offering an investor significant tax and savings advantages. And did I mention that it's easy?

**INVESTMENT MADE EASY**  
State of Georgia employees can save as little as \$30 a month (\$15 per paycheck if paid twice a month) through payroll deduction. Assuming the overall investment return is eight percent, in 30 years the investment could be as much as \$45,009 compared to

just \$26,417 without a tax-deferred investment. Plus, PSR does the tracking and reporting of investments annually until a distribution from the account is made. The difficult, often time-consuming job of itemizing the investment on an income tax return is eliminated. Because savings in PSR are automatically reinvested and taxes are deferred on the earnings, savings in PSR can increase faster than taxable savings such as a credit union, bank or brokerage account. Because Americans are living longer, the need for a substantial nest egg is greater. Everyone who cares about retirement should know about 401(k) and 457 retirement plans! These savings plans were designed to help supplement pensions and social security retirement income. Both plans are portable but with varying restrictions and withdrawal penalties.

**THE 401(k) PLAN**  
The 401(k) Plan is funded by employee contributions. Not only does the 401(k) offer employees savings, it also decreases the salary on which income

taxes are calculated. Because employees are taxed on a lower amount, more take-home pay is available than if the employee saved the same amount in a taxable account. The state of Georgia 401(k) plan does not have loan provisions or employer matching contributions. Payouts before age 59 normally result in penalties.

**THE 457 PLAN**  
The pre-tax contribution and tax-deferred growth are also features of the 457 plan. The benefit of the 457 plan compared to the 401(k) will vary depending on the circumstances. Unlike the 401(k), the 457 Plan provides a special "catch up" provision for employees who have not already contributed the maximum allowable annual amounts throughout their eligibility period. This "catch-up" feature provides an opportunity for significantly greater contributions to the plan in the years approaching retirement. In addition, there are no penalties for taking money out of the 457 Plan, regardless of age, unless the money is rolled over to another retirement plan or Individual Retirement Account (IRA) and

subsequently withdrawn prior to age 59 1/2.

**GET A PLAN**  
While 401(k) and 457 Plans are designed specifically for retirement income purposes, PSR offers a variety of investment opportunities in mutual funds for the conservative, moderate, or aggressive risk investor. But to be a successful investor, employees must have a plan. Investors should determine their financial goal and know the level of risk their personal circumstances will allow. Generally, the higher the risk of an investment, the higher the potential return and vice versa. Employees should feel comfortable with their investments but also be knowledgeable of the consequences associated with their choices and level of risk. For the more seasoned investor, a Self-Directed Brokerage (SDB) Option is available to PSR participants with sufficient assets through Great-West and CSFBdirect. The Peach State Reserves Plan brochure is a great way to learn more about how this



plan can benefit you and why it's so important to your future. For a copy of the brochure, contact your personnel office.

**MAKE SURE YOU'RE READY**  
Congress intends for contributions to 457 and 401(k) Plans to be reserved specifically for retirement income purposes. The plans are not designed for emergency expenses or financial hardships. Therefore, it is extremely difficult to qualify for withdrawals prior to separation from state service. The money you contribute is not eligible for withdrawal in cases of financial need, except under extremely limited circumstances (and, in the case of 401(k), with additional tax penalty). All employees should be setting aside savings on an after-tax basis that they can access without restriction or penalty. Only after such an emergency fund is established should someone consider enrolling in PSR.

## The Georgia Statement

Volume 5, Number 2

### State Personnel Board

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The Georgia Statement is published quarterly for state employees by the Commissioner's Office of the Georgia Merit System. If you wish to submit comments or need to correct a distribution problem/address, contact Editor, The Georgia Statement, 2 Martin Luther King Jr. Drive SE, Suite 504 West Tower, Atlanta, GA 30334, call 404-657-0375, or Commissioner's Office at [www.gms.state.ga.us/contact](http://www.gms.state.ga.us/contact) If you have a disability and need this material in an alternative format, notify the Editor at the above address, or for TDD Relay Service only: 1-800-255-0056 (text telephone) or 1-800-255-0135 (voice). This publication is accessible on our website: [www.gms.state.ga.us](http://www.gms.state.ga.us).

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## State Salary Increase

*continued from page 1*

will be included in the budget for fiscal year 2003 with an October 1 payout.

The three percent structural adjustment only increases the minimums and maximums of pay grades on statewide, physicians and senior executive salary plans. All state employees will not be affected.

Government workers who fall below the new target-hiring rate after the 2.25 performance-

based increase has been calculated will be moved to the new adjusted salary level. Because the three percent will be adjusted at each pay grades' maximum as well, employees currently paid at their maximums will be eligible to receive the performance-based increase.

All proposed increases are subject to legislative and to state personnel board approvals.

## Georgia Guardsmen Presented to House and Senate

Recently, some 100 plus Guardsmen - including Defense Force and State employees - stood behind Governor Roy E. Barnes during his remarks in the Capitol atrium during National Guard Day ceremonies at the State Capitol. Major General David Poythress and commanding generals of the Army Guard, the Air Guard,

and the Georgia Defense Force were presented to both the House and the Senate, where each body gave standing applause and issued its Resolution of Commendation to the Guard. On each occasion, the Guardsmen signalled their appreciation to the Governor and legislators in the General Assembly with a rousing HOORAH!!

Submission Deadline for Summer Issue - June 1, 2002

## As Smog Season Approaches Think SECAP

Take a moment to consider the harmful effects of smog levels and heavy traffic in Georgia. State employees can make an enormous difference in reducing smog by choosing to utilize various transportation modes until September 30. The Georgia Building Authority's (GBA) State Employee Commuter Assistance Program (SECAP) is working with the Environmental Protection Division (EPD), the Atlanta Regional Commission (ARC) and the Clean Air Campaign to continue to develop commuting programs for state employees while meeting Federal EPA guidelines for Georgia to reduce smog. SECAP offers various commuting options to increase employee participation in the program.

Currently serving metro Atlanta, SECAP can help state employees purchase a transit card, join a van-pool or register for a carpool. By utilizing federal funds, SECAP allows thousands of state employees the opportunity to participate in these options, often at discount rates. Program options include:

- Discount transportation cards for MARTA (Despite MARTA's recent budget cuts, cards may be purchased at \$28.00 per month), Cobb County Transit cards for \$61.75 per month and Gwinnett County Transit cards, the newest edition to the discount program, at \$63.75 per month.
- Reduced vanpool rates, determined by round-trip mile usage, and proportionately

reduced for each passenger.

- Capitol Hill carpools, daily shuttle vans, bike racks and parking garage discounts.
- Transportation Fairs to inform commuters about various transportation options
- Website to provide information and helpful tips

Every year during smog season, SECAP strives to increase employee participation with various enhancements to the program. For more information about SECAP or ways to help reduce smog, visit the SECAP website at [www.ga-secap.com](http://www.ga-secap.com) or contact GBA at 404-463-6440.



## DHR, DCH participate in 2002 Ombudsman Conference

The Ombudsman Conference, held at the Westin Atlanta North Hotel, pulled together many threads from the DHR tapestry to provide continuing education aimed at improving the quality of life for residents of long-term care facilities. Division Directors Maria Greene (Aging Services) and Karl Schwarzkopf



Barbara Fraser

(Mental Health, Mental Retardation and Substance Abuse) participated in the conference with other key state level figures as panelist to help generate solutions to address challenges in the mental health system impacting nursing homes and personal care home residents. Georgia updates were provided by the Office of Regulatory Services, Georgia Advocacy Office and State Health Care Fraud Control Unit.

The Office of the State Ombudsman awarded Nancy Hill, Middle Georgia LTCO Coordinator, with the Ombudsman of the Year Award. Elaine Wilson, SOWEGA LTCO Coordinator, was recognized with the Special Initiatives Award and Barry Gage, of Atlanta, received the Volunteer Ombudsman of the Year Award. Barbara Fraser, program manager for the Office of the State Long-term Care Ombudsman (LTCO), was presented the Congressional Award by Congressman Sanford Bishop (D-2nd) in tribute to her outstanding service to residents of long-term care, often called assisted living facilities. Fraser was also recognized by Lt. Governor Mark Taylor, the Council of Community Ombudsman, facility residents and employees. "Ombudsman" is a Swedish word meaning citizen representative.

Effective May 1, 2002, parking fees for Capitol Hill parking lots will increase to \$30.00 per month. This rate hike will be in effect until September 30, 2002. The increase in fees during these five months will be used solely to provide reductions in fees for alternative methods of transportation, such as car-pooling and vanpooling. This rate hike will be in effect until September 30, 2002.

## 2002 Celebration Activities, Statewide Nominations for Public Employee Recognition Week

In May of 2001, the State of Georgia re-instituted the celebration of Public Employee Recognition Week in Georgia. This year, Governor Roy E. Barnes will commemorate Employee Recognition Week by issuing a gubernatorial proclamation. The purpose of the week is to celebrate the achievements and dedication of government employees in the work they do for the citizens of this great state.

Many state entities are planning to observe the week by sponsoring activities that celebrate their diverse workforces and the value of their employees' government service. Some of the planned statewide recognition activities include:

- Thank you letter from the Governor to all employees
- Posting a message on check stubs
- Awards Ceremony for award winners
- Posting an electronic message on all DOT signs across the state
- Announcements of Public Employee Recognition Week in local newspapers

A special ceremony honoring state employees nominated in eight categories for outstanding contributions will be held on May 8th at the Georgia Railroad Depot.

See Nominations, page 14

### State Personnel Council

is offering discount tickets to:

**3-Day Ticket Prices:**  
**\$101.00 - Adult \* \$89.00 - Child (ages 3-9)**  
(Regular price \$109.95 - Adult, \$96.95 - Child)

**2-Day Ticket Prices**  
**\$87.00 - Adult \* \$75.00 - Child (ages 3-9)**  
(Regular price \$94.95 - Adult, \$81.95 - Child)

\*Restrictions apply. Benefits subject to change without notice. Ticket not available for purchase at front gate. All prices include tax. Children under 3 years of age are FREE!  
 TICKETS DO NOT EXPIRE

	Adult	Child	
Three-day tickets	\$101.00 x _____	\$89.00 x _____	= _____
Two-day tickets	\$87.00 x _____	\$75.00 x _____	= _____
<b>Total amount enclosed:</b>			= \$ _____

Name \_\_\_\_\_  
 Department \_\_\_\_\_  
 Work Phone \_\_\_\_\_

**Universal Studios®** - where you can "Ride the Movies®!"  
**Islands of Adventure™** - with characters from myths, legends, children's stories, cartoons and comic books.

Both ticket options include admission to **Universal Studios and Islands of Adventure**, unlimited park-to-park access, and CityWalk Party Pass.

Send payment, this order form and a self-addressed, stamped envelope to:

**State Personnel Council**  
 P.O. Box 347206  
 Atlanta, GA 30334  
 E-mail: [kdt@gms.state.ga.us](mailto:kdt@gms.state.ga.us)  
[pharp@gms.state.ga.us](mailto:pharp@gms.state.ga.us)

**Council for State Personnel Administration**  
*Announces*  
**SPECIAL SAVINGS to**

	Six Flags	White Water/ American Adventures
<b>Adult/Child ticket</b> (one visit)	\$23.00	\$20.00
<b>Dual Park or 2-Day ticket</b> <small>(one visit to Six Flags and one to White Water, OR two visits to either Six Flags or White Water for adults and children)</small>	\$39.00	\$39.00
<b>Individual Season Pass</b> <small>(unlimited visits to Six Flags Over Georgia for adults and children)</small>	\$46.00	n/a
<b>Platinum Pass</b> <small>(unlimited visits to Six Flags Over Georgia, White Water and American Adventures for adults and children)</small>	\$101.00	\$101.00

**MAIN GATE PRICE IN 2002**  
**\$42.00\* - Six Flags**  
**\$31.50\* - White Water/American Adventure**  
Children 2 and under are FREE

**State Six Flags/White Water Program**  
**State Personnel Council**  
 P.O. Box 347206  
 Atlanta, Georgia 30334-7206  
 E-mail: [kdt@gms.state.ga.us](mailto:kdt@gms.state.ga.us)  
[pharp@gms.state.ga.us](mailto:pharp@gms.state.ga.us)

_____ Tickets @ \$23.00
_____ Tickets @ \$20.00
_____ Tickets @ \$39.00
_____ Tickets @ \$46.00
_____ Tickets @ \$101.00
<b>Total Enclosed \$ _____</b>

Name \_\_\_\_\_  
 Home Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 Agency \_\_\_\_\_  
 Office Phone \_\_\_\_\_ Home Phone \_\_\_\_\_

All mail orders must include a stamped, self-address envelope and payment (check or money order) to State Personnel Council. Offer valid through August 30, 2002.  
 Your tickets will be mailed to you within 10 days of receipt of your order.  
 Tickets **CANNOT** be returned for refund.  
**NO DISCOUNTS WILL BE AVAILABLE AT SIX FLAGS or WHITE WATER PARK.**  
\*Price includes tax

# GOHS HOSTS 7TH ANNUAL SAFE DRIVERS' AWARENESS DAY AT THE STATE CAPITOL

Nearly one hundred Georgia high school students and their advisors descended on the State Capitol on March 7 to participate in the Seventh Annual Safe Drivers' Awareness Day. The Governor's Office of Highway Safety (GOHS) Director Yvonne McBride revealed the expansion of the Students Against Destructive Decisions (SADD) program and the implementation of the pilot program for Drug Impairment Training for Educational Professionals (DITEP).

The event, co-sponsored by Senator Donzella James, highlighted the organization of twenty-five new chapters in Georgia high schools, increasing SADD's 16 existing chapters to 41. Senator James endorsed the SADD traffic safety initiative, formerly known as Students Against Drunk Driving, as one that will allow teens to play a role in developing solutions for deadly driving behaviors that claim the lives of young drivers. Last year, 218 young people, between 16 and 20 years old, died on Georgia's roads. During one six-month period, 16 young people died in automobile crashes in Metro Atlanta.

GOHS, investing nearly \$80,000 in federal grant dollars for traffic safety education, has awarded small grants of \$2,000 to each participating school. To help share information about highway safety with other students and to help develop more traffic safety programs, students belonging to SADD chapters will serve as part of a newly established Highway Safety Ambassador program. The Ambassadors will disseminate information and host programs to educate student peers on underage drinking, speed, aggressive driving, seat belt use, and other traffic safety issues.

DITEP teaches educators and school nurses how to detect illegal drug and alcohol use among teens. The program is designed to provide early intervention for students suspected of abusing drugs or alcohol in the school environment. The goal is to help reduce the possibilities of crash fatalities and injuries and increase highway safety among teen drivers. The Macon School System is the first to implement DITEP. Once the pilot program results from Macon are evaluated, DITEP will be offered to every high school in Georgia.



(left to right) GOHS Director Yvonne McBride, Representative Randall Mangham, Representative Clint Smith, State Representative Barbara Mobley, and Senator Donzella James gather as Representative Mobley accepts a Safe Drivers' Awareness Day award for Legislative Leadership.

## GOVERNMENT SPOTLIGHT

### Georgia Department of Community Health (DCH)

The Department of Community Health (DCH) was created in April 1999 to streamline administration functions and ensure better healthcare coordination. Senate Bill 241, signed into law by Governor Roy E. Barnes on April 19, 1999, combined the purchasing, planning and health-care regulation, fragmented between four different state agencies, into DCH for improved health care delivery of services for state employees and Georgia citizens. DCH is responsible for insuring nearly two million Georgia citizens, planning health coverage for about 1.2 million uninsured Georgians and provide day-to-day operations of providing health insurance coverage to state employees. As the lead agency for all health issues in Georgia, DCH is responsible for administering a budget of close to six billion dollars-maximizing the state of Georgia's health care pur-



Gary Redding

chasing power. For many, including state employees, DCH has resulted in a greater focus of quality health care issues. The department is comprised of six divisions, each with its own purpose, and governed by a nine-member board appointed by the Governor. The Composite State Board of Medical Examiners, Georgia Board of Physician Workforce and the State Medical Education Board are administratively attached to the department as well.

DCH Commissioner Gary B. Redding, who took the helm in September 2001, brings more than 20 years of experience in health care planning, management, and administration to the department. His tenure in state government dates back to 1983.

#### DEPARTMENT OF COMMUNITY HEALTH AT A GLANCE:

Gary B. Redding, Commissioner

*Mission:* Working to improve health and access to care for Georgians.

*Number of Employees:* 504

James W. Couch, *Deputy Commissioner*

Clyde L. Reese, III, *General Counsel*

*Division of Medical Assistance:* Mark D. Trail, *Acting Director*

*Division of Public Employee Health Benefits:* Lurline Craig-Burke, *Director*

*Division of Health Planning:* Valerie A. Hepburn, *Acting Director*

*Office of Women's Health:* Dee Baldwin, Ph.D., *Executive Director*

*Office of Minority Health:* Carol Snype Crawford, *Executive Director*

*Commission on Men's Health:* Jason E. Patterson, *Executive Director*

*Composite State Board of Medical Examiner:* Karen A. Mason, *Executive Director*

*Georgia Board for Physician Workforce:* Bruce Deighton, Ph.D., *Executive Director*

*State Medical Education Board:* Bruce C. Deighton, Ph.D., *Executive Director*

*Address:* 2 Peachtree Street, NW 40th Floor, Atlanta, GA 30303

*Phone:* 404-656-4507 *Fax:* 404-651-6880

*Website:* www.dch.state.ga.us

#### Divisions

##### Division of Medical Assistance

Formerly the Department of Medical Assistance. Responsible for Medicaid and PeachCare for Kids. PeachCare for Kids is considered one of the nations top health care programs for primarily low-income children and is the first to offer a web based enrollment application. This division also administers the Indigent Care Trust Fund.

##### Division of Health Planning

Responsible for the certificate-of-need program which approves the expansion of health care facilities and services. Helps develop policy for health care services.

##### Division of Public Employee Health Benefits

Provides health insurance for state employees, school personnel, retirees and dependents

##### Office of Women's Health

Develops plans and initiatives to address women's health issues. Disseminates related information.

##### Office of Minority Health

Works to eliminate health disparities between minorities and nonminority populations.

##### Office of Rural Health Services

Located in Cordele, Georgia. Responsible for improving access to health services in rural areas and developing rural health systems.

**TEST YOUR VOCABULARY**

Match the definitions with the correct word. The answers are below.

- |   |                         |
|---|-------------------------|
| 1. Existing or rising above; surpassing others. | ___ Levity (n.)         |
| 2. To infer or guess.                           | ___ Eminence (n.)       |
| 3. One who tries to advance, by flattery        | ___ Garner (v.)         |
| 4. Noticeable, palpable                         | ___ Propensity (adj.)   |
| 5. Mindful of consequences                      | ___ Appreciable (adj.)  |
| 6. A position of superiority or prominence      | ___ Listless (adj.)     |
| 7. To acquire or accumulate                     | ___ Sycophant (n.)      |
| 8. Lightness or humor in speech or manner       | ___ Circumspect (adj.)  |
| 9. Lack of energy or enthusiasm, indifferent    | ___ Surmise (v.)        |
| 10. A natural tendency or inclination           | ___ Transcendent (adj.) |

## Cornelius, Office of Human Relations share legacy of civil rights



Brenda Foye Cornelius

Ninety area high school students journeyed with Governor's Office of Human Relations commissioner Brenda Foye Cornelius to Alabama as part of the 16th Annual SCLC/WOMEN's African American Civil Rights Heritage Tour. Cornelius, who traveled the tour a year earlier and was motivated to share her experience with others, sponsored the students. The group visited sites

in Birmingham, Marion, Selma, Whitehall, Montgomery and Tuskegee. Monuments were unveiled at Edmund Pettus Bridge and in Marion and Perry County to honor the Rev. James Orange and the late Hosea Williams. The students were required to write about their experience and describe how they would apply what they learned about the civil rights era to their community.

**WORKPLACE TIPS**

## Re-energize your career

You shouldn't relegate spring cleaning only to your closets and attics. You might want to start brushing out the cobwebs that keep you from moving forward in your work life. Here are a few simple ways you can enhance your career this season:

- **Become more self-aware.**  
This means getting to know your positive attributes as well as your weaknesses. Unless we become aware of our strengths and weaknesses, we stand to repeat mistakes

and ignore our strong points. Pick up self-help literature that addresses ways you can learn about yourself, or try talking to a close co-worker or significant other to get honest feedback on your strengths and weaknesses.

- **Adopt a more positive self-image.**  
Replace those negative thoughts about yourself ("I always screw up") with others that are more accurate and constructive.

- **Build more meaningful relationships at work.**  
Don't just go through the motions at work. When you can, take the opportunity to learn more about the people with whom you work. With the amount of time you spend at work, you're starving yourself of a unique setting in which to develop relationships that nurture.

-Adapted from The Atlanta Journal-Constitution

**WELLNESS**



## Exercise: inexpensive, healthy activity for most lifestyles

Did you know that exercise is an inexpensive, healthy activity that could fit into almost any lifestyle with rewarding results. It can be a helpful remedy to help reduce stress and help lower various health risks including blood pressure, high cholesterol, cardiac problems, and diabetes. Exercise can also help reduce susceptibility to infections and help decrease diseases and conditions associated with too much fat in the body. The amount of body fat that you need to stay healthy is at least eight to 15 percent for women and five to eight percent for men.

If weight control is a goal, keep in mind that the more exercise you get, the more muscle you will have. Exercise is probably the most important key to increasing your metabolism and burning off excess fat. So not only will you look more toned, you will also burn calories much more efficiently! Research shows that you burn more stored fat for energy when you do aerobic exercises on an empty stomach. You burn more stored fat when you exercise late in the day rather than in the morning. The best time to exercise to lose weight is in the late afternoon or early evening before

you eat. You will not only burn off stored fat, but increase your metabolism for about two to three more hours just when your metabolism was beginning to slow down. Thereby, a significant increase of fat is burned off, even after the exercise is over. The second best time to exercise is in the morning before breakfast.

The acceptable body fat for women is between 17 to 28 percent and 12 to 21 percent for men. Contact your physician or health care professional before beginning an exercise activity or program. This article is provided for informational purposes only.



## If you pay for someone to care for your dependent who is incapable of self-care, then you may be interested in opening a Dependent Care Spending Account.

Pre-tax dollars from your paycheck to cover care for your love one, including adult day care and other related expenses.

Enroll April 15 - May 14, 2002  
Or call 1-800-893-0763 for details.



Administered by the Georgia Merit System.

**TEST YOUR VOCABULARY: ANSWERS**

- Transcendent (adj.): Existing or rising above; surpassing others.  
Sycophant (v.): To infer or guess.  
Surmise (v.): One who tries to advance, by flattery  
Appreciable (adj.): Noticeable, palpable  
Circumspect (adj.): Mindful of consequences  
Eminence (n.): A position of superiority or prominence  
Garner (v.): To acquire or accumulate  
Levity (n.): Lightness or humor in speech or manner  
Listless (adj.): Lack of energy or enthusiasm, indifferent  
Propensity (adj.): A natural tendency or inclination

## Teleworking

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people with disabilities; and a more "family-friendly" workplace.

### Telework: The Future is Now

The first phase, expected to conclude June 30, 2002, includes researching successful state models and best practices to develop draft policies and procedures for Georgia's telework initiative. The draft program will be developed and piloted with volunteer state entities, managers, and employees during Phase II, July 1, 2002 through December 31, 2002.

After six months, the pilot will be assessed to identify its strengths, weaknesses and any barriers that could impede its success. The goal of Phase II is to gain real life experience in the workplace that will lend to the development of a statewide teleworking program capable of supporting all state entities. Full implementation and statewide availability may come as early as January 2003 in Phase III. Once fully implemented, Georgia will join the ranks of multiple state governments that use teleworking technology as a vehicle for improving the quality of life in their communities.

## Benefits of Teleworking

Community	Employer	Employee
Decreased Rush Hour	Increased Productivity	Decreased Stress
Decreased Air Pollution	Decreased Absenteeism and Sick Leave Usage	Decreased Commute Time, Cost and Frustration
Decreased Gasoline Consumption	Decreased Staff Turnover	Increased Flexibility
Decreased Dependence on Foreign Oil	Competitive Advantage In Recruitment	Improved Job Satisfaction
Safer Neighborhoods	Increased Labor Pool	Improved Environment With Fewer Distractions
Ability to Obtain Remote Workplaces	Improved Managerial Techniques	Increased Safety in the Home and Community
Increased Potential for	Improved Employee Moral Economic Development	Closer Family and Community Bonds
Increased Quality of Life	Compliance with (ADA) Americans With Disabilities Act	Decreased Cost Associated with Working and Traveling

*Statewide availability may come as early as January 2003*

### Georgia Telework Connection

To insure the success of the telework initiative and pave the way for a changing workplace, GMS added a telework coordinator to its staff to assist state entities, upon request, with training, assessment, program implementation, outcome measurement and program customization. For more information on the telework initiative, contact Rissa Connally at (404) 463-6723 or [rconnally@gms.state.ga.us](mailto:rconnally@gms.state.ga.us). Or visit the GMS Web site, [www.gms.state.ga.us](http://www.gms.state.ga.us), for project updates and links to additional telework resources.

### Telework Advisory Committee

Jeanne Borkenhagen  
Department of Natural Resources

Rissa Connally  
Georgia Merit System

Tonya Curry  
Governor's Office

Bill Dunn  
Georgia Merit System

Sherma Francis  
Georgia Merit System

Gail Love  
Georgia Merit System

Jeff McCord  
Georgia Technology Authority

Brenda Purcell  
Office of Planning and Budget

Erin Tilghman  
Georgia Regional Transportation Authority

Kathleen Gosden  
Georgia Department of Law

Marjorie H. Young  
Georgia Merit System

## Minority Health announces Lifeline To Health radio program

The Office of Minority Health (OMH), a division of Georgia Department of Community Health, premiered its new one-hour monthly radio show "Lifeline to Health" February 27 on public radio stations across Georgia. The program, aimed at minorities and the underserved in Georgia, will broadcast live every fourth Wednesday of each month from 1 p.m. to 2 p.m. The production will include monthly features, health news, two call-in segments, an information feedback segment, and resource information. Special invited guests will be on hand to interact with listeners who call in with questions or personal health related concerns. According to OMH Executive Director Carol Crawford, the show will include real life experiences of minority individuals coping with various health issues.

Radio programs will be web streamed and available online with additional information and health resources at [www.lifelinetohealthradio.com](http://www.lifelinetohealthradio.com). The toll free on air call-in number is 1-800-360-1799.

April is officially National Minority Health Month.

## Upcoming spring quarter holidays for Georgia

Confederate Memorial Day\* Friday, April 26

National Memorial Day\* Monday, May 27

Independence Day\* Thursday, July 4

\*Employees should check with their personnel office for eligibility.

## Georgia Department of Motor Vehicle Safety Increases Services Online

While some Georgia citizens are not familiar with the services that a few state agencies provide, most are familiar with the Georgia Department of Motor Vehicle Safety (DMVS). It is the state agency responsible for such services as driver's license testing and vehicle registration renewal. Now, citizens in Bibb, Chatham, DeKalb, Douglas, Fulton, Gwinnett,

Lowndes, Rockdale, Spalding and Whitfield counties can renew their motor vehicle tag and vehicle registration online. The project for Internet registration first became available to citizens in six initial counties that launched the pilot in December 2001. Since its implementation, the number of counties to participate has increased, allowing more than 3,900 customers to take advantage of the new online renewal option.

Citizens who can participate are notified with a message of the service on their vehicle registration renewal notice. A 12-digit renewal number is provided to allow the recipient to renew online with reliability and security. At first, users were required to pay using only a Visa or MasterCard credit card.

Payment Services have been expanded to include an electronic checking system, initiated in January. A six-dollar service charge per transaction is added for the new convenience, but it's still a great alternative to standing in line. The transaction is expected to take less than five minutes and customers should receive their new registration and updated decal in the mail within five business days.

DMVS  
Commissioner Tim

Burgess considers the pilot as a part of the e-government concept encouraged by Governor Roy E. Barnes. "Under Governor Roy Barnes' direction, the DMVS is aggressively pursuing the use of cutting edge technology to better serve our customers," Burgess says in a recent DMVS news release. "We are delighted to initiate this Internet Pilot Project for a no-hassle, fast and easy way to renew vehicle registrations over the Internet."

The Internet Tag Renewal project is expected to eventually be available to citizens statewide. Mail-in and online driver's license renewal plans are already underway and may be coming to your neighborhood as early as Summer 2002. Visit [www.dmv.ga.gov](http://www.dmv.ga.gov) for more information.



## STONE MOUNTAIN PARK



The State Personnel Council invites you to celebrate at the 8th Wonder of the World!

Adult One-Day All-Attraction Pass

Discounted Price \$18.00

Gate Price: \$20.33

Child's One-Day All-Attraction Pass

(ages 3-11; children under 3 are free)

Discounted Price: \$14.00

Gate Price: \$16.05

Tickets are good until December 31, 2002

Mail ticket order and payment (and a self-addressed stamped envelope for return ticket) to:

State Personnel Council, P.O. Box 347206, Atlanta, GA 30334

Name \_\_\_\_\_

Address \_\_\_\_\_

Department \_\_\_\_\_

Work Phone \_\_\_\_\_

For additional information:

E-mail: [kdt@gms.state.ga.us](mailto:kdt@gms.state.ga.us) or [pharp@gms.state.ga.us](mailto:pharp@gms.state.ga.us)

# Your 2002-2003 Flexible Benefits Plan

*Music is an international language, and young people love music. I take my group to Youth Development Centers across the State to help them learn through music.*

— William Bryant

i choose  
vision

*No matter who you are, you have choices... choices about your lifestyle... choices about how you spend your free time. More than ever, it seems that State employees are choosing to give back to their communities, get back to the basics, and get more out of what life has to offer.*

*You also have choices when it comes to your State of Georgia Flexible Benefits Program. But before you choose, you should take a few moments to carefully review your Enrollment Booklet and understand all your options.*

## What's new for 2002-2003

Your 2002-2003 enrollment booklet gives you an opportunity to look at your benefits package. Perhaps you'll find something you haven't seen before... change that will be new to everyone. Here's an overview of what's new.

### Flexible Spending Accounts

The new contract for Flexible Spending Accounts was awarded to SHPS, the current vendor. Effective July 1, 2002, SHPS is offering the following enhancements to make the claims process more efficient:

- Notification of direct deposits by electronic mail. To update your email address with SHPS, go to [www.shps.net](http://www.shps.net).
- A dedicated fax line for faxing your claims and documentation. The new fax number is (502) 267-3112. You may also scan and email your claims with the appropriate documentation to [feedback@shps.net](mailto:feedback@shps.net).

### Legal Insurance

Effective July 1, 2002, the new contract for legal insurance is with ARAG Group.

- In addition to the Telephone and In-Office Legal Services, ARAG's Ultimate Legal Plan offers some enhancements to the plan, such as the Identity Theft Service and Online Legal Services.
- Plan members will also still have eight hours available to them to use towards legal advice, negotiation, document preparation and review (except those legal matters which are specifically excluded or otherwise covered). There is a change in how these hours can be used from the previous plan – the coverage is limited to one hour per meeting, up to a maximum of eight hours per family per certificate year. When using a Network Attorney, each hour is paid in full; if a plan member uses a Non-Network attorney, the plan member will be reimbursed up to \$70 per hour.
- Also the premiums for Single and Family legal coverage are reduced.
- See the Legal Section for plan details.

### Life Insurance

The Flexible Benefits Program has traditionally offered spouse and child life coverage under one option – Dependent Life. This Open Enrollment the Flexible Benefits Program is introducing the separation of the Dependent Life option into two “stand alone” options – Spouse Life Option and Child Life Option:

- The new Spouse Life Option offers coverage levels of \$6,000, \$12,000, \$30,000, \$60,000 and \$100,000.
- The new Child Life Option offers coverage levels of \$3,000, \$6,000, \$10,000, \$15,000 and \$20,000.

*Continued on next page*

## What's new

continued from page 7

There is an exception to the amount of coverage that you can choose. Your coverage selection in either option cannot exceed 100% of your Employee Life coverage.

It is important to remember that if you do not make a change in coverage selection under the Spouse Life option and/or Child Life option, your 2002-2002 coverage amounts will rollover as choices for the 2002-2003 Plan Year. (With the exception for coverage exceeding 100% of employee life).

For the 2002-2003 Open Enrollment only, if you are currently enrolled in the Dependent Life option, you may choose up to \$30,000 Spouse Life and any level of Child Life without medical underwriting.

### Short-Term Disability

This Open Enrollment the Short-Term Disability Option now offers an additional coverage level that requires only 7 calendar days of continuous disabili-

ty before benefits can start. Since this new seven-day wait period coverage level is considered a "buy-up," the premiums are higher. Before seeking selecting this new coverage level, it is important to read the Disability Section for more details.

As a result of these enhancements the 2002-2003 Option Statement will look very different this Open Enrollment. For the new Spouse Life and Child Life Options, it will assist you in identifying the various coverage levels available based on your Employee Life coverage levels.

### What's new in Health

The State Health Benefit Plan (SHBP) has made some significant benefit changes in the last several years that are designed to improve quality health care services for our members while continuing to maintain the fiscal integrity of the Plan. See the new Summary Plan Description (SPD), UPDATERS, and Health Plan Decision Guide for

official Plan details and changes that are effective July 1, 2002. A summary of Plan changes is on page 19 of your enrollment booklet.

### "Peach State Reserves" The Georgia Retirement Investment Plan

With the passage of the Economic Growth and Tax Relief Reconciliation Act in June 2001, the Deferred Compensation Program has undergone some significant changes that allow even greater opportunity to use both tax-sheltered plans to save for retirement and lower your taxes now. The legislation also created more flexibility for the Section 457 Plan, including rollovers and relaxed distribution rules. For more information on the new Deferred Compensation Program, Peach State Reserves, see page 54 of your enrollment booklet, or access the Georgia Merit System web site at [www.gms.state.ga.us/employee/psr/asp](http://www.gms.state.ga.us/employee/psr/asp).

## Who's Eligible To Participate

In general, you are eligible to participate in the Flexible Benefits Program if:

- You are a full-time regular employee who works at least 30 hours a week and is expected to work for at least nine months. Some employees, however, are not eligible – such as those who work in a sheltered workshop or work transition program, contingent employees, temporary employees, and student employees. Deferred Compensation Plan eligibility differs somewhat from the Flexible Benefits Program. See page 51 for more information.
- You are a public schoolteacher employed in a professionally-certified capacity, working half-time or more and not considered a "temporary" or "emergency" employee.
- You are an employee of a local school system holding a non-certificated position. You must

be eligible to participate in the Teacher's Retirement System or its local equivalent, and you must work a minimum of 18 hours a week (or 60% of the time necessary to carry out the duties of the position, if that's more than 18 hours).

- You are an employee working at least 60% of the time necessary to carry out the duties of your position and you are eligible to participate in the Public School Employees' Retirement System, as defined by Paragraph 20 of Section 47-4-2 of the Georgia Code.

If you aren't sure whether you're eligible, contact your personnel/payroll office.

### Pre-Tax Premiums Help You Stretch Your Dollars

The Flexible Benefits Program allows you to save on taxes while you pay for your benefits. Pre-tax premiums reduce your taxable

pay...and your taxes. That's because premiums for most of your insurance options, health benefit options, and spending account contributions are taken out of your paycheck before federal and state income taxes and Social Security (FICA) taxes are withheld.

This means your taxable pay is lower...and so are your taxes. It also means you have more in your paycheck – or more to spend on benefits than you would if you paid the same premiums with after-tax dollars.

The example on page 5 of your booklet shows the impact of the pre-tax advantage for an employee earning \$25,000 a year with annual pre-tax premiums of \$1,800.

### A Few Words About Pre-Tax Premiums

Using pre-tax premiums will not

*"As an Information Specialist Tour Guide at the Capitol, I get to work in a glorious building and meet a lot of wonderful visitors to my State."*

*- Marge Brennan*

i choose  
signing up  
for coverage

Continued on next page

**Pre-tax premiums***continued from page 8*

affect other employee benefits that are based on pay – any State of Georgia retirement system, life insurance, disability, and pension benefits. Those benefits will be based on your full pay before pre-tax premiums are taken out. It is worth noting that:

- except for any Deferred Compensation contributions, you won't pay Social Security taxes (FICA) on your pre-tax premiums...potentially reducing your future Social Security benefits, although

any reduction will be minimal in comparison with your total Social Security benefits;

- pre-tax premiums are not available for short-term disability, dependent life, legal, or long-term care insurance.

## As You Decide: Points To Consider

Whether you're single with no children, single with children, married with no children, or married with children, consider these points if...

## Your Spouse Has Benefit Coverage

**Health**

If you decline State Health Benefit Plan coverage and choose coverage under your spouse's plan, you may be penalized by the other plan.

If you take "double coverage" – both you and your spouse take family coverage – you may find that the other employer's plan will not pay any benefits if the State plan pays benefits first. This is called "non duplication of benefits."

**Spending Accounts**

If your spouse's plan offers spending accounts, you can each have a health care spending account at the maximum allowed. For dependent (child) care spending accounts, however, IRS laws restrict your total family contributions to all dependent (child) care spending accounts to \$5,000 in total per year.

**Long-term Care**

This coverage is available to all eligible employees and some family members. Like legal insurance, few employers offer long-term care insurance.

**Legal**

Since few employers offer legal insurance, this coverage may be worth considering if your family has legal needs.

## Peach State Reserves (Deferred Compensation)

Your spouse may save the maximum allowed in his or her company's savings plan and you may save the maximum allowed in the Peach State Reserves' Deferred Compensation Plans if you are eligible to participate.

*"Make good choices about your life means making good choices about your health... and your health insurance."*

## You are a new employee

**Dental**

You have much shorter waiting periods in the Regular and PPO options if you sign up immediately. Late enrollment penalties will apply to the Regular and PPO options if you do not enroll now and do so in the future. The Prepaid Option does not have waiting periods or late enrollment penalties.

**Spending Accounts**

If you are hired by the State after July 1, your paycheck reductions for the spending accounts will start the 15th of your first full calendar month of employment. Your total contributions to each account are prorated by the number of months you participate in these options up to the maximum monthly amount allowed for each account.

Once you enroll, you may submit claims for services incurred on or after the first of the month after you have completed one full calendar month of employment. If, for example, you are hired July 8 and sign up for a spending account, reductions will start on August 15. You can begin submitting claims for services that you incur on or after September 1.

**Long-term Care**

You have a one-time opportunity to sign up for long-term care insurance without providing Medical Underwriting.

**Employee Life, Spouse Life and Child Life**

You have a one-time opportunity to choose some employee, spouse and child life insurance coverage without providing Medical Underwriting.

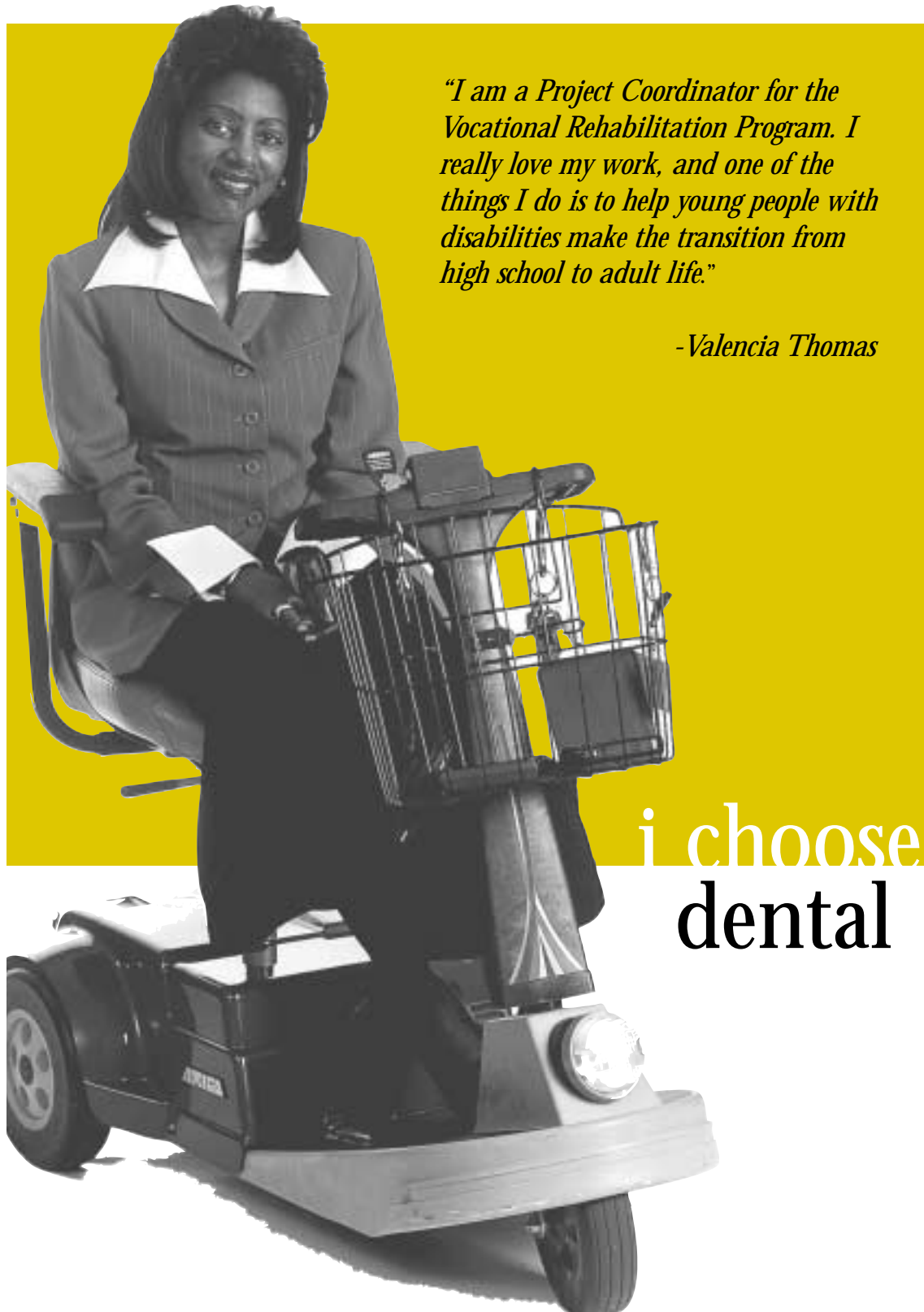
**Disability**

You have a one-time opportunity to sign up for short-term and long-term disability coverage without providing Medical Underwriting.

**Other Coverage**

There are no Medical Underwriting requirements at any time for legal, AD&D, spending accounts, vision or the State Health Benefit Plan. Coverage could be limited for pre-existing conditions under the PPO and Indemnity (formerly High) Options of the State Health Benefit Plan. If you are eligible and join an HMO, there are no pre-existing condition limitations.

You can sign up for the Peach State Reserves anytime if you are eligible to participate. See page 55 of your enrollment booklet for information on eligibility.



*"I am a Project Coordinator for the Vocational Rehabilitation Program. I really love my work, and one of the things I do is to help young people with disabilities make the transition from high school to adult life."*

*-Valencia Thomas*

i choose  
dental

## When Your Spouse Works for The State

### Health

Each of you may take single coverage – in different options, if you wish – although your children will not be covered. As an alternative, one of you may take family coverage and cover your spouse and children. If you both take family coverage, the most the plan will pay is 100% of the allowable expenses.

### Dental

Each of you may take single coverage and enroll in different options if you choose, but your children will not be covered. As an alternative, one of you may take family coverage and cover your spouse and children. If you both take family coverage, the most the plan will pay is 100% of the allowable expenses.

### Spending Accounts

Each of you may have a health care spending account for the maximum allowed. For the dependent (child) care spending account, however, you cannot exceed \$4,992 family maximum.

### Long-term Care

Each of you may enroll for the coverage you need.

### Legal

Each of you may take single coverage; in this case, your children will not be covered. Or, one of you may take family coverage and cover your spouse and children.

### Employee Life and AD&D

Each of you can enroll for the coverage you need.

### Spouse Life

Each of you may provide Spouse Life insurance for each other. Or, if you wish, one spouse may take coverage and the other spouse could choose “no coverage.”

### Child Life

Each of you may provide Child Life insurance for your eligible children. Of, if you wish, one spouse may take coverage and the other spouse could choose “no coverage.”

### Disability

Each of you may enroll for the coverage you need.

### Peach State Reserves for Eligible Employees

Each of you may contribute up to the maximum for your plans. If both spouses have accounts, you could have a substantial nest egg at retirement. See page 55 for information on eligibility.

# Flexible Benefits Program Calendar

April 1, 2002	All pay-related benefits (life insurance, AD&D, and disability) are based on your Benefit Salary and/or Benefit Age on this date.
April 15 – May 14, 2002	Open Enrollment period; look for your enrollment and benefit materials, and attend training meetings and benefit fairs.
April 17 – June 9, 2002	Confirmation statements prepared, completed, and distributed showing the amount that will be taken from your paycheck beginning in June. Check your Statement carefully to be sure your choices have been recorded correctly. Contact your personnel/payroll office immediately if you discover an error.
May 14, 2002	Your deadline for submitting your Option Statement or completing web enrollment and all required forms. Note: Some agencies have an earlier deadline, so be sure to check with your personnel/payroll office.
June 15, 2002	Your first payroll reductions of the new plan year for your health benefit plan premiums and one-half of your monthly spending account contributions.
June 30, 2002	Your first payroll reductions of the new plan year for premiums for all other Flexible Benefit options and the remaining one-half of your monthly spending account contributions.
July 1, 2002	Coverage effective date for FLEX... provided you are not absent from work on the first scheduled work day in July due to illness or disability; for Health benefits... provided you are at work or on a paid leave of absence on the first scheduled workday in July.
July 14, 2002	Notify your personnel/payroll office if you have not received your SHBP ID card or Notice of HMO Membership Action form by this date.

# Benefit Fairs 2002

**April 12, 2002**  
Friday 9:00 to 3:00  
West Central Ga. Regional Hospital Gymnasium  
3000 Schatulga Road  
Columbus, Ga. 31907

**April 16, 2002**  
Tuesday 9:00 to 11:00  
Chamblee DOT  
5025 New Peachtree Road  
Chamblee, Ga. 30341

**April 17, 2002**  
Wednesday 9:00 to 1:00  
Gwinnett County DFACS  
530 Northdale Road  
Lawrenceville, Ga. 30045

**April 17, 2002**  
Wednesday 9:00 to 1:00  
Cartersville DOT  
500 Joe Frank Harris Pkwy.  
Cartersville, Ga. 30120

**April 18, 2002**  
Thursday 9:00 to 12:00  
North Metro Tech  
5198 Ross Road  
Acworth, Ga. 30101

**April 18, 2002**  
Thursday 4:00 to 6:00  
Hall County School System  
West Hall High School Gymnasium  
5500 McEver Road  
Oakwood, Ga. 30566

**April 19, 2002**  
Friday 10:00 to 2:00  
DeKalb County Health Dept. 445 Winn Way  
Bohan Auditorium  
Decatur, Ga. 30030

**April 19, 2002**  
Friday 9:00 to 3:00  
Clarke County DFACS  
Conference Rooms A & B  
284 North Avenue  
Athens, Ga. 30603

**April 22, 2002**  
Monday 10:00 to 4:00  
DeKalb County DFACS  
178 Sams Street  
Decatur, Ga. 30030

**April 23, 2002**  
Tuesday 8:00 to 12:00  
Ga. Emergency Mgmt. Assoc.  
935 E. Confederate Ave.  
Atlanta, Ga.  
(Located between Boulevard & Moreland. Fair in bldg. Behind large cannon)

**April 23, 2002**  
Tuesday 9:00 to 2:00  
Southwestern State Hospital Gym  
400 South Pintree Blvd.  
Thomasville, Ga. 31799

**April 24, 2002**  
Wednesday 9:00 to 2:00  
Department of Labor Sussex Bldg. 148 International Blvd.  
Atlanta, Ga. 30303

**April 24, 2002**  
Wednesday 9:00 to 3:00  
Savannah Regional Hospital Gym.  
1915 Eisenhower Drive  
Savannah, GA 31406

**April 25, 2002**  
Thursday 9:00 to 3:00  
Gracewood Hospital Gymnasium  
(Peach Orchard Rd.)  
Hwy 25 to Tobacco Road  
Gracewood, Ga. 30812

**April 30, 2002**  
Tuesday 9:30 to 3:00  
Northwest Ga. Reg. Hospital Therapy Center  
1305 Redmond Circle  
Rome, Ga. 30165

**May 1, 2002**  
Wednesday 10:00 to 3:00  
Twin Towers Office Bldg. Third Floor Plaza  
2 Martin Luther King, Jr. Drive  
Atlanta, Ga. 30334

**May 1, 2002**  
Wednesday  
10:00 to 12:00  
1:00 to 3:00  
Warm Springs Rehab. Institute Roosevelt Hall  
Oak Road, P.O. Box 1050  
Warm Springs, Ga. 31830

**May 2, 2002**  
Thursday 9:00 to 3:00  
Atlanta Regional Hospital Gymnasium (The Oasis)  
3073 Panthersville Road  
Decatur, Ga. 30034

**May 3, 2002**  
Friday 8:00 to 1:00  
DOT Gainesville  
Conference Room 2505  
Athens Hwy  
Gainesville, GA 30507

**May 7, 2002**  
Tuesday 9:00 to 1:00  
Bibb County DFACS  
456 Oglethorpe Street  
3rd Floor Training Room  
Macon, Ga. 31201

**May 8, 2002**  
Wednesday 9:00 to 3:00  
Central State Hospital Auditorium  
Broad Street  
Milledgeville, Ga. 31062

**May 9, 2002**  
Thursday 9:00 to 1:00  
Richmond County DFACS  
520 Fenwick Street  
Augusta, Ga. 30901

**May 10, 2002**  
Friday 10:00 to 2:00  
2 P'tree Bldg. Second Flr. Lobby  
2 Peachtree St. NW  
Atlanta, Ga. 30303

**May 13, 2002**  
Monday 8:30 till finished  
Twin Towers Hearing Impaired Presentation  
2 M. L. K., Jr. Drive  
Atlanta, Ga. 30334

*The employee checklist in the back of your Enrollment Booklet is a great way to be sure you followed all the steps necessary for making your choices. It's up to you to understand all the options available and make the choices that best suit your needs.*

# Congratulations to these dedicated state retirees

January 2002					
Name	Years of Service	Department			
Alff, Karl R	34 yrs 00 mths	Ga. Dept. of Transportation	Harper, Myron W	34 yrs 00 mths	Dhr - Dfacs
Allen, Susie W	30 yrs 01 mths	Department of Revenue	Harris, Elmon J	31 yrs 01 mths	CSB-South Georgia
Allison, Franklin W	34 yrs 00 mths	Ga. Dept. of Transportation	Harris, Markey L	28 yrs 04 mths	DHR - Public Health
Anderson, Bernice W	25 yrs 08 mths	Ga. Dept. of Human Resources	Harris, Gary Perry	10 yrs 01 mths	Ga. Dept. of Transportation
Anthony, Edwin	28 yrs 10 mths	Dept. of Juvenile Justice	Hart, Alma Faye	16 yrs 04 mths	Dhr - Dfacs
Armour, Cecil	25 yrs 02 mths	Ga. Dept. of Corrections	Haynes, Thomas B	34 yrs 00 mths	Ga. Dept. of Human Resources
Austell, Reba M	30 yrs 00 mths	Dept. of Juvenile Justice	Hazelton, Harriett S.	23 yrs 01 mths	DHR - Public Health
Bailey, Adam	30 yrs 00 mths	Ga. Dept. of Human Resources	Henderson, Joe Louis	16 yrs 10 mths	CSB-McIntosh Trail
Bailey, Daisy	11 yrs 10 mths	CSB-Douglas County	Hendon, Dorothy L	34 yrs 01 mths	General Assembly of Georgia
Bailey Jr, William H	36 yrs 00 mths	Ga. Dept. of Labor	Hicks, Joe Lewis	15 yrs 06 mths	Ga. Dept. of Transportation
Baxter Margie D.	27 yrs 07 mths	Dhr - Dfacs	Higdon, Thomas A	18 yrs 06 mths	Georgia Building Authority
Beaty, Jean W	22 yrs 00 mths	Dhr - Dfacs	Hill, Nancy H	27 yrs 01 mths	DHR - Public Health
Bellinger, Jean D	19 yrs 03 mths	CSB-South Georgia	Hollingsworth, Samuel	30 yrs 00 mths	Ga. Dept. of Human Resources
Blankenship, William E	27 yrs 03 mths	Ga. Dept. of Human Resources	Holmes, Arthur L	21 yrs 03 mths	Dept. of Juvenile Justice
Bohannon, Ray L	20 yrs 01 mths	Ga. Dept. of Corrections	Hopper, Linda S	30 yrs 04 mths	Dhr - Dfacs
Bowles Jr, Leonard	34 yrs 01 mths	Ga. Dept. of Agriculture	Hudson, Ethel	14 yrs 06 mths	Dhr - Bocop
Bradford, Charles H	14 yrs 02 mths	Superior Courts of Georgia	Hutson, Marilyn J	17 yrs 06 mths	CSB-DeKalb County
Bragg, Helen B	30 yrs 07 mths	DHR - Public Health	Hyames, Douglas E	34 yrs 07 mths	Ga. Dept. of Human Resources
Brantley, Donald G	34 yrs 00 mths	Ga. Dept. of Human Resources	Jackson, Harold W	34 yrs 00 mths	Ga. Dept. of Transportation
Brown, Annie P	34 yrs 00 mths	Ga. Dept. of Human Resources	Johnson, Rosaland F	30 yrs 00 mths	Dept. of Juvenile Justice
Brown, Cora Lee	29 yrs 00 mths	Ga. Dept. of Human Resources	Johnson Jr, Homer Edwin	11 yrs 06 mths	Ga. Dept. of Human Resources
Brown, George M	20 yrs 09 mths	Ga. Dept. of Public Safety	Jones, Edward P	14 yrs 03 mths	Dept. of Juvenile Justice
Butts Jr, Louie	31 yrs 03 mths	Ga. Dept. of Human Resources	Jones-Matthews, Lynn C	34 yrs 01 mths	State Board Pardons & Paroles
Byrd, Gladys Irene M	10 yrs 00 mths	CSB-Peachbelt	Kennedy, Elaine T	13 yrs 04 mths	Ga. Dept. of Corrections
Caldwell, Bobby C	38 yrs 05 mths	Ga. Dept. of Human Resources	Key, Sandra	30 yrs 00 mths	Ga. Dept. of Human Resources
Callaway, Gisela I	15 yrs 01 mths	Ga. Dept. of Transportation	King, William C	21 yrs 06 mths	Dept. of Juvenile Justice
Carr, Jackie L	27 yrs 06 mths	Ga. Dept. of Human Resources	Kinsey-Evans, Shirlee G	28 yrs 07 mths	Dhr - Dfacs
Carrell, James Francis	21 yrs 03 mths	Ga. Dept. of Human Resources	Kitchens, Sophia Pearl	15 yrs 03 mths	Ga. Dept. of Corrections
Caughman, Margaret C	34 yrs 01 mths	Ga. Dept. of Admin. Services	Knapp, Melanie L	13 yrs 04 mths	CSB-Ogeechee
Childs, Ishmael C	25 yrs 01 mths	Ga. Dept. of Education	Knowlton, Mary Ann	30 yrs 01 mths	DHR - Public Health
Clark, Judith S	15 yrs 02 mths	Dhr - Dfacs	Koon, Beverly A	30 yrs 08 mths	Ga. Dept. of Corrections
Clarkson, Janette W	34 yrs 01 mths	Ga. Dept. of Corrections	Kuhns, Ernest L	34 yrs 01 mths	Ga. Dept. of Corrections
Clement, Don R	30 yrs 00 mths	Ga. Dept. of Labor	Ladd, Barry P	30 yrs 05 mths	Ga. Dept. of Corrections
Collins, Larry G	16 yrs 09 mths	Ga. Dept. of Corrections	Lamar, Calvin	26 yrs 07 mths	Ga. Dept. of Human Resources
Colvin, Nadine H	13 yrs 03 mths	Ga. Dept. of Corrections	Lampkin, Eugene	12 yrs 02 mths	Ga. Dept. of Human Resources
Connally, Doris M	13 yrs 07 mths	Ga. Dept. of Public Safety	Lane, Francis D	34 yrs 00 mths	Ga. Dept. of Public Safety
Cooper, Jo Ann	18 yrs 08 mths	DHR - Dfacs	Lester, Doreatha	12 yrs 03 mths	Dept. of Juvenile Justice
Copeland, Tommie	17 yrs 03 mths	Ga. Dept. of Transportation	Lewis Sr, Carlon A	17 yrs 07 mths	Ga. Dept. of Corrections
Crews, John T 32 yrs	04 mths	Ga. Dept. of Transportation	Luten, Horace B	30 yrs 00 mths	CSB-Tidelands
Cribbs, Billie Jo	34 yrs 01 mths	DHR - Dfacs	Lyttle Jr, Joseph F	21 yrs 03 mths	Ga. Dept. of Human Resources
Danforth, William Louis	15 yrs 06 mths	Ga. Dept. of Corrections	Mann, Sandra E	31 yrs 11 mths	Dhr - Dfacs
Dangar, Jesse R	23 yrs 04 mths	DHR - Public Health	Manning, Linda F	34 yrs 02 mths	Dhr - Dfacs
Davis, Mildred M	30 yrs 00 mths	DHR - Public Health	Manning Sr, James Edward	12 yrs 02 mths	CSB-Middle Flint
DeVaney, Simone R	31 yrs 01 mths	Ga. Dept. of Human Resources	May, Morris	32 yrs 05 mths	Ga. Dept. of Human Resources
Dixon, Donald	34 yrs 07 mths	Ga. Dept. of Medical Assistance	McDaniel, Julia C	34 yrs 00 mths	Dhr - Dfacs
Dixon, David	34 yrs 00 mths	Ga. Dept. of Human Resources	McDilda, Kelly Wayne	25 yrs 01 mths	Dept. of Juvenile Justice
Dixon, DeVelma	16 yrs 00 mths	CSB-Tidelands	McDonald, Mary W	32 yrs 06 mths	Ga. Dept. of Human Resources
Dopson, Jane B	16 yrs 03 mths	Ga. Dept. of Corrections	McKinney, Mary E	29 yrs 05 mths	Ga. Dept. of Human Resources
Drafton, Joshua Franklin	16 yrs 01 mths	Dept. of Juvenile Justice	McKinney III, Warren I	34 yrs 05 mths	Ga. Dept. of Human Resources
Duckworth, Sandra S	32 yrs 06 mths	Dhr - Dfacs	McMullen, Mattie M	26 yrs 09 mths	Ga. Dept. of Human Resources
Dukes, James F	34 yrs 08 mths	DHR - Public Health	Meadows, Judy H	29 yrs 10 mths	Ga. Dept. of Human Resources
Duncan, Henry H.	10 yrs 07 mths	Ga. Dept. of Human Resources	Mercer, Glenn M	34 yrs 00 mths	Ga. Dept. of Admin. Services
Duvall, Rachel Y	28 yrs 04 mths	DHR - Public Health	Merritt, Ruby Z	25 yrs 11 mths	Ga. Dept. of Human Resources
Eason, Michael M	34 yrs 00 mths	Ga. Bureau of Investigation	Miller, Hubert Steve	26 yrs 07 mths	Ga. Dept. of Public Safety
Edmiston, Judith Faye	11 yrs 04 mths	Ga. Dept. of Human Resources	Miller, Bruce W	10 yrs 00 mths	Tax Officials
Evans, Richard L	30 yrs 03 mths	Ga. Dept. of Human Resources	Morgan, James Emmett	16 yrs 09 mths	Subsequent Injury Trust Fund
Fillingim, Elizabeth S	26 yrs 06 mths	DHR - Public Health	Morris, David Andrew	34 yrs 03 mths	Ga. Dept. of Public Safety
Fix, John William	10 yrs 00 mths	Ga. Dept. of Labor	Morrow, Donald Wayne	28 yrs 00 mths	Ga. Dept. of Corrections
Fletcher, Minnie G	18 yrs 11 mths	DHR - Public Health	Moss, Margaret	34 yrs 01 mths	Ga. Dept. of Human Resources
Fossett Jr, Frank S	30 yrs 01 mths	CSB-Coosa Valley	Murray, Linda E	34 yrs 00 mths	Ga. Dept. of Human Resources
Fuss, Ann L	20 yrs 01 mths	Ga. Dept. of Corrections	Music Jr, James L	34 yrs 04 mths	Ga. Dept. of Natural Resources
Gibson, Keith Morris	30 yrs 00 mths	Dept. of Juvenile Justice	Myers, Wanda W	20 yrs 03 mths	Ga. Student Fin. Student Finance Com.
Godbee, Travis Vernon	34 yrs 00 mths	Ga. Dept. of Human Resources	Nelson, Richard H	30 yrs 04 mths	Ga. Dept. of Corrections
Guest, Jerry	18 yrs 04 mths	Ga. Dept. of Human Resources	Newsome, Thomas B	15 yrs 01 mths	Ga. Dept. of Human Resources
Gupton, Janet P 2	8 yrs 06 mths	DHR - Public Health	Nutt, Charles L	34 yrs 00 mths	Ga. Dept. of Public Safety
Gwertzman, Barry J	21 yrs 02 mths	Ga. Dept. of Human Resources	Nutting, Beth D	25 yrs 04 mths	CSB-GA Highlands
Hagen Sr, Richard W	12 yrs 05 mths	Ga. Dept. of Corrections	Passmore, Dianne A	25 yrs 10 mths	Department of Revenue
Hall, Kathryn P	25 yrs 03 mths	DHR - Public Health	Payne, Permelia P	26 yrs 03 mths	DHR - Public Health
Hames, Stanley A	34 yrs 00 mths	Ga. Dept. of Transportation	Pierce, Mamie W	25 yrs 00 mths	Dhr - Dfacs
Hammon, Verna M	28 yrs 00 mths	DHR - Public Health	Price, Mary A	23 yrs 09 mths	Dhr - Dfacs
Haney, Zelma M	11 yrs 07 mths	DHR - Public Health	Prine, R Christopher	30 yrs 05 mths	Ga. Dept. of Public Safety
Harley, Royann H	30 yrs 08 mths	Ga. Dept. of Human Resources	Pullen, Barbara I	19 yrs 05 mths	Ga. Dept. of Human Resources
			Pulliam, Bevia H	34 yrs 02 mths	Ga. Dept. of Human Resources
			Raines, Faye D	31 yrs 05 mths	GA Federal-State Inspection
			Redding, Karen C	25 yrs 01 mths	DHR - Public Health

# Congratulations to these dedicated state retirees

Reed, Patricia J	27 yrs 00 mths	CSB-Chatt-Flint	Canady, Jessie M.	27 yrs 10 mths	CSB-Middle Flint
Reid, Glenda Diane	26 yrs 01 mths	Ga. Dept. of Public Safety	Cannon, Joseph	15 yrs 02 mths	Ga. Dept. of Transportation
Rhodes, William Morris	15 yrs 09 mths	Ga. Dept. of Corrections	Carson, Joyce F.	21 yrs 05 mths	Ga. Dept. of Human Resources
Robertson, Dona B	30 yrs 01 mths	Ga. Bureau of Investigation	Carter, Wade Samuel	19 yrs 02 mths	Ga. Dept. of Public Safety
Robinson, Judith J	22 yrs 02 mths	DHR - Public Health	Cheek, Valerie C.	34 yrs 00 mths	Ga. Dept. of Admin. Services
Rose, Hazel B	26 yrs 03 mths	Ga. Dept. of Human Resources	Childs, Mack O.	31 yrs 06 mths	Ga. Dept. of Public Safety
Ryans, Lueella	30 yrs 00 mths	Ga. Dept. of Human Resources	Clark, Mickey G.	26 yrs 02 mths	Ga. Dept. of Transportation
Sanders, Joyce J.	10 yrs 00 mths	CSB-Gwinnett/Rockdale/Newton	Clower, Syble Worthan	20 yrs 01 mths	DHR - Public Health
Sharp, John H	14 yrs 03 mths	Ga. Dept. of Transportation	Cone, Barbara Jean	16 yrs 08 mths	CSB-DeKalb County
Sharpe, Linda W	21 yrs 00 mths	Ga. Dept. of Corrections	Connell, Nancy L.	30 yrs 06 mths	CSB-DeKalb County
Shaw, Betty E	22 yrs 00 mths	DHR - Public Health	Coombs, Grace E.	22 yrs 01 mths	Office of Planning and Budget
Sheffield, David H	34 yrs 01 mths	GA Federal-State Inspection Se	Cross, Lawrence Candler	20 yrs 05 mths	Ga. Dept. of Corrections
Shirey, Diane P	34 yrs 00 mths	Ga. Dept. of Veterans Service	Crowley, Sarah M.	11 yrs 00 mths	Tax Officials
Shuman Jr, Robert E	34 yrs 00 mths	Ga. Dept. of Transportation	Daniel, Marjorie P.	21 yrs 05 mths	Ga. Dept. of Human Resources
Smith, Jessie D	34 yrs 02 mths	Dept. of Juvenile Justice	Daughtrey, Monnie R.	30 yrs 00 mths	Ga. Dept. of Human Resources
Smith, Janice S	25 yrs 00 mths	DHR - Public Health	Davis, David	24 yrs 00 mths	Ga. Dept. of Corrections
Smith, Eugene B	24 yrs 06 mths	Ga. Dept. of Admin. Services	Deal, Judy Ann	34 yrs 00 mths	State Board Pardons & Paroles
Smith, Ellen M	20 yrs 10 mths	Ga. Dept. of Human Resources	Defoor, Judy Lynn	25 yrs 11 mths	Ga. Dept. of Public Safety
Smith, Eddie L	20 yrs 02 mths	Ga. Dept. of Public Safety	Dobbs, Alex L.	34 yrs 01 mths	Ga. Dept. of Transportation
Sotomayor, Peggy Jean	15 yrs 03 mths	CSB-Pineland Area MH, MR, & SA	Dobson, Michael Noel	27 yrs 07 mths	Ga. Dept. of Public Safety
Spires, Anthony	32 yrs 02 mths	Ga. Dept. of Transportation	Donley, Sue O.	17 yrs 03 mths	DHR - Public Health
Stalling, James Howard	27 yrs 09 mths	Ga. Dept. of Public Safety	Eichenlaub, Christine Taylor	22 yrs 06 mths	Ga. Dept. of Human Resources
Steed, James A	34 yrs 00 mths	GA. Industry, Trade & Tourism	Foster, Janet L.	16 yrs 04 mths	Ga. Dept. of Corrections
Stewart, John Edward	15 yrs 06 mths	Ga. Dept. of Transportation	Fowler Jr., Jesse	34 yrs 00 mths	Ga. Dept. of Transportation
Strickland, Thomas C	34 yrs 00 mths	Ga. Dept. of Transportation	Friend, Henry P.	15 yrs 07 mths	Ga. Dept. of Corrections
Taggart, James W	34 yrs 03 mths	Ga. Dept. of Labor	Galbreath, Betty M.	28 yrs 10 mths	Ga. Dept. of Public Safety
Tatum Jr, William Edward	34 yrs 00 mths	Ga. Dept. of Public Safety	Gardner, Robert S.	18 yrs 07 mths	Georgia Building Authority
Taylor, Eileen V	16 yrs 11 mths	State Board Pardons & Paroles	Gilbert, Deborah M.	32 yrs 03 mths	Ga. Dept. of Natural Resources
Taylor, Verna Lee	12 yrs 11 mths	DHR - Public Health	Gordon-Schell, Felicia Ann	16 yrs 11 mths	Ga. Dept. of Public Safety
Thomas, Esther M	23 yrs 05 mths	Dept. of Juvenile Justice	Grant, Richard P.	14 yrs 01 mths	Ga. Dept. of Corrections
Thomas, Sara W	20 yrs 06 mths	Dhr - Dfacs	Gray, Minnie V.	34 yrs 00 mths	Ga. Dept. of Human Resources
Thomas, Willie Anna	20 yrs 03 mths	Department of Revenue	Gray, William D.	25 yrs 01 mths	Ga Dept of Motor Veh. Safety
Thompson, Elaine M	34 yrs 00 mths	Dhr - Dfacs	Green Jr., Jimmie D.	31 yrs 02 mths	Dept. of Juvenile Justice
Toombs, Shirley Mae	25 yrs 10 mths	Ga. Dept. of Human Resources	Gregory, Frances E.	18 yrs 10 mths	Ga. Dept. of Human Resources
Trammell, Rose Marie	22 yrs 08 mths	DHR - Dfacs	Gulley, Sue Janette	15 yrs 11 mths	Dhr - Dfacs
Vaughn, James H	26 yrs 08 mths	Dept. of Juvenile Justice	Hailey, Frederick N.	34 yrs 00 mths	Ga. Dept. of Public Safety
Vonderheide, Mildred R	14 yrs 06 mths	CSB-Gwinnett/Rockdale/Newton	Hall II, Orien O.	26 yrs 04 mths	Dept. of Technical & Adult Ed.
Walker, John E	34 yrs 01 mths	Ga. Dept. of Transportation	Hammock, Gail D.	30 yrs 08 mths	Ga. Dept. of Corrections
Walker, Emory	28 yrs 02 mths	Ga. Dept. of Public Safety	Harper-Fort, Annie I.	30 yrs 01 mths	Ga. Dept. of Admin. Services
Walker, Ruth C	11 yrs 04 mths	Tax Officials	Harris, Mabel S.	29 yrs 03 mths	Ga. Dept. of Human Resources
Watson, Robert Nathan	14 yrs 09 mths	Ga. Dept. of Corrections	Hartry Jr., Freddie L.	19 yrs 07 mths	Ga. Dept. of Corrections
Weathers, h C	11 yrs 04 mths	Tax Officials	Haynie, Lillie R.	29 yrs 07 mths	Ga. Dept. of Labor
Watson, Robert Nathan	14 yrs 09 mths	Ga. Dept. of Corrections	Hill, Larry Eugene	21 yrs 03 mths	Ga. Dept. of Corrections
Weathers, Kaye W	29 yrs 00 mths	CSB-Ogeechee	Holbert, Sylvia D.	10 yrs 11 mths	CSB-GA Highlands
Whelchel, Ted W	10 yrs 08 mths	Office of Comm. of Insurance	Holcomb, Cheryl M.	27 yrs 03 mths	Ga. Dept. of Corrections
White, Anna E	28 yrs 03 mths	DHR - Public Health	Huewitt, James	30 yrs 00 mths	CSB-South Georgia
Wilcox, Ricky Lynn	22 yrs 10 mths	Ga. Dept. of Public Safety	Huling, Joseph W.	32 yrs 00 mths	Dhr - Dfacs
Williams, Delois	34 yrs 00 mths	Ga. Dept. of Human Resources	Huneke, Charles H.	30 yrs 00 mths	Ga. Public Telecom. Commission
Williams, Linda Anderson	34 yrs 00 mths	Ga. Dept. of Human Resources	Hutchinson, Zane G.	34 yrs 00 mths	Ga. Dept. of Transportation
Williams, Erlene M	34 yrs 00 mths	DHR - Public Health	Irvin, Leon C.	34 yrs 00 mths	GA Federal-State Inspection
Williams, Louvenia	29 yrs 07 mths	CSB-South Georgia	Jewell, Jennie	10 yrs 04 mths	Dhr - Dfacs
Williams, James C	22 yrs 03 mths	Ga. Dept. of Corrections	Johnson, Frances F.	10 yrs 11 mths	Ga. Dept. of Labor
Willis, William Allan	25 yrs 03 mths	Ga. Dept. of Human Resources	Kennedy, William D.	34 yrs 00 mths	Ga. Dept. of Natural Resources
Wilson, Patricia D	17 yrs 07 mths	Ga. Dept. of Human Resources	Lancaster Jr., Kenneth D.	34 yrs 00 mths	Ga. Dept. of Transportation
Wilson, William H	15 yrs 05 mths	Ga. Dept. of Corrections	Lasseter, Reuben W.	34 yrs 00 mths	Ga. Dept. of Human Resources
Wrenn, James H.	29 yrs 02 mths	Ga. Dept. of Corrections	Major, Jacqueline	18 yrs 11 mths	Ga. Dept. of Transportation
Wright, Dorothy B	14 yrs 09 mths	Ga. Dept. of Human Resources	Mann, Sylvia C.	29 yrs 01 mths	Ga. Dept. of Medical Assistance

## February 2002

Name	Years of Service	Department
Abrams, Thomas N.	23 yrs 07 mths	Ga. Dept. of Human Resources
Alday, Donnie F.	34 yrs 00 mths	Ga. Dept. of Transportation
Alexander, Christine	16 yrs 05 mths	Ga. Dept. of Human Resources
Anderson, Martha M.	25 yrs 01 mths	DHR - Public Health
Ashley, Patrice O.	31 yrs 01 mths	Dhr - Dfacs
Barnes, Linda B.	34 yrs 03 mths	Ga. Dept. of Human Resources
Bates, Edric Stephen	27 yrs 03 mths	State Board Pardons & Paroles
Beckom, Delois D.	34 yrs 00 mths	Ga. Dept. of Human Resources
Blackmon, Bobby L.	34 yrs 00 mths	Ga. Dept. of Transportation
Bodner, Judith H.	20 yrs 04 mths	Ga. Dept. of Human Resources
Brackett, Rachel B.	32 yrs 04 mths	Dhr - Dfacs
Brown, Donald E.	34 yrs 01 mths	Ga. Dept. of Transportation
Bryant Jr., Charles	23 yrs 00 mths	Ga. Dept. of Transportation
Buckley, John T.	27 yrs 03 mths	Dhr - Dfacs
Campbell, Johnnie T.	34 yrs 01 mths	Ga. Dept. of Agriculture

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# Congratulations to these dedicated state retirees

Owens, Willard	15 yrs 06 mths	Ga. Dept. of Corrections	Cowart, Gary E	31 yrs 01 mths	Ga. Dept. of Transportation
Parker, Shelly W.	34 yrs 00 mths	Ga. Dept. of Public Safety	Crocitto, Janet E	30 yrs 10 mths	State Board of Workers' Comp
Peacock, Helen	34 yrs 00 mths	CSB-Central GA	Douglass, Merrian E	12 yrs 11 mths	Columbus Tech Institute
Peterson, Charles E.	34 yrs 00 mths	Ga. Dept. of Transportation	Duffell, Victoria S	34 yrs 01 mths	Dhr - Dfacs
Phelps, Christine R.	27 yrs 11 mths	Ga. Dept. of Labor	Durham, Linda K	27 yrs 07 mths	Ga. Dept. of Human Resources
Power, George M.	34 yrs 00 mths	Ga. Dept. of Human Resources	Dutton, Kenneth R	34 yrs 01 mths	Ga. Dept. of Transportation
Rains, George E.	31 yrs 02 mths	Ga. Dept. of Human Resources	Dyer, Rosemary Alice	34 yrs 03 mths	Regents Central Office
Reed, Jo Carolyn	21 yrs 03 mths	CSB-Satilla	Edwards, Pauline L	22 yrs 09 mths	Ga. Dept. of Education
Roberson, Edward	13 yrs 05 mths	Dept. of Juvenile Justice	Edwards, Patricia A	14 yrs 08 mths	Dhr - Dfacs
Saleem, Cheryl	34 yrs 00 mths	Ga. Dept. of Labor	Enix, Alice W	13 yrs 04 mths	Ga. Dept. of Human Resources
Sanders, Howard L.	29 yrs 02 mths	Ga. Dept. of Transportation	Few, Joyce Brooks	17 yrs 08 mths	Dhr - Dfacs
Scoggins, Annette E.	23 yrs 01 mths	Ga. Dept. of Human Resources	Fincher, James S	30 yrs 00 mths	Ga. Dept. of Transportation
Scott, Leon Alexander	26 yrs 01 mths	Ga. Dept. of Human Resources	Flowers, James Henry	27 yrs 05 mths	Ga. Dept. of Corrections
Shiflett, Kathlene F.	27 yrs 08 mths	Ga. Dept. of Labor	Frazier, Maxine B	23 yrs 08 mths	Ga. Dept. of Corrections
Sieck, Jesse E.	24 yrs 05 mths	Ga. Dept. of Corrections	Freeman, Betty G	34 yrs 00 mths	Ga. Dept. of Human Resources
Simmons, Leondraus	18 yrs 09 mths	Ga. Dept. of Corrections	Froseth, Donald Eugene	34 yrs 00 mths	Ga. Dept. of Transportation
Smalls, Wessie Lee	14 yrs 01 mths	Dhr - Dfacs	Fuller, Carey L	35 yrs 00 mths	DHR - Public Health
Smith Jr., William S.	34 yrs 00 mths	Ga. Dept. of Public Safety	Garrett, Gilchrist N	34 yrs 00 mths	Ga. Dept. of Corrections
Solomon, Bettye H.	13 yrs 08 mths	CSB-Middle Flint	Gerson, Robert Walthall	15 yrs 01 mths	State Board of Workers' Comp
Standridge, Edward M.	18 yrs 03 mths	Georgia Building Authority	Ginn, Gale V	27 yrs 03 mths	Ga. Dept. of Human Resources
Stephens, Bobby Ray	31 yrs 04 mths	Ga. Bureau of Investigation	Greene, Walter F	34 yrs 00 mths	Ga. Dept. of Transportation
Stewart, Bernice E.	27 yrs 03 mths	Ga. Dept. of Human Resources	Griffin, Margaret G	20 yrs 01 mths	Dhr - Dfacs
Thomas, Gladys H.	34 yrs 07 mths	Department of Revenue	Gwynn Jr, William C	34 yrs 00 mths	Ga. Dept. of Human Resources
Thomas, Jerry R.	34 yrs 00 mths	Ga. Dept. of Natural Resources	Hall, Annette B	27 yrs 08 mths	Ga. Dept. of Human Resources
Thompson, Phyllis S.	32 yrs 06 mths	CSB - E. Central Georgia	Hancock, Jean Y	13 yrs 07 mths	CSB-Satilla
Thrower, Margaret T.	23 yrs 04 mths	DHR - Public Health	Haralson, Walter E	22 yrs 01 mths	Georgia Building Authority
Todd Jr., Talmadge L.	33 yrs 09 mths	Ga. Dept. of Corrections	Harper, Elma M	16 yrs 02 mths	Ga. Dept. of Corrections
Todd, Kathleen W.	28 yrs 04 mths	Ga. Dept. of Corrections	Harris, Donald W	29 yrs 04 mths	Ga. Dept. of Human Resources
Trull, Ricky D.	19 yrs 11 mths	Ga. Dept. of Corrections	Hester, Joann B	11 yrs 06 mths	Athens Tech Institute
Waddell, Donald Brice	13 yrs 08 mths	Ga. Dept. of Human Resources	Hill, John W	29 yrs 00 mths	Ga. Dept. of Natural Resources
Walker, Nadine C.	26 yrs 00 mths	Dhr - Dfacs	Hilliard, Joe	20 yrs 02 mths	Dept. of Juvenile Justice
Walker, Ronald	14 yrs 00 mths	Dhr - Dfacs	Holinshead, Patricia E	34 yrs 00 mths	CSB-Cobb County
Weaver, Terry F.	32 yrs 06 mths	Ga. Dept. of Public Safety	Johnson, William T	34 yrs 00 mths	Ga. Dept. of Transportation
Weeks, Laverne H.	13 yrs 07 mths	Ga. Dept. of Public Safety	Jones, Edna F	27 yrs 00 mths	CSB-Ogeechee
White, Howard Jennings	34 yrs 00 mths	Ga. Bureau of Investigation	Jones, Richard R	22 yrs 10 mths	Ga. Dept. of Medical Assistance
Whitworth, Beverly J.	24 yrs 10 mths	Tax Officials	Kennerly, James A	34 yrs 00 mths	Ga. Dept. of Transportation
Wilkerson, George	12 yrs 10 mths	Ga. Dept. of Agriculture	Kent, Catherine W	26 yrs 11 mths	Ga. Dept. of Human Resources
Williams-Kirby, Betty	26 yrs 06 mths	Ga. Dept. of Human Resources	Lamb Sr, Jack G	34 yrs 00 mths	Ga. Dept. of Human Resources
Willis, Carl Lee	25 yrs 01 mths	Ga. Dept. of Human Resources	Law, Pamela Ann D.	31 yrs 05 mths	Superior Courts of Georgia
Woody, Charles E.	15 yrs 08 mths	Ga. Dept. of Corrections	Lazenby, Connie C	34 yrs 00 mths	Ga. Dept. of Transportation
Wright, Hilliard	31 yrs 08 mths	Ga. Dept. of Transportation	Lee, Scarlett B	17 yrs 04 mths	Ga. Dept. of Corrections
Wright, James Phillip	19 yrs 09 mths	CSB-DeKalb County	Light, Martha	34 yrs 00 mths	Ga. Dept. of Corrections
			Lyons, Magnolia H	14 yrs 03 mths	Ga. Dept. of Human Resources
			Martin, Marvin J	31 yrs 04 mths	Georgia Forestry Commission
			McCann Sr, Claude	34 yrs 01 mths	Ga. Dept. of Corrections
			McCrea, Clarence Michael	30 yrs 00 mths	Dept. of Juvenile Justice
			McEver, Vera E	34 yrs 01 mths	Ga. Dept. of Transportation
			McGinniss, Michael D	21 yrs 06 mths	Ga. Bureau of Investigation
			McRitchie, Katherine M	23 yrs 00 mths	Ga. Dept. of Human Resources
			Mohammad, Lettie C	11 yrs 07 mths	CSB-Gwinnett/Rockdale/Newton
			Moss, Brenda Ann	17 yrs 02 mths	CSB-Chat-Flint
			Mulkey, Randall L	34 yrs 00 mths	Ga. Dept. of Transportation
			Munn, Joyce B	11 yrs 10 mths	CSB-Middle Flint
			Nelms, Hazel A	34 yrs 00 mths	Dhr - Dfacs
			Neumann, Jack E	17 yrs 06 mths	Ga. Dept. of Corrections
			Odum, Rebecca Lee	34 yrs 01 mths	Ga. Dept. of Human Resources
			Oneal, Helen Hill	31 yrs 00 mths	Ga. Dept. of Human Resources
			Page, John M	34 yrs 00 mths	GA Federal-State Inspection Se
			Parks, Freddie	34 yrs 00 mths	Ga. Dept. of Corrections
			Parrott, James V	34 yrs 01 mths	Ga. Dept. of Transportation
			Perdue, Thomas Joey	34 yrs 00 mths	Ga. Dept. of Corrections
			Peredney, Christine Booth	30 yrs 02 mths	Dhr - Dfacs
			Poole Sr, Tommie	28 yrs 01 mths	Ga. Dept. of Public Safety
			Powell, Larry T	19 yrs 05 mths	Ga. Dept. of Corrections
			Procopio, Alice J	21 yrs 07 mths	Tax Officials
			Purcell, Eve S	34 yrs 01 mths	Ga. Dept. of Human Resources
			Purcell, Doris W	16 yrs 06 mths	Ga. Dept. of Corrections
			Rayford, Clearence	19 yrs 10 mths	Dept. of Juvenile Justice
			Reese, Sharon M	29 yrs 07 mths	Dhr - Dfacs
			Richardson, Linda C	30 yrs 00 mths	Dhr - Dfacs
			Saxton, Cynthia N	29 yrs 00 mths	Dhr - Dfacs
			Scott, Larry Eugene	34 yrs 00 mths	Ga. Dept. of Public Safety
			Scott, Raymond L	15 yrs 02 mths	Ga. Dept. of Human Resources
			Seedorf Jr, Henry Franz	34 yrs 11 mths	Ga. Dept. of Human Resources
			Sheffield, Mary E	30 yrs 00 mths	State Courts
			Slaughter, Beverly B	29 yrs 00 mths	Dhr - Bocop

## March 2002

Name	Years	Department
Abbott, Donna J	25 yrs 00 mths	Department of Revenue
Allen, Carolyn W	34 yrs 01 mths	Dhr - Dfacs
Baker, Rose K	32 yrs 06 mths	Ga. Dept. of Admin. Services
Baker, Charles Alfred	23 yrs 02 mths	Ga. Public Telecom. Commissio
Baker, Jimmie R	11 yrs 01 mths	Ga. Dept. of Corrections
Barnes, Willie L	24 yrs 11 mths	Georgia Building Authority
Barrett Jr, Aubrey J	25 yrs 10 mths	Ga. Dept. of Human Resources
Bass, Alice M	32 yrs 02 mths	State Board Pardons & Paroles
Bell, Carlene R	30 yrs 00 mths	Ga. Dept. of Human Resources
Bennett, Calvin A	32 yrs 05 mths	Ga. Dept. of Public Safety
Besson, Marvin D	20 yrs 05 mths	Ga. Dept. of Corrections
Blalock, Ann S	26 yrs 00 mths	Ga. Dept. of Human Resources
Bowen, Helen B	34 yrs 00 mths	Ga. Dept. of Human Resources
Brewer, Delma C	19 yrs 11 mths	Ga. Dept. of Human Resources
Bridges, Steven D	30 yrs 04 mths	GA Dept of Banking & Finance
Bridges, Loretta	8 yrs 01 mths	Ga. Dept. of Human Resources
Broadaway, Kathy L	34 yrs 00 mths	Ga. Dept. of Human Resources
Brock, Marian A	28 yrs 02 mths	Dept. of Juvenile Justice
Brunck, Marilyn Ruth	15 yrs 08 mths	Ga. Dept. of Human Resources
Bullard, Marsha W	34 yrs 00 mths	Dhr - Dfacs
Bundschu, John K	25 yrs 06 mths	Ga. Dept. of Human Resources
Caldwell, Broughton A	34 yrs 00 mths	Ga. Dept. of Natural Resources
Caldwell, Ruby W	33 yrs 04 mths	Ga. Dept. of Human Resources
Caldwell, Marlon G	27 yrs 08 mths	Dept. of Juvenile Justice
Campbell, Carolyn C	23 yrs 03 mths	Ga. Dept. of Human Resources
Chambers Jr, Bentley J	34 yrs 00 mths	Ga. Dept. of Transportation
Chavous, Cloria J.	23 yrs 08 mths	Ga. Dept. of Human Resources
Clarke, John H	20 yrs 03 mths	Ga. Dept. of Corrections
Collins, Barbara H	34 yrs 00 mths	Ga. Dept. of Human Resources
Collins, Johnny R	17 yrs 06 mths	Ga. Dept. of Corrections
Collins Jr, William	24 yrs 02 mths	Ga. Dept. of Public Safety

## State Retirees

Continued

March 2002		
Name	Years	Department
Smith, Martha F	30 yrs 01 mths	DHR - Public Health
Smith, Gene S	25 yrs 08 mths	Ga. Dept. of Human Resources
Smith, Joanne M	22 yrs 07 mths	Dhr - Dfacs
Snell, Brannon J	27 yrs 08 mths	Ga Dept of Motor Veh. Safety
Spell, Wadis D	32 yrs 00 mths	Ga. Dept. of Agriculture
Stowe, Shirley B	17 yrs 00 mths	Ga. Dept. of Public Safety
Swaney, Charlotte P	12 yrs 01 mths	Ga. Dept. of Corrections
Tanner, Jerry	28 yrs 01 mths	Ga. Dept. of Human Resources
Tanner, Bobby Gene	18 yrs 08 mths	Ga. Dept. of Corrections
Tatro, Craig A	22 yrs 00 mths	Ga. Dept. of Corrections
Taylor, Gracie	29 yrs 03 mths	Ga. Dept. of Human Resources
Thigpen, Wendell W	31 yrs 05 mths	Ga. Dept. of Transportation
Tiller, Augustus	21 yrs 08 mths	Ga. Dept. of Corrections
Tillis Jr, John S	15 yrs 05 mths	Ga. Dept. of Labor
Tucker, Jessie M	25 yrs 07 mths	Ga. Dept. of Human Resources
Tucker, Leon W	23 yrs 03 mths	Ga. Dept. of Natural Resources
Tye, Charles Kimsey	34 yrs 00 mths	Ga. Dept. of Natural Resources
Usic, William L	12 yrs 10 mths	Ga. Dept. of Corrections
Van Ness, Wilfred John	13 yrs 03 mths	Dhr - Dfacs
Wagers, Bland D	23 yrs 02 mths	Ga. Dept. of Corrections
Wallace Jr, John B	34 yrs 01 mths	Ga. Dept. of Labor
Warren, Bobby L	29 yrs 03 mths	Ga. Dept. of Human Resources
Webb, Tommy	27 yrs 08 mths	Georgia Forestry Commission
Wells, Virggle	30 yrs 00 mths	Ga. Dept. of Human Resources
Werling, Nancy A	27 yrs 07 mths	Ga. Dept. of Agriculture
West, William H	29 yrs 11 mths	Dept. of Juvenile Justice
Wheeler, Glenn Owen	24 yrs 08 mths	Georgia Forestry Commission
Williams, Helen S.	30 yrs 05 mths	Ga. Dept. of Human Resources
Williams, Patricia A	30 yrs 03 mths	Ga. Dept. of Human Resources
Williamson, Linda S	29 yrs 04 mths	General Assembly of Georgia
Wood, James L	25 yrs 00 mths	Ga. Dept. of Human Resources
Woodall, Martha P	29 yrs 00 mths	Ga. Dept. of Human Resources
Wright, Georgette T	37 yrs 04 mths	DHR - Public Health
Wynds, Andrew G	25 yrs 11 mths	Dept. of Juvenile Justice
Youmans Jr, Howard L	31 yrs 03 mths	Ga. Dept. of Public Safety

## Record success for 2001 Charitable Contributions

The 2001-02 State Charitable Contributions Program (SCCP) celebrated raising \$2.8 million dollars, the largest total dollars raised in the 20-year history of the SCCP program, February 20 at the annual awards luncheon. Lt. Governor Mark Taylor, Honorary Campaign Chair, commended state employees for their record-breaking giving during a struggling recession and the 9/11 tragedies. This year's general campaign chair, Dr. Kenneth H. Breeden, Georgia Department of Technical and Adult Education Commissioner, also praised state employees for their record donations. Taylor, Breeden and Georgia Merit System Commissioner, Marjorie H. Young presented SCCP awards to winners of state entities, colleges and universities.

### Governor's Awards were presented to the following recipients:

**Largest Increase in Total Dollars Raised** - University of Georgia and the Department of Technical and Adult Education

### Highest Percentage of Participation - Atlanta

Metropolitan College and the Georgia Commission on Equal Opportunity

**Highest Increase in Percent of Participation - Atlanta**  
Metropolitan College and Employees Retirement System

### Commissioner's Awards were presented to runners up to the Governor's Cup:

**1-100 employees**  
Skidaway Institute of Oceanography  
Office of School Readiness

**101 to 500 employees**  
Department of Banking and Finance  
Department of Community Affairs  
GA Public Telecommunications Commission  
Armstrong Atlantic State University  
Macon State College  
Teachers Retirement System

**501 to 1000 employees**  
Georgia World Congress Center Authority  
Georgia Technology Authority

**1001 to 9000 employees**  
Georgia State University  
Department of Revenue  
Department of Labor

**9001 and up employees**  
Department of Human Resources

## Public Employee Recognition

continued from page 3

## 2002 Statewide Nominations

**Innovations**

Chuck Gregory  
Georgia Dept. of Natural Resources  
Allison Hodge  
Department of Public Safety  
Dr. Gary Milton  
Dept. of Human Resources  
Jerry Lewis  
Georgia World Congress Center  
Joan Simmons  
Secretary of State

**Safety**

165th Airlift Wing Fire Department  
Department of Defense  
Ed Yawn  
Department of Transportation  
Patricia McDonald  
Department of Labor  
Eleanor Brown  
Department of Corrections  
Louis Niper  
Georgia Building Authority  
Rufus Brown  
Department of Community Health  
TFC William Sullivan  
Department of Public Safety

**Heroism**

Covington Child Support Enforcement Office  
Department of Human Resources  
Randall Burris  
Department of Labor  
Steve Kyles and John Evans  
Department of Natural Resources  
Sergeant Terry Calhoun  
Department of Corrections  
Donna Garnto  
Department of Motor Vehicle Safety  
Tinsley Bailey  
Georgia Building Authority

**Team**

Workforce Planning Strategy Group  
Georgia Merit System  
Enforcement Field Support and Technical Infrastructure  
Department of Motor Vehicle Safety  
GDC Employment Services  
Department of Corrections  
Planning and Programming Section  
Construction & Facilities Management Office  
Department of Defense  
Team One, Team Two, and Team Three  
Office of State Administrative Hearings  
Food Safety Team  
Department of Agriculture  
Weekend for Wildlife Committee  
Department of Natural Resource  
Specialized Collision Reconstruction Team 5  
Department of Public Safety  
Mary Rivers  
Georgia Building Authority  
Cobb-Cherokee Career Center  
Department of Labor  
Georgia Early Learning Initiative (GELI) CAPS  
Department of Human Resources  
Centennial Olympic Park Administrative Staff  
Georgia World Congress Center  
Montgomery Wheeler Products and Services  
Community Service Board of Middle Georgia  
SOS Fiscal Team  
Secretary of State  
Strategic Planning and Evaluation Team  
Criminal Justice Coordinating Council

**Leadership**

Amanda Holman  
Jekyll Island Authority  
Susan Golden  
Office of Secretary of State  
Jim Bourne  
Satilla Community Services  
Robin Meyer  
Department of Community Affairs  
Julia Miller  
Georgia Environmental Facility Authority  
William Burgamy  
Department of Juvenile Justice  
Derrick Schofield  
Department of Corrections  
Frank Williams  
Department of Defense  
Virginia Stuckey McLendon  
Department of Agriculture  
Alexander Bullock  
Georgia Building Authority  
Dr. Philip Nowicki  
Georgia Public Service Commission  
Jeffrey Lane  
Department of Community Health

Captain Al Wilson, III  
Department of Public Safety  
Colonel Ron Bailey  
Department of Natural Resources  
Billy Nicholson, Jr.  
Department of Human Resources  
Cynthia Lemons  
Community Service Board of Middle Georgia  
Danny Elijah  
Georgia State Financing and Investment Commission  
Marta Rosen  
Department of Transportation  
Kathryn Jeffers  
Laurens Co. Health Department  
Phyllis Shook  
Georgia Mountain Community Service

**Customer Service**

Danny Farmer  
Jekyll Island Convention Center  
Sidney Johnson  
Department of Insurance Commission  
Tracie Scott  
Department of Motor Vehicle Safety  
Denise Fedrick  
State Board of Workers' Compensation  
Dr. Angel Mendoza  
Cobb/Douglas Board of Health  
Linda Sullivan  
Office of Secretary of State of Georgia  
Rachael Young  
Governor's Office/Constituent Services  
Evelyn Tawzer  
Georgia Agrirama Development Authority  
John Williams  
Georgia Building Authority  
Robert Thompson  
Department of Labor  
Margaret Dawe  
Department of Human Resources  
Peggy Fochler  
Cobb/Douglas Board of Health  
Josiah Hibbitts  
Department of Transportation  
Amy Elam  
Department of Natural Resources  
Susan Edmondson  
Department of Public Safety  
Patricia Welcome  
Georgia Public Service Commission  
Shirley King  
Department of Agriculture  
Lynne Coughlin  
Department of Community Health  
Kathy Robinson  
Department of Defense  
Team of Probation Officers  
Department of Corrections

**Community Services**

Region I Officers & Trainees  
Department of Motor Vehicle Safety  
Carol Norman  
Department of Corrections  
Altamese Finch  
Department of Defense  
Brenda James-Griffin  
Department of Agriculture  
Perry Stewart  
Georgia Building Authority  
Gale Belton  
Department of Public Safety  
Kappitola Williams  
Department of Natural Resources  
Marvin Colbert  
Department of Community Affairs  
Andy Merl  
Governor's Office of the Consumer's Insurance Advocate  
Phyllis Elbert  
Governor's Office of Highway Safety  
Mary Howard  
Community Service Board of Middle Georgia  
Brian Hill  
Georgia World Congress Center  
Debra Purnell  
Department of Juvenile Justice  
Judy Clark  
Department of Human Resources

**Faithful Service-40 years of Service**

Gwendolyn L. Brown  
Department of Human Resources  
Larry K. Craig  
Department of Human Resources  
Frank M. Ogletree  
Office of the Insurance Commissioner

## DOC Probation Officers find enjoyment, balance as volunteers

Two Department of Corrections (DOC) Probation Officers, Patrick Cole and Larry Wooten, share their love for children and their passion for reading by serving as volunteers at the Children's Place Chandler Hospital.

Cole, who balances his family life, a 40 plus hour workweek with up to 250 probationers and at least 30 weekly required visits, ran across a local ad seeking college students to volunteer to read to young patients at the hospital. Motivated by his own childhood experiences, in and out of hospi-

there and do it."

Cole shared information about the reading program with friend and fellow officer Wooten. The duo, known around the office as Crockett and Tubbs from Miami Vice, started at the Savannah location around the same time and has since developed a close friendship. Wooten says he thought the program was cool and asked Cole for the number to get involved.

"I had done something similar in college," Wooten says. "I use to just visit the hospitals. But to actually spend time with children, reading and playing games, is really enjoyable.

Volunteers get a list from the hospital for patients between the ages of three to 17 - patients who can talk. After finding a patient's room, they knock and ask if anyone

would like a story or a game. The older children like games or just someone to talk with them. Sometimes, about sports or other adventurous activities. Wooten adds that it is important to be sincere. "You have to be real," he says. "Otherwise they can see right through you."

"I think that in today's day and age, people are concerned about what they can do to benefit themselves, but by volunteering and doing things in the community, it is rewarding for self as well as others."

-Officer Patrick Cole

tals a lot himself as a child, he called to volunteer his services.

"I like to read and wanted to share that love of reading with the children," Cole says. "I don't consider it community service. I just get a kick out of spending time with the kids. I wish I could have more time to actually get out



Officer Patrick Cole



Officer Larry Wooten

For Cole, because of caseloads that sometimes include unruly probationers or exposure to a lot of negative values, his volunteer work provides him a sense of balance.

"Recently, while visiting five of my probationers early one morning to serve them papers, two of them became extremely belligerent, using vile language and refusing to sign the paperwork," Cole recalls describing a particular incident when he found volunteering especially rewarding. "Another probationer cursed out the deputy with me, calling her names. But by 5 p.m., I was at the hospital reading. It was a positive way to end my day before going home

that night," he says.

Wooten sees volunteering as fun and a big stress reliever. A time when he doesn't have to be tough. He brings the stories to life with voice impressions, becoming the characters in the story or a special guest reading the story. He says the children especially like his impression of the Clumps family members from *The Nutty Professor*, starring Eddie Murphy. Wooten, who pledged Kappa Alpha Psi Fraternity, Inc. as an alumnus, says one of the fraternity's objectives is to serve in the public's interest. He says he just laughed and thought to himself, "I've been doing that for years."

Cole says that when his proba-

tioners learn that he volunteers because he wants to - not because he's required to, it sometimes motivates them to complete the community service requirement of their probation. He feels the satisfaction of volunteering can extend beyond just those involved. An employee who works with Cole agrees. Tarry Kirkland says Cole is always available to assist his fellow officers on and off the job. "He is always willing to go the extra mile," Kirkland says. "He is a great officer, and more importantly, a great person."

Both encourage others to get more involved. "I think that in today's day and age, people are concerned about what they can do to benefit themselves," Cole says. "But by volunteering and doing things in the community, it is rewarding for self as well as others."

Wooten adds, "I'm not there for praise or recognition. I think everyone should do it."

Cole has been a state employee with DOC for a little more than a year. Wooten has worked for DOC for about two years and he has been employed by the state for more than four.

### TECHNOLOGY TIPS

## Protecting your online identify

Security is a top-of-mind issue for users of the Web. Whether or not you're aware of it, you are giving out a lot of information about yourself when you surf the Net. That's why it's important to use precautions to guard your identity and personal information. Here are tips to maintain some of your privacy.

They'll ask; don't tell. Many sites and marketers get personal information simply by asking. If you don't want the information shared, don't give it. And never, ever hand out your Social Security number to anyone other than financial service sites you want to use.

Set your browser to top privacy. Otherwise, your computer's IP address, the Web sites you've visited and the contents of your browser cache are available to anyone who wants to know. Try to clean out your cache and clear your browsing history regularly.

Take control of your cookies. The newer version of the more popular browser give you much more control over your cookies, the tracking method many Web sites use to keep tabs on your online habits. You can set your browser to give you the choice of whether or not a cookie can be attached to your computer. Blocking all cookies makes your browser much more inefficient and many sites won't even let you in unless your cookies are enabled. Allowing cookies on a case-by-case basis at the very least is a better option than enabling all cookies for any snooper to follow.

Opt out of big ad networks like DoubleClick. These ad networks can put cookies on your computer and read them across many sites. You can opt out of DoubleClick and other ad networks by going to [www.networkadvertising.org/optout\\_nonppii.asp](http://www.networkadvertising.org/optout_nonppii.asp).

-Adapted from PC Magazine



## Renaissance Festival Spring Festival Special for State Employees

Saturdays and Sundays - April 20 - June 2  
Memorial Day - May 27 • 10:30 A.M. to 6:00 P.M.

Adult Tickets: \$11.50

Children (6-12): \$5.00 • Children (under 6): FREE

Send a self-addressed, stamped envelope and check or money order payable to:

**State Personnel Council**

P.O. Box 347206 • Atlanta, GA 30334

\_\_\_ Adult Tickets @ \$11.50    \_\_\_ Children Tickets @ \$5.00

Name \_\_\_\_\_

Dept. \_\_\_\_\_

Work Number \_\_\_\_\_

**Deadline to order tickets is May 24, 2002**

continued from page 14

# Governor's Cup Presented To Top Charitable Contributors



Georgia Student Finance Commission  
(1-100 employees)



Georgia Merit System  
(101 to 500 employees)



Georgia College and State University  
(501 to 1000 employees)



Georgia Institute of Technology  
(1001 to 9000 employees)



University of Georgia  
(9001 and up employees)

## State Employees Credit Union offers... 2 Ways To Get SUPER SAVINGS at...

**SAVE on One-Day Admission Tickets...  
All Year Long!**

**\$24<sup>00</sup>**

Per Ticket

**\$42.00 Value!**

Tickets good from  
March 23-October 27, 2002

**State of Georgia Night**  
Saturday, September 21, 2002  
Park Hours: 6:00 PM - Midnight

**\$20<sup>00</sup>**

**\$93.00 Value!**

- Plus - Receive 1 FREE Return Visit Ticket, valid Sunday, Sept. 29, Oct. 6 or Oct. 13, 2002.
- Plus - Receive FREE Parking - Valid Sept. 21, 2002 only.

Six Flags Over Georgia will be open semi-exclusively for State of Georgia Employees, Families, and Friends. Park not open to the general public.

**ALL TICKETS MUST BE PURCHASED BY  
SEPTEMBER 14, 2002.**

**All Tickets Can Be Purchased at the State**

**Employees Credit Union or by mail**  
(see order form below)

Tickets will not be available at the gate. HURRY ... Offer good for LIMITED TIME ONLY!

**Sponsored by State Employees Credit Union**

To receive special savings, you must purchase your tickets by mail or visit your convenient State Employees Credit Union Office. For further information call 404-656-3748. GIST 221-3748 or Toll Free 1-800-659-7328

**STATE EMPLOYEE TICKET ORDER FORM**

Name: \_\_\_\_\_ SSN: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: (Home) \_\_\_\_\_ (Office) \_\_\_\_\_

Please send me \_\_\_\_\_ ONE-DAY TICKETS @ \$24.00 each  
(Valid March 23, 2002 - October 27, 2002) \$ \_\_\_\_\_

Please send me \_\_\_\_\_ STATE OF GEORGIA NIGHT tickets @ \$20.00 each  
(Valid September 21, 2002, 6:00 pm - midnight ONLY) \$ \_\_\_\_\_

Total enclosed \$ \_\_\_\_\_

Include self-addressed, stamped envelope and mail to:  
**State Employees Credit Union, 130 Memorial Drive, Atlanta, GA 30303**  
Please allow ten (10) calendar days for processing and mailing.

Special Update

## Fund established for DOL employee who gave life to save others

Since publishing the Randy Burris story in the Winter Issue of the *Georgia Statement*, many of you have made various requests for donation information for the Burris family. To contribute to the fund, contact Athens Regional Medical Center Social Work Svcs. 1199 Prince Avenue, Athens 50606-2793. Burris, 39, a Georgia Department of Labor employee who worked in Clarke County at Labor's Division of Rehabilitation Services, was killed while saving the lives of Heather Carlson and her 2-month-old baby daughter who were visiting from Miami.



DOL's Randy Burris with his family.

According to reports in the *Athens Banner-Herald*, Carlson tried to move out of the path of an oncoming speeding car, but the wheels of the stroller became stuck. Burris rushed to their aid, grabbing the stroller and pushing Carlson aside. As Burris pulled the stroller into the yard, he was struck and killed by the car.

The story of Burris' heroism has been featured on ABC's "Good Morning America" and in several news reports.

In addition to his wife, Lori, Burris is survived by three young children.