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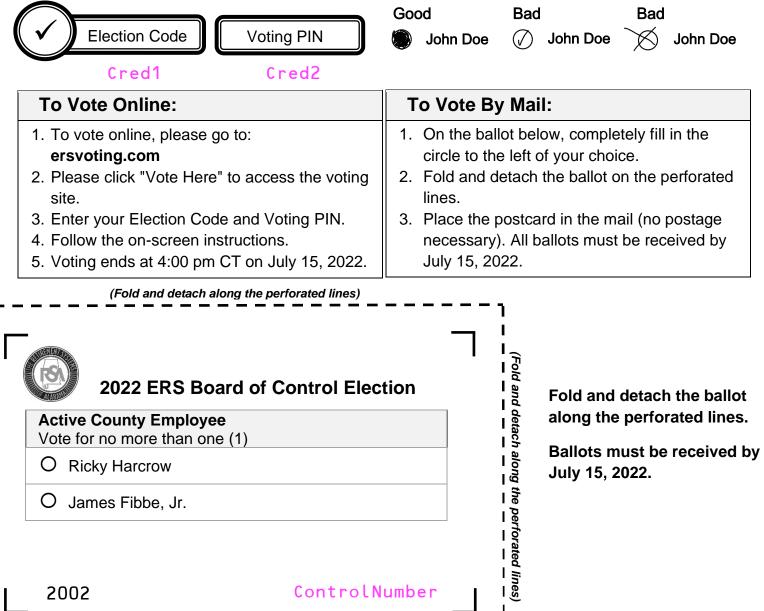
2022 ERS Board of Control Election

Your ballot appears below. Please review the candidate biographies on the back. You may vote either online, by mail, or by telephone. Instructions for all methods are presented below.

If you need technical assistance with the voting process, please contact

help+RSA@election-america.com or call (866) 384-9978. For questions regarding your membership or election guidelines, please contact Member Services at (877) 517-0020 or email communication.correspondences@rsa-al.gov.

Voting will be available by telephone at **(877) 301-0903**. Please follow the prompts. You will need your Election Code and Voting PIN.



Ricky Harcrow

Ider, Alabama

Education



B.S., Business Administration and Secondary Education Northeast State Community College Jacksonville State University

Employment History

President, DeKalb County Commission, 2010-Present Member, DeKalb County Commission, 1998-2010 Mayor, Town of Ider, 1986-1998 Council Member, Town of Ider, 1984-1986 Electrical Division, Tennessee Valley Authority, 1973-1997

Organizational Affiliations/Other Achievements

Director, DeKalb County Cattlemen's Association, 2010-Present Member, Fort Payne Rotary Club, 2010-Present Member, DeKalb County Water Authority, 2010-Present Board of Directors, Community Action Agency of Northeast Alabama, 2006-Present Chair, Board of Directors, County Risk Services Incorporated, 2019-Present Board of Directors, National Association of Counties, 2018-Present Board of Directions, Associations of County Commissions of Alabama, 2007-Present President, Association of County Commissions of Alabama, 2013-2021

James Fibbe, Jr.

Mobile, Alabama

Education

B.S., Business Administration, University of South Alabama Alabama Department of Revenue Real Property Appraisal Manual Class Alabama Department of Revenue Advanced Appraisal Concepts Class International Association of Assessing Officers Classes 101 and 102

Employment History

Appraiser II, Mobile County Revenue Commission, 2018-Present Team Leader, Publix, 2016-2018 Assistant Manager, Customer Service Manager, Area Manager, Grocery Manager, Winn Dixie, 2001-2016 Department Manager, Assistant Manager, Delchamps, 1990-2001

Organizational Affiliations/Other Achievements

Certified Real Property Appraiser, Alabama Department of Revenue Member, Alabama Chapter, International Association of Assessing Officers Member, Mobile Area Association of Realtors Member, Knights of Columbus, Mobile, AL

