



**SAMPLE**

Address

- 1
- 2
- 3
- 4



### 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.



Election Code

Cred1



Voting PIN

Cred2

Good



John Doe

Bad



John Doe

Bad



John Doe

#### To Vote Online:

1. To vote online, please go to: **ersvoting.com**
2. Please click "Vote Here" to access the voting site.
3. Enter your Election Code and Voting PIN.
4. Follow the on-screen instructions.
5. Voting ends at 4:00 pm CT on July 15, 2022.

#### To Vote By Mail:

1. On the ballot below, completely fill in the circle to the left of your choice.
2. Fold and detach the ballot on the perforated lines.
3. Place the postcard in the mail (no postage necessary). All ballots must be received by July 15, 2022.

*(Fold and detach along the perforated lines)*



### 2022 ERS Board of Control Election

#### Active County Employee

Vote for no more than one (1)

Ricky Harcrow

James Fibbe, Jr.

*(Fold and detach along the perforated lines)*

**Fold and detach the ballot along the perforated lines.**

**Ballots must be received by July 15, 2022.**

2002

ControlNumber

# 2022 ERS Board of Control Election Candidate Biographies

**SAMPLE**

**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

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**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

*(Fold and detach along the perforated lines)*

**Thank you for voting in  
the 2022 ERS Election.**

**Detach This Piece  
Before Mailing**

*(Fold and detach along the perforated lines)*

**Place Holder  
For BRM**