



Connection

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NOVEMBER 2005

Get Your Flu Shot

County sponsors flu shot drive

Flu season is just around the corner and anyone can be a potential target. Your best protection against the debilitating effects of this virus is to get a flu shot. For this reason, Cumberland County is sponsoring an onsite flu shot drive from 9 am to 3 pm on **November 1st and 17th** at the Cumberland County Courthouse in Room 119. The flu shots will also be available on **November 7th and 22^d** at the Department of Social Services from 9 am to 3 pm. The shots are free to all employees with Blue Cross/Blue Shield coverage. You must bring your current Blue Cross/Blue Shield card and a picture ID. The cost to those employees who do not have Blue Cross/Blue Shield coverage with Cumberland County is \$25, payable by cash or check.



United Way Campaign Begins

The 2005 United Way campaign for Cumberland County employees will take place in the month of November, with larger departments (DSS, Health, the Library, Mental Health, Tax Admin and the Sheriff's office) running their campaigns internally during the month. **The goal for the County this year is \$43,000.** Employees can pledge their contribution, and it will be deducted in increments from their 2006 paychecks. This is the most convenient way for many employees to donate, and it provides a record for charitable contributions at income tax time.



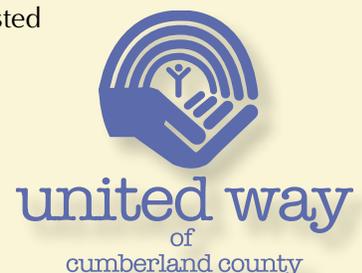
The United Way supports local agencies who are working toward a better quality of life for everyone in Cumberland County.

Representatives from the smaller county departments will meet on November 8 in Room 119 at 3 pm to receive the pledge forms for their department and to hear a presentation from the United Way.

This year, the suggested minimum annual pledge is \$36 which represents the Fair Share for each employee of the goal. This works out to \$3 per

month, or less than 15 cents a day.

Please be as generous as you can to help those who need help in our community.



COUNTY MANAGER'S MESSAGE



We are approaching the holiday season, and as 2005 draws to a close we can look back and see that it brought an extraordinary year of mixed news.

Here at home, county employees received a generous salary increase, which followed several years of smaller pay increases. On the other hand, gas prices soared to previously unknown levels due to the effects of Hurricanes Katrina and Rita as well as a growing demand for oil in other parts of the world.

None of us can know what 2006 will bring. Change is an inevitable aspect of our modern day world and we all need to accept that fact. Some changes are very welcome, some less so. Something that does not seem to change from year to year, however, is the generosity of Cumberland County employees. I thank each of you who made the 2005 Heart Walk a success and to those of you who are supporting the United Way with a pledge of financial support.

May each of you, and your families, enjoy a Happy Thanksgiving, a Merry Christmas and a Prosperous New Year!

WELLNESS UPDATE

As summer has turned to fall, work has been going on behind the scenes to develop a Wellness Plan that will help county employees – and their family members - get well, stay well and ultimately reduce the astonishingly high costs of providing health insurance for employees.



The plan is not yet finalized. It is expected to include elements provided by Cape Fear Valley Medical System, our own Cumberland County Health Department and from Blue Cross Blue Shield as well. Though the best incentive to participate in the plan is the opportunity to become well and fit, or to remain so, there will be other incentives to get as many employees as possible to participate. We could well become the most fit workforce in the county!

Details are expected to be available in the next *Connection*, to be published 1 January 2006.

ADOPT-A-SOLDIER

Fort Bragg's Community Relations Director, Vicky Lee, says the response from Cumberland County employees was great earlier this year when the post was looking for local people to Adopt A Soldier. It was a great morale booster for many young, single soldiers who were far from home.

The soldiers adopted were serving in Afghanistan and now there's a whole new batch of Fort Bragg troops newly arrived in Iraq. Fort Bragg would like those soldiers, too, to be adopted by a local family who can correspond with the soldier and maybe send some of those little things that a soldier can't get in a combat zone.

If you, your family, or a club to which you belong would like to adopt a soldier, contact

Ms. Lee by email at vicky.lee@us.army.mil. Or you can call her at 396-5401.



A Heartfelt Thank You

Dianne Graves, widow of Von Graves (Print Shop) would like to extend a heartfelt Thank You to all County Employees who donated leave to Von during his illness earlier this year. Your kindness and generosity are deeply appreciated.

County Employee Kudos



Great County Employees Doing Great Things

Deputy County Manager Juanita Pilgrim has been named by NC Governor Michael F. Easley to serve on the North Carolina Commission on Workforce Development. Ms. Pilgrim has also been named recently to serve on the Board of Trustees at Fayetteville State University.

Three Cumberland County commissioners have held the rank of President of the North Carolina Association of County Commissioners. They are **Commissioner Breeden Blackwell**, who is the immediate past president of the association; **Commissioner Billy King**; and former commissioner **Virginia Thompson Oliver**. The three were honored at a recent meeting of the Cumberland County Commission.



Breeden Blackwell, Billy R. King and Virginia Thompson Oliver

on *What's Your Leadership Style* administered by Human Resource Analyst I Patania Eiland. They were also enthusiastic about the panel discussion facilitated by Commissioner Jeannette Council. The panel consisted of Robbin Tatum of the Library Board of Trustees; Larry Clubine, of the Consolidated Parks and Rec Board; and Glenn Adams of the ABC Board.

Cumberland County hosted a session of the Institute for Community Leadership on Tuesday, October 18. Participants learn about the various boards and commissions throughout the community to which they can seek appointment. They enjoyed the training



Patania Eiland (right, standing), administers Leadership class.

Warmth For the Winter

With winter coming on, there are people in our community who are going to need assistance with keeping their homes warm.

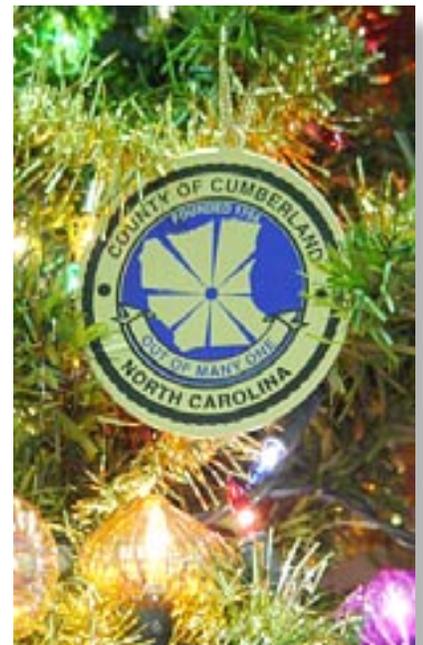
Two programs provide such assistance. The **Low Income Energy Assistance Program**, administered by DSS, will be accepting applications for projected assistance at their offices at 1225 Ramsey Street in Fayetteville between Monday, Nov. 7 through Friday, Nov. 18. Applications will need verification of income, Social Security number, current ID and a recent bank statement. Those households deemed eligible will receive a subsidy for energy costs in February or March 2006. For more info on LIEAP, call 677-2821.

More immediate energy assistance needs are considered by the Crisis Intervention Program. The Salvation Army accepts applications for these funds at 1047 Southern Avenue.

Call 323-5740 for more information.

County Christmas Ornaments

A limited number of the County Seal Christmas ornaments are still available for \$6. A portion of the purchase price will be contributed to the American Heart Association. If you'd like an ornament to display on your tree, or to give to your child's teacher or someone else as a gift, contact Sara VanderClute, Public Information Director at 437-1921.



Employee Assistance Program: An Often Overlooked Fringe Benefit



Darlene Weaver is a focused woman. That's a good thing, because she leads a very busy life. She's a wife, the mother of a teenager, and a licensed, certified Employee Assistance Program professional. She took time from a busy day recently to sit down and talk about the Employee Assistance Program available to Cumberland County employees, and the work she does in administering the program.

"What I do," she says, "is assessment, referral and short-term counseling."

When a Cumberland County employee – or an employee's immediate family member– needs some help in dealing with an overwhelming situation, the Employee Assistance Program is the first place to turn. Whether the problem stems from marital discord, substance abuse, workplace difficulties, or some other source of mental and emotional pain, Darlene Weaver knows she can assist an employee. Often, after assessment, she will refer a client to another professional, knowing that some problems do take time to work through. Some people need psychiatric referrals, others may need to see a trained marital counselor, and others might benefit most from longer term, general mental health therapy. Taking that first step to ask for help is an important thing to do.

While it is individuals who most often contact the EAP office, sometimes Darlene Weaver's work consists of counseling groups of employees who are mourning the death of a colleague or, recently, helping a group of employees learn how to help a colleague deal with the unexpected and shattering death of a child.

In such instances, Darlene points out that is important to realize that such a bereaved employee will yearn for a return to normalcy. Without making a big deal of it, let that employee know upon their return to the workplace that you are aware of their pain. Do it in an authentic way – a hug, a card or note, even a voice mail – and then reassert your normal interactions with that employee. Don't retreat from the situation, even if it is uncomfortable.

If you, a family member or a colleague need help in sorting through a problem that is affecting the quality of life, or job performance, or mental well-being, give the Employee Assistance Program an opportunity to help. All you have to do is call.

"EAP is here to help...All you have to do is call."

Don't Miss This Chance to Give



The Bloodmobile will be making a special stop at the Cumberland County Courthouse on **Wednesday, Nov. 2nd** from **1:00 pm to 4:00 pm.**

Please call Sara VanderClute at 437-1921 to set up a 15-minute appointment.

County Employees Show Their Heart

Cumberland County employees have once again demonstrated substantial support for the **American Heart Association** and its efforts to fight heart attacks and strokes.

This year, employees raised enough money to exceed the goal of \$25,000. In fact, as of October 15, the total was \$26,863.08. More than 100 county employees and family members gathered on the sunny morning of October 1 to take part in the annual Heart Walk. At the pre-walk gathering, **County Manager James Martin** revealed himself to be man of his word, and a brave man at that. He kept his pledge to wear a red dress if county employees met their fundraising goal. Not only was he sporting a red dress, but he got up on stage and grooved to the tunes of "Pretty Woman." What a good sport!

Among the efforts to raise money for the Heart Association, the "Kiss A Pig" event was a big hit, raising more than \$2,000. Among the lucky executives kissing the pig were **Grainger Barrett**, the County Attorney. (See picture.)

The county-wide 50/50 raffle was also a successful fundraiser. In the photo here you can see **Paul Beard** of the Crown Coliseum displaying his winnings of \$286.50. In the paid time off raffle, Terry Gagnon of Finance was the winner of a half day off. Winning one hour certificates were Ken Sykes, Angela Perrier and Terri Ortiz of Planning; and Sharon Sanders and Elizabeth Johnson of Veterans Services.



Brave Hearts!



Mr. Martin dazzles in Red!



Petunia and Grainger meet at last!

Lucky Hearts!



*Paul Beard won cash!
That's good for the Heart!*

Caring Hearts!



More than 100 County employees walked for Heart health!

Planning Conference a Success

On October 5th, 6th and 7th, Fayetteville and Cumberland County played host to over 250 planners attending the **48th Annual North Carolina Planning Conference**. Attendees enjoyed numerous informational sessions at the Holiday Inn Bordeaux, and mobile workshops highlighting the Fayetteville Downtown, the Cape Fear River and other historic and scenic areas. A Conference Reception was held at the Airborne and Special Operations Museum with entertainment by the 82d Airborne Chorus.



Our great volunteers: Denise Sykes, Hope Barnhart, Monita McLaurin, Suzanne Tindol and Tom Lloyd



Charlie Astrike (Fayetteville Planning Commission), Glenn Harbeck, (consultant for the 2030 Plan) and Commissioner Breeden Blackwell enjoy the conference.

Many attendees commented on the refurbished downtown, the museum and the willingness of the Downtown Alliance to welcome them for a special "Thirsty Thursday" event. Both City and County planning staff worked for nearly a year to make this year's conference a big success.

What's Up at the Health Department?

The Cumberland County Health Department's Interim Medical Director, **Dr. Keith Henderson**, was deployed to Waveland, Mississippi for a week last month to assist in recovery and public health surveillance. You may remember that Waveland was one of those places that was totally obliterated by Hurricane Katrina.

- Since January of this year, only four cases of tuberculosis have been reported in Cumberland County, far fewer than in recent years when as many as 30 cases were present. TB is an airborne disease, so remember to cover your mouth when you cough or sneeze. Symptoms of tuberculosis are a cough, night sweats, appetite loss, fever and shortness of breath, as well as chest pain or unexplained weight loss.

- **Cumberland County's Immunization Clinic** is now affiliated with the NC Immunization Registry. This network provides a history of immunizations that clients have received at other health departments across the state. A computer printout is available at each visit with a reminder to parents about when the next one is due. It is hoped that all private physicians administering immunizations will also enroll in the network.

- **Deborah Culbreth** was the winner of the Dr. Ann Wolfe's Scholarship award amount of \$500 to attend the 12th Annual North Carolina/South Carolina Perinatal Conference in Greensboro, NC October 2-4, 2005. Hats off to Anelisa Freeman for taking charge and her efforts in leading our American Heart Walk on October 1, 2005.

- **Women's & Children's Health** was awarded the Caring Heart Team Award & received recognition for their outstanding achievements and services implemented at the Baby Love Conference on August 29th, 2005, at Westin Hotel, in Charlotte, NC.

- Hats off to **Ora Lawrence** for winning the Caring Heart Individual Award at the Baby Love Conference on August 29th, 2005, at Westin Hotel, in Charlotte, NC.

- Hats off to **Carolyn Barnes, Yolanda Davis, Maria Dwarica, Michelle Reece, Nanette Rogers, & LaTreva Rush** for their efforts in becoming our New Lactation Educators.

- The 2nd Annual Baby Safety Shower was held on September 20th, 2005 in recognition of Baby Safety Month with a collaborative event by Women & Children's Health & Health Education.

- The Cumberland County Health Department of Public Health, School Health Nursing Program applauds our four Nationally Certified School Nurses. These nurses are **Pat Baros, Cynthia Miller, Kelly Hendricks, and Connie Owensby**. They became Nationally Certified for different reasons but they all have one common goal: to see a School Nurse in every school, every day. All of our School Health Nurses are committed to Public Health and they all feel that every child deserves a School Nurse. Please join in showing our admiration of these nurses for what they do for our children and what they stand for in our community.

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***Cumberland
County
Government...
Working for you!***



Cumberland County
NORTH CAROLINA

MISSION STATEMENT

It is the mission of the Cumberland County Government to assure all our citizens a better quality of life by providing for the public safety, public health, quality education, clean environment and economic development while being fiscally responsible.

VISION STATEMENT

Our vision for Cumberland County is that it be characterized by progressive leadership that provides for a prosperous, affordable, safe, and culturally inviting community.



**Coming Up
@The Crown Center**

November

- | | |
|-------|--------------------------|
| 1 | Miss Saigon |
| 3-6 | Holly Day Fair |
| 4 | FireAntz v. Jacksonville |
| 5 | FireAntz v. Knoxville |
| 19 | Patriots v. Ft Worth |
| 24 | FireAntz v. PeeDee |
| 26/27 | Heart of Christmas |
| 25-27 | Craftsmen's Festival |

December

- | | |
|-------|--------------------------|
| 3 | FireAntz v. Knoxville |
| 9 | FireAntz v. Huntsville |
| 10 | Patriots v. Ft Worth |
| 16 | FireAntz v. Jacksonville |
| 17 | FireAntz v. PeeDee |
| 22 | Patriots v. Florida |
| 23 | FireAntz v. Florida |
| 25 | FireAntz v. Knoxville |
| 30/31 | Patriots v. Florida |

County Employee Night!

Saturday, November 19, 2005 is opening night for the Fayetteville Patriots new season. It's also the County Employee Night with the Patriots. Tickets for County employees can be obtained for \$7 between 1 and 3 p.m. in Room 511 of the county courthouse. This represents a 65% savings over the regular ticket price! Get a group of your colleagues together and go have a great time with the Patriots!