



Connection

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Now Here's A Plan To Make You Well!



The soaring cost of healthcare for employees has been a matter of concern to the commissioners and management for some time. In October, the commissioners endorsed the concept of a Wellness Plan, and authorized management to combine the best elements of several proposals the County has received. This plan is designed to help employees lead a healthier lifestyle and improve their overall health status. For those who participate, not only will you improve your health, you'll get an incentive of paid time off!

Four major components make up the initial phase of the Wellness Plan.

First, on or about February 1, 2006, employees will receive a Health Risk Assessment (HRA) questionnaire, provided by Cape Fear Valley Health System and distributed by the County. Complete the questionnaire and turn it in to the CFVHS staff at the Wellness Fair.

Second, the initial Wellness Fair is scheduled for February 15 and 16 at the Crown Center. Employees will be screened by CFVHS staff, to include blood pressure checks and blood draws. Using the HRA that you completed, and the information gathered by CFVHS staff, an overall health profile will be created for you. That individual information will be mailed to your home address; it is confidential and will not be shared with County personnel. For completing and turning in the HRA and participating in the screenings, you will be given 2 hours of paid time off from work. These two hours can be taken immediately, coordinating with your supervisor, or can be "saved" for completion of other criteria, with the potential of having a full 8 hours of paid time off.

Third, anyone can participate in the Wellness Plan. Those who are non-tobacco users and sign an agreement to that effect, will qualify for an additional 2 hours of paid time off from work.

Fourth, in August of 2006 you will receive a second Health Risk Assessment (HRA) questionnaire. A second Wellness Fair is scheduled for August 16 and 17 at the Crown Center. For completing the second HRA and participating in the screenings at the Wellness Fair, you will receive 2 hours of paid time off from work.

If, at the end of this February-August process, you have maintained a healthy wellness score or improved your wellness score, you will receive 2 hours of paid time off from work.

The potential for a full day of paid time off from work is yours, all you have to do is participate and get healthy!

Later in the year, you'll hear more about discounts for county employees at the Healthplex, another contribution to the Wellness Plan from Cape Fear Valley Health System. It's also expected that a Wellness Coordinator will be named early in the new year.



Sharing in the Community



The 2005 Cumberland County Food Drive netted more than a half-ton of canned and boxed foods (1420 pounds to be precise)! Here, Maintenance Supervisor Legrand Hucks, far right, aided by Joe Simmons and T.D. McDaniel, prepares to drive the donated foods to the warehouse where the food is stored until the Salvation Army and Fayetteville Urban Ministry distribute it to those in need.

COUNTY MANAGER'S MESSAGE



The United Way 2005 Campaign Complete

Cumberland County employees once again demonstrated their generous spirits in November by raising \$43,124.34 on behalf of the Cumberland County United Way, just surpassing the goal of \$43,000. In light of high gas prices, devastating hurricanes, and an earlier effort that raised more than \$27,000 for the American Heart Association, we can think of ourselves as a generous group of people. The United Way is grateful for our help and sincerely thanks every donor. Cumberland County employees are an awesome team when we all work together to meet a goal!

Several departments fully participated in the campaign, including Engineering, the County Attorney's office, the Veteran's Service office, Workforce Development, and the Register of Deeds office. The Register of Deeds office not only fully participated, but everyone contributed at the Fair Share level!

The large county departments, and the Sheriff's office, ran their campaigns internally and made their own decisions about incentives. The winner from among the smaller departments of the 1/2 day paid time off was Dyann Johnson, Register of Deeds office. Her win came from a random drawing, but it is wonderful that the winner came from a department that had 100% participation at the Fair Share level. Congratulations, Dyann!



united way
of
cumberland county

As we move into the brand new year of 2006, I want to encourage each of you to participate in the county's new Wellness Plan. You can read more about the Plan elsewhere in this newsletter. It's an opportunity for you as an individual and as an important part of the County team to become healthier and more physically fit. This can reap benefits for you in every aspect of your life. We anticipate you will become a more productive employee, but you may also find that you have more energy for the leisure-time activities you enjoy. You, and the county, will save money on drugs that you may no longer need when you've enhanced your health. You may discover the pleasure of physical activity, such as brisk walks, running, or swimming in the time you are being allotted to exercise. You may discover what a great feeling it is to lose some excess weight. You are going to enjoy feeling and looking better – and actually achieving true wellness.

Any new year brings challenges and opportunities. I hope you will join me in preparing for the challenges and resolving to maximize every opportunity that passes our way. Right now, 2006 is a clean slate. Let's all try to fill it with accomplishments that we can look back on at the end of the year with satisfaction and pride.

Happy New Year to each of you.

Hello? Anybody There?

We all want to deal with our colleagues across the county courteously. But sometimes we are downright rude without intending to be. One way we can be inconsiderate of our colleagues and the citizens with whom we interact is to fail to leave the correct message on our phones.

It is frustrating to call a colleague, hear a message saying "I'm away from my desk at the moment, but leave a message and I'll call you right back." Then you leave a message, and when you don't hear that day, you think, "Well, she's just busy." But then you don't hear for another day. You send an email, and no one responds. You begin to wonder if your colleague is even at work.

In fact, she's not. She's taken a week's vacation and forgot to program her phone with a temporary greeting that would let callers know she's gone for a few days. It's easy to do, even the technologically-challenged can learn to take the few quick steps that will let your callers know if you are away for the day, the week, or if indeed you are just away from your desk. The instructions are on Page 7 of the Call Pilot User Guide. If you need a copy of that book, just call Danela Johnson at 678-7712 and she'll make sure you get one.



Don't be one of those people who leaves callers wondering. Learn how to use your phone for the helpful business tool that it can be. And use the Out of Office assistant on your computer, too, if you're going to be gone for more than a day.

County Employee Kudos



Great County Employees Doing Great Things



Newly-elected Chairman of the Cumberland County Board of Commissioners, Billy R. King (right) presents the immediate past Chairman, Dr. John Henley Jr., with a plaque acknowledging his service and leadership in that role at the December 5 meeting of the commission. Commissioner Kenneth Edge was elected to the Vice-Chairman position at that meeting.

The Cumberland County Library and Information System is the recipient of a Bill and Melinda Gates Grant, supplemented by the NC State Library, in the amount of \$29,259 to purchase computers and related equipment for our branch libraries. A previous Gates Grant was received by the Library system in the amount of \$21,000.

Public Library Wins Two State Program Awards

The Cumberland County Public Library & Information Center (CCPL&IC) has been awarded two 2005 programming awards for large libraries from the North Carolina Public Library Directors Association (NCPLDA). The library won in the adult program category and for outstanding children's programming. Jerry Thrasher, library director, accepted the awards at the association's annual meeting Dec. 1, 2005.

The CCPL&IC program entitled "William Bartram: Philosopher, Naturalist & Poet" received the NCPLDA Adult Program Award. Dr. Richard Hall, a philosophy professor at Fayetteville State University, was the lecturer for the program, which featured a slide show of Bartram's art work.

The program "North Carolina Craft Fest" won the association's Outstanding Children's Program Award. Craftspeople and artists from the Cumberland County area demonstrated to young library customers the talent and work involved in producing their craft. The program attracted more than 408 fourth-graders, teachers and others.

Visit the Cumberland County Public Library & Information Center Web site at www.cumberland.nc.lib.us and click on the Calendar of Events link to view the continued quality programming opportunities offered at your library.



Larry Philpott, a former long-time Cumberland County employee, now the Planning and Development Manager with Fayetteville-Cumberland Consolidated Parks and Recreation, was presented a Meritorious Service Award by the North Carolina Parks and Recreation Association at the December 5 meeting of the Cumberland County Commissioners. The award was presented by David White, a past president of the NCRPA.

Energy Saving Idea

This handy tip was submitted by Ilse Spaulding of Risk Management: Reverse the rotation of ceiling fan blades. During the winter, blades should spin counter-clockwise so that warm air near the ceiling can be redistributed around the room.

This advice is challenged at the EnergyStar website (www.energystar.gov) with the guidance to use the ceiling fan in the clockwise direction in the winter, which they say produces a gentle updraft forcing the warm air near the ceiling down into the occupied space.

You might try your own experiment to see which way, clockwise or counter-clockwise, produces the best results in your home. And turning down the thermostat a degree or two is another effective way to save energy and dollars!

Homegrown, Handmade

One might think that the local Arts Council and the Cooperative Extension Service would have little in common on which they could collaborate. And one would be wrong! Both those entities, along with the Fayetteville Area Convention and Visitors Bureau, are partnering with the NC Arts Council to create a Homegrown, Handmade tourist trail in Cumberland County. Some trails are already available to the public, so check out the website at <http://www.homegrownhandmade.com>. You will learn where you can pick your own produce, see local artists create their handmade works of art, and experience some wonderful forays into off-the-beaten-path attractions in North Carolina.

Constructive Criticism:



It Isn't Meant to Offend, But To Help!

If there's a performance evaluation coming up in your future, don't be resistant to the positive effect an evaluation can have on your personal and professional growth. No supervisor wants to damage employee morale, but sometimes there are aspects of an employee's performance that could be improved. It's a professional responsibility for supervisors to communicate such things to employees.

1. **The performance standards for the job should be reiterated and your past performance summarized.**
2. **The specific areas in which you can improve your performance will be mentioned. Concrete examples of what good performance looks like will be provided.**
3. **You should be given an opportunity to explain your performance and discuss any deficiencies with which you disagree.**
4. **You and your supervisor should collaboratively agree on a plan to improve your performance. You both have ownership of the challenge, and you both have an interest in seeing progress made.**
5. **Both you and your supervisor should develop a written plan of action, so that there's a guideline for you to follow in your commitment to improving.**
6. **Progress in improving performance should be monitored by your supervisor. Don't be timid about asking, "How am I doing?" in between performance appraisals.**

It's Winter, But You Don't Have To Wonder!



Now that we are fully engaged in winter, we should all be aware of what will happen if inclement weather conditions cause county management to close the courthouse and ask employees to stay home and off the roads.

Here's what you as an employee can do if you have questions about whether you should come to work. You can check the county's website, www.co.cumberland.nc.us, and the guidance about inclement weather will be posted on the home page. Another way to be informed is to listen to the media outlets in our area, including most radio stations and the area television stations, WTVD11, WRAL Channel 5, WNCN-NBC 17, News 14 Carolina and WUVC Univision, Channel 40. If power has been lost at your home due to the inclement weather, these methods of staying informed may not work.

If you are without power, call 678-7701 to hear the recorded message about the decisions related to inclement weather. County management wants all employees to be informed and safe, so if questions arise, check out the various ways of knowing what is going on with our work schedules and inclement weather.



Got the Post-Holiday Blues?

The holiday season can be a joyous time. But they aren't joyous every year for everyone. If your personal or professional life is being negatively affected by depression or anxiety, you can turn to the Employee Assistance Program for help.

Call 222-6157 for a professional assessment of your situation, short-term counseling on how to handle your problem and referral to other professionals for longer-term assistance.

This benefit is an important part of the investment Cumberland County makes in its employees. May you never need it – but if you do, it's there.

Announcement:

In January, Cumberland County Human Resources Office will provide training on the Cumberland County Appraisal Form, "Getting to Know the Actual Tool". Look for upcoming information in your interoffice mail.

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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



Tickets for all these events are on sale now!



January 14:

Comedian Sinbad in the Crown Theatre.

*Presented by the
Community Concerts Series.*



January 26:

Yolanda Adams in the Crown Arena.



January

27 & 28:

Professional Bull Riding in the Crown Arena.



February 1:

Comedy Play "Casino" in the Crown Theatre.



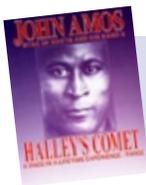
JANUARY IS ALSO PACKED WITH SPORTS!

FireAntz on January 8, 10, 19, 20, 26, and 27!

Patriots on January 6, 7, 15, 16, 21, and 22!



Tickets go on sale January 14 for Brad Paisley's "Time Well Wasted" concert! He will be appearing in the Crown Coliseum on February 17 with special guests Sara Evans and Billy Currington.



Don't forget: Our Broadway series continues on Feb. 17 with John Amos in "Halley's Comet" in the Crown Theatre!