



CONNECTION

VOLUME IV, ISSUE IV

JULY 2007

HAVE A HEART IN 2007 – BUY A RAFFLE TICKET!

Cumberland County will be supporting the American Heart Association in 2007 as they did last year, with a raffle that will benefit not only the Heart Association but also the lucky winners of the raffle.

Raffle tickets may be sold to anyone. Last year, there was a winner who is not a county employee and that could happen again this year. You can sell the raffle tickets to your friends, family, physician, your drycleaner, your dentist – anyone who wants to take a \$5 chance to win \$500, \$400, \$300, \$200 or \$100. Just be sure the contact info is on the stub that will be drawn on July 13.



HERE'S HOW IT WORKS. Only 3,000 raffle tickets are printed (that increases your odds of winning!) and they will be sold through department reps right on through July 6. Then, a week later, the winners will be drawn, the prizes awarded, and the balance will go to the American Heart Association. To benefit the AHA most, all 3,000 tickets must be sold by July 6. So do your part, take a chance on being a winner and at the same time, contribute to the American Heart Association.

There's a benefit for the most successful Department Reps, too – all of those who meet their "quota" in raffle ticket sales will have their names entered into a pool from which two winners will be drawn and given a full day of paid time off. And as a further incentive, The American Heart Association will give the rep who sells the most tickets a \$50 gift certificate to Chris's Steak House.

The HeartWalk is scheduled for October 6 this year, and county employees are encouraged to participate.



THOSE STEPS ADD UP!

The County Health Plan was implemented in January 2007, engaging county employees all across the state. More than 3200 registered for the 10,000 Steps-A-Day program.

Here in Cumberland County, Dagmar Aerdelman, Relisa Chambers and Debbie Horton were winners in the eight-week raffle for those who actively participate in the program. Todd Hathaway won the drawing at sixteen weeks.

Based on the cumulative total of number of miles walked, Cumberland County employees have walked from Murphy to Manteo 21 times!

Good for those who are walking, and perhaps more Cumberland County employees will take up the challenge when they see what a positive effect walking can have on one's overall health.

COUNTY MANAGER'S MESSAGE



I hope you are all enjoying the summer. These hot days will be fond memories come next January, when we're freezing as we go out for lunch!

We embark on the county's new fiscal year, 2007-08, as of 1 July. As most of you are aware, the budget for this year includes a 4% Cost of Living increase for county employees. You'll see the effect of that in the July 22 payday.

The fundraiser for the American Heart Association is underway, and the winners of the raffle will be drawn on July 13. Please buy a raffle ticket in support of this effort; you will certainly be contributing to a worthwhile cause – and you might just win some cool cash for your summer vacation. Let me add a word of thanks to the department representatives who take on this challenge – I very much appreciate your work and I am confident you will succeed in raising funds that will benefit the Heart Association.

Summer is also the time when commissioners and managers attend conferences in other cities. The National Association of County Commissioners is holding their annual meeting in Richmond in July. And don't forget, in August, we get to be hosts to the North Carolina Association of County Commissioners. Many of you have volunteered to assist with the hosting tasks, and I am grateful to you for that.

CUMBERLAND COUNTY'S WORKPLACE VIOLENCE POLICY

“3 shot in Michigan office building”
“Fired worker takes hostages at nursing home”
“Gunman knew engineer he killed at NASA”
“Two women killed at work in open spaces by men they knew”

These are four headlines just from the month of April, 2007. Violence in the workplace has become a major issue in our society. The tragedy at Virginia Tech just underscored how an environment that seems safe and tranquil one moment can turn violent, even fatal, and change people's worlds forever.

The Cumberland County Board of Commissioners is committed to trying to provide all employees a reasonable secure workplace. To further that goal, it has adopted a Workplace Violence Prevention Policy. The policy recognizes that a place of employment reasonably safe from violence is fundamental to the well-being, health and productivity of our employees and citizens. A safe environment is essential to a productive and positive workplace.

Cumberland County has a “zero tolerance” policy towards threatened or actual violence. Workplace violence is, essentially, any assaultive act that is reasonably perceived to be violent or threatening. The policy provides for reporting valid threats to an Incident Reporting Team with representatives from the affected department, Human Resources, Risk Management, Public Information, County Manager's Office, and County Attorney's Office.

Workplace violence may be “stranger” violence against an employee where a stranger to the workplace, such as an employee's estranged domestic partner, threatens or commits violence. It may be “client” violence against an employee where a client or customer threatens or commits violence. Or it may be “employee” violence between employees, including against a supervisor or manager.

Workplace violence cannot always be predicted or anticipated. An employee under stress may exhibit warning signals. Consistently argumentative behavior, sudden changes in behavior, isolating oneself and shunning co-workers, verbalizing beliefs about “victimization” by management, for instance, may all be signs that an employee or customer is under excessive stress. Sometimes the Employee Assistance Program may be an appropriate option.

Supervisors should take early “red flags” such as these seriously and follow up on them. This may require a different mindset than supervisors often have about personnel matters. Instead of producing thorough documentation and persuasive “proof” that a problem has developed, supervisors should be alert early on to out-of-character or aberrant behavior as clues that an employee may be under severe pressure.

Any employee that becomes aware of a threat of violence should first secure his or her own safety, then immediately contact a supervisor. If the potential for violence is imminent, law enforcement should be contacted. Cumberland County will not retaliate against an employee for good faith reports of threatened violence.

We all must be vigilant about our personal safety and that of our patrons. The Workplace Violence Prevention Policy provides the County's framework for and efforts towards providing reasonably safe workplaces for employees and customers.



A DRESS REHEARSAL FOR THE CENSUS

The next official census of the American population will take place in 2010. However, in two American communities – San Joaquin County, California and a 9-county region of North Carolina that includes Cumberland County – a dress rehearsal for the census is underway.

More than 3,000 part-time workers are being hired for conducting a population count in Chatham, Cumberland, Harnett, Hoke, Lee, Montgomery, Moore, Richmond and Scotland counties.

The workers will be updating address lists and visiting homes to gather the information required. However, no data will be published from the 2008 Census Dress Rehearsal – we have to wait for 2010 and the real thing!



Methodist University's Foster Kids' Suitcase Drive

The Department of Social Services continues its mission to provide foster children with suitcases as they may move from home to home. The Methodist University Social Work Club has assisted us with this mission

by donating 130 suitcases to foster children in Cumberland County. Methodist professionals George Hendricks and Mary Deyampert-McCall, both DSS Board Members, endorsed the Club's efforts and also provided leadership for this worthwhile project. The Suitcase Drive raises community awareness about the needs of foster children and also emphasizes that their community cares about them.

A FOND FAREWELL

The Tax Department bids a fond farewell to Carolyn Mebane, who is retiring effective July 31, 2007. She joined the corps of county employees on June 7, 1978. Her colleagues will miss her and we all wish her a long and happy retirement.



MOVIE NIGHT @ DSS



The Cumberland County Department of Social Services closed out the 2007 County Government Week celebration with a free County Employee Friday Night Movie event held in the agency's meeting rooms. The Warner Brothers (PG rated) feature presentation "Happy Feet" was right

in line with our theme "Protecting our Environment". The movie is an animated cartoon of the life of an outcast dancing penguin whose performances saved his entire species from extinction. The movie was enjoyed by approximately 100 county employees, spouses and their children. Popcorn, sodas and candy were available to all who attended courtesy of the Department of Social Services and the Happy Deli. Given the applause at the conclusion, it was a very enjoyable and successful evening.

2007 COOPERATIVE EXTENSION TOUR

On Monday, June 4, 2007 County Commissioners Ed Melvin, Jeannette Council, and Diane Wheatley, as well as Clerk to the Board, Marsha Fogle, joined the Cumberland County Cooperative Extension Advisory Council on the annual Cooperative Extension Tour. Tour attendees also included Dr. Joe Zublena, Director of County Operations and Dr. Danny Shaw, South Central District Director.

The focus of this year's tour was agri-tourism. Tour stops included Linear Park in downtown Fayetteville, Auman Vineyards, and Gillis Hill Farm.

While visiting Linear Park, Advisory Council Chairperson, George Quigley, provided the participants with the history of the park, the economic value provides, and community contributions.

The second tour stop was Auman Vineyards. Auman Vineyards is an organically grown vineyard. Tour attendees toured the vineyards, learned about the history of the vineyard and the chestnut production.

Our third and final tour stop was at Gillis Hill Farm. During the stop participants were presented the history of farm, toured the old farmhouse which has been restored, took a walking tour of the farm, and enjoyed a horse-drawn wagon ride. A highlight of the stop was the home-made ice cream enjoyed by all.

The annual Cooperative Extension Tour allows local dignitaries the opportunity to visit Cumberland County agriculture ventures. With the changing world of agriculture, farmers are seeking alternatives to traditional farming enterprises.



CUMBERLAND COUNTY KUDOS

Great Employees Doing Great Things!

Laretha Clark, a paralegal in the county attorney's office, was publicly commended for her customer-friendly assistance to a local resident in the Cheers n Jeers section of the Fayetteville Observer on May 3. Good for you, Laretha – this proves that being competent and courteous when dealing with the public is much appreciated by the public we all work to serve.



Kim McLamb, Betty Beasley, and Deborah Brown, Cumberland County Department of Social Services Program Managers, are acknowledged by Cumberland County Commissioners for their innovative outreach efforts in the food stamp program, which was recently acknowledged by the NCACC as an Outstanding County Program.

Cumberland County Department of Social Services' Ms. Lisa Chance, Income Maintenance Supervisor II, and Ms. Pat Tedder, Income Maintenance Supervisor I, are pictured here accepting an award from Sherry Bradsher, Director of the Division of Social Services for the exceptional operation of the Food Stamp Program in Cumberland County. Cumberland County was recognized for our outstanding accuracy in the food stamp program.



The accuracy rate is based on a state review on how accurate our workers are in collecting state required information when someone applies for food stamps, how accurate we are in determining whether they are eligible for the program, how accurate we are in getting them the correct amount of food stamps they are entitled to, how accurate we are in processing the application within the state required time frame, and how accurate we are in reviewing the information for continued benefits according to state requirements.

Your Department of Social Services provides food stamp benefits to over 36,000 people a month. The state requires that counties achieve a minimum of 94% accuracy in administering the program. Cumberland County's accuracy rate for this award was 98.6%. We are presently performing at 99.32% accuracy.



FINANCIAL REPORT EARNS PRESTIGIOUS HONOR

Amy Cannon, Assistant County Manager for Finance, displays the Certificate of Achievement for Excellence in Financial Reporting awarded to Cumberland County by the Government Finance Officers Association of the US and Canada. When presented the certificate at the County Commissioners' meeting on June 18, Mrs. Cannon was gracious in pointing out that this award is won by the efforts of many people in county government, including the commissioners themselves.

LIBRARY NEWS

FRIENDS OF THE LIBRARY RECEIVE WAL-MART GRANTS

Two Fayetteville Wal-Mart stores have awarded community involvement grants to the Friends of the Cumberland County Public Library & Information Center.

Teresa Ackerman, personnel manager of the Wal-Mart on Ramsay Street, recently presented Ole Sorensen, president of the Friends of the Library, with a check for \$500 for the North Regional Branch Library. The money will be used to purchase children's audiobooks.

Barbara Mitchell, personnel manager of the Wal-Mart on Skibo Drive, presented Sorensen and Jane Casto, manager of Headquarters Library, with \$1,075 for the Headquarters Library to purchase books for the adult collection.



The Wal-Mart on Ramsay Street awarded a \$500 Community Improvement Grant to the Friends of the Cumberland County Public Library. Pictured left to right: Mary Campbell, manager of North Regional Branch Library; Teresa Ackerman, the store's personnel manager; Ole Sorensen, president of the Friends; and Willie Wright, Friends' North Regional Branch representative.



Barbara Mitchell, personnel manager at the Wal-Mart on Skibo Drive, presents Jane Casto, manager of Headquarters Library, and Ole Sorensen, president of the Friends of the Library, with a check for \$1,075.

LIBRARIAN HIRED, ANOTHER RECEIVES FELLOWSHIP



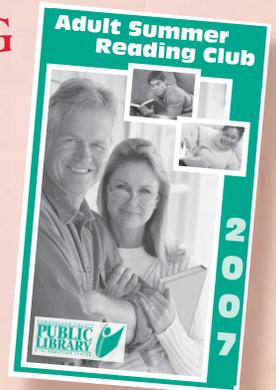
Keri Gould is the new Youth Services Librarian II at Cliffdale Regional Branch Library. Gould, who is originally from Arizona, received her bachelor's degree in education from Northern Arizona University in Flagstaff and her master's degree in Library Science from the University of Arizona in Tucson. She has previously served as a school librarian in Hawaii, Texas and Tennessee.

MARY CAMPBELL, manager of the North Regional Branch Library, has been selected as one of 20 Lifelong Access Fellows by the Americans for Libraries Council, a national nonprofit organization dedicated to increasing

innovation and investment in the nation's libraries. Campbell will become part of a national network of librarians committed to transforming library services for older adults. She will participate in the second annual Lifelong Access Libraries Institute from July 29 to Aug. 3 at the University of North Carolina at Chapel Hill. The institute, co-hosted by UNC's School of Information and Library Science and the Institute on Aging, will offer intensive training and interactive workshops aimed at positioning libraries to better serve the nation's millions of baby boomers. Campbell was selected from a field of more than 70 applicants from 14 states.

JUST A
REMINDER!

SUMMER
READING
CLUBS
ARE IN
FULL
SWING
@ YOUR
LIBRARY



Through July 28!
Sign up Today!

LIBRARY NEWS, CONTINUED...

JUNIOR LEAGUE AWARDS FRIENDS OF THE LIBRARY GRANT FOR TEEN PROJECT

The Junior League of Fayetteville has awarded the Friends of the Cumberland County Public Library & Information Center a Partnership Grant for \$24,682.88 to fund a teen project at East Regional Branch Library, located on Clinton Road, across from Cape Fear High School. The money will be used to purchase computer gaming equipment and games, 14 laptop computers, a storage unit, and teen-friendly furniture for the library's "Chillax Room," an activity room open to teens after school. The name "chillax" comes from the teen slang for "chill" and "relax."

The computer games, equipment and laptops, although housed at East Regional and used primarily by the East Regional teens, can also be used at the system's six other library locations for teen gaming programs and tournaments. The laptops

will have filtered access to gaming sites on the Internet, as well as NC LIVE and other library databases, which will assist teens in completing homework assignments, college applications and other educational pursuits.

The grant is a true partnership with the Junior League, the Friends of the Library and the library system because, in addition to providing funding, Junior League members will also volunteer to help with the gaming programs, said Judy Brown, East Regional's branch manager.

The Junior League recognized its 2007 grant recipients during a reception May 8. Brown and Ole Sorensen, president of the Friends of the Library, were joined at the reception by Jerry Thrasher, library director, and three teenagers from Cape Fear High School -- Brian Margita, Zebedee James and Rebecca James. Jamaal Fisher and Michaela Penix, library associates who work with teens at East Regional Branch Library, were also on hand.

The Junior League of Fayetteville is an organization of women committed to promoting voluntarism, developing the potential of women and improving the community through the effective action and leadership of trained volunteers. Its purpose is exclusively educational and charitable.



IT'S HURRICANE SEASON "WEATHER" YOU'RE READY OR NOT!



The hurricane season is upon us again, and our area could be affected by inclement weather at any time. The number to call as a county employee, if you are concerned about whether to come to work because of weather conditions, is **678-7701**. Program the number into your cell phone, make sure it's written down near your home phone, and call it if you have serious doubts about whether your department will be working. There will be a recorded message indicating whether county employees should report for work.

AIR QUALITY WEEK

The 4th annual Cumberland County "Be Aware of Our Air" Diary Challenge took place from May 1-7, 2007. The Fayetteville Area Metropolitan Planning Organization and the NC Department of Environment and Natural Resources organized the contest. During the contest, participants earned points by engaging in activities to promote clean air.

This year every participant received a prize. Children received a one-day pass to the Fascinate-U Children's Museum and adults received a three-day pass to The Spa Fitness and Wellness Center. There were more than 350 participants throughout Cumberland County and Fort Bragg, which will mean many trips to Fascinate-U and the Spa over the summer.

In addition to the passes, the Air Quality Stakeholders and local businesses contributed over 90 prizes. Hawley's Bicycle World donated two bicycles as the grand prizes for the top adult and child contestants. This is the fourth year in a row that Hawley's Bicycle World has donated bicycles for this contest. The Mid-Carolina Rural Planning Organization, Kelly Springfield, Hurst Annaho and Cumberland County donated other major prizes.

County Manager James Martin provided a half day of for the top five county employee competitors for the fourth consecutive year. Competition for this prize was fierce and the winners were as follows:

Charlon Lei Gibbs, Department of Social Services

Janice Nettles, Tax Administration

Al West, Department of Social Services

Angela Cunningham, Print Shop

Catherine Adams, Tax Administration

Special congratulations to Charlon Lei Gibbs, who had the highest point total of any adult in the entire contest. When Ms. Gibbs was asked if she would prefer a new bike or a half-day off from work, there was a slight hesitation, and then she selected the half day off!

ADDITIONAL COUNTY PRIZE WINNERS WERE:

Leo White, Jr., Print Shop,

Betty Beasley, Department of Social Services

Kyoko Virden, Tax Administration

Patti Speicher, Planning

Tina Baker, WIC

Hurst Annaho Tool Kit, Goodyear Tire Gauge

Free Oil Change, Goodyear Tire Gauge

2 Week Pass to The Spa, Goodyear Tire Gauge

\$20 Home Depot Gift Card, Goodyear Tire Gauge

1 Week Pass to The Spa, Goodyear Tire Gauge

CONGRATULATIONS AND THANK-YOU to everyone who took time to participate in this year's Air Quality Week and Diary Challenge. Keep your eyes open in April next year; the Air Quality Week Diary Challenge 2008 is open to everyone. For more information about Cumberland County Air Quality, please check our website: www.fampo.org/airquality or call Emilie E. Helms at 678-7614.

"Be Aware of Our Air" Week

May 1-7, 2007



Janice Nettles
Tax Administration



Charlon Lei Gibbs
Department of Social Services



Cathy Adams
Tax Administration



Al West
Department of Social Services

Air Awareness Challenge Half-Day Off County Prize Winners



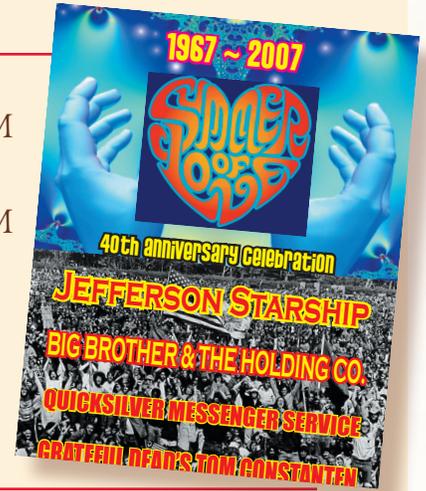
Angie Cunningham
Print Shop

COMING UP @ THE CROWN CENTER



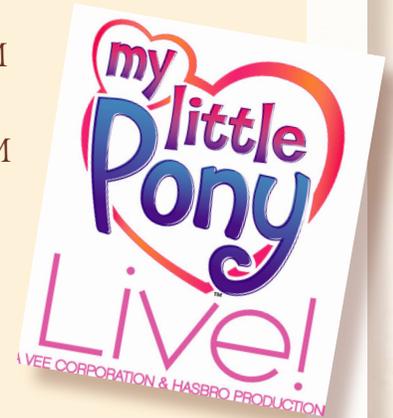
JULY

- | | | | |
|----|--|----------------|---------|
| 7 | Guard vs. Greensboro | Crown Coliseum | 7:00 PM |
| 20 | Summer of Love 40th Anniversary Celebration featuring Jefferson Starship, Big Brother & The Holding Co., Quicksilver Messenger Service and Grateful Dead's Tom Costanten | Crown Arena | 7:00 PM |



AUGUST

- | | | | |
|----|-------------------------------------|----------------|-------------------|
| 3 | Nashville Star Tour | Crown Theatre | 7:30 PM |
| 3 | My Little Pony Live | Crown Coliseum | 7:00 PM |
| 4 | Gun and Knife Show | Crown Expo | 9:00 AM |
| 4 | My Little Pony Live | Crown Coliseum | 10:30AM & 2:00 PM |
| 5 | Gun and Knife Show | Crown Expo | 10:00 AM |
| 5 | My Little Pony Live | Crown Coliseum | 1:00 PM & 4:30 PM |
| 20 | WWE Raw Live | Crown Coliseum | 8:00 PM |
| 30 | Poison with Ratt and Vains of Jenna | Crown Coliseum | 7:00 PM |
| 30 | Tops in Blue | Crown Theatre | 7:30 PM |



Visit
www.crowncoliseum.com
 for more information



CUMBERLAND COUNTY GOVERNMENT... WORKING FOR YOU!

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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.

VISIT US ON THE WEB: [HTTP:// WWW.CO.CUMBERLAND.NC.US/](http://www.co.cumberland.nc.us/)

THERE WHEN YOU NEED A FRIEND



Everyone needs a real friend now and then. The kind of friend that can be trusted to keep a confidence, the kind of friend that truly wants you to be untroubled and unperturbed.

The Employee Assistance Program (EAP) can be a friend to you and your family members. Whether you are being overwhelmed with a personal or a work-related concern, let your EAP professional work with you to solve your issues. Your supervisor does not have to be made aware you are using the program, unless you choose to share that information.

To initiate the assistance of the Employee Assistance Program, please call 222-6157. If you call, you'll find a friend who wants to help.



County Holiday
WEDNESDAY, July 4
Independence Day
