CUMBERLAND COUNTY GOVERNMENT

CONNECTION

VOLUME VII, ISSUE VI NOVEMBER 2009

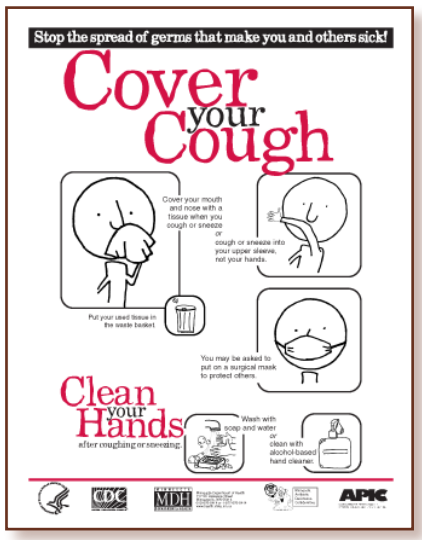
New Leave Policy Set for Flu Season

A NEW COUNTY POLICY IS NOW IN EFFECT until March 31 that advances sick leave to employees who have exhausted all of their accumulated sick and annual leave and are experiencing flu symptoms such as fever of at least 100 degrees or chills with a cough or sore throat. Additional symptoms include headache, extreme fatigue, runny or stuffy nose, body aches, vomiting or diarrhea.

Employees who have a fever of at least 100 degrees or chills with a cough or sore throat should not come to work and should remain home until they have been free of fever for at least 24 hours after the symptoms end without the use of fever-reducing medication. Employees who exhibit these symptoms at work will be isolated to protect others from exposure and will be sent home as soon as possible.

Employees who have exhausted all of their available sick and annual leave have the option of receiving advanced leave of a minimum of two days and a maximum of 40 hours. The county will recoup the advanced sick leave as the employee accumulates leave. If the employee leaves Cumberland County employment before the leave is recouped, the balance will be deducted from the last paycheck.

This policy is one of four revisions to the county's policies and procedures that were presented in late October to department heads. The other three deal with the overtime/comp time policy, voluntary shared leave and firearms prohibition. All policies and procedures are available for review on the Cumberland County Intranet at http://intranet/default.aspx. Contact your department's Human Resources specialist for more information. Employees are required to read and acknowledge all polices.



FLU PREVENTION

The Health Department is receiving shipments of the H1N1 vaccine and will keep employees and the public informed on when vaccine clinics are held. The department recommends that individuals call the Immunization Clinic at 433-3657 to check on the availability of the vaccine and on the hours for vaccination clinics. Hours may change daily because of the demand for the vaccine and the arrival of shipments.

Here are some other flu prevention measures:

Wash your hands frequently with soap and water for at least 20 seconds, especially following contact with commonly touched surfaces.

Use a 60 percent alcohol-based hand sanitizer.

Cover your nose and mouth with a tissue when you cough or sneeze. Immediately throw the tissue away. If tissues are not available, try to cough or sneeze into your upper sleeve. Wash your hands after you sneeze or cough.

Avoid touching your eyes, nose, and mouth.

If you are sick, stay home.

COUNTY MANAGER'S MESSAGE

James Martin

I WANT TO TAKE THIS OPPORTUNITY to extend to each of you my best wishes for a very happy and healthy holiday season. The weeks ahead will be hectic, but don't forget to take a few moments to reflect and show gratitude for the blessings in your life. During the next two months, there will be several opportunities, including both food and blood drives, to share with others who are less fortunate.

We are in the midst of the flu season, and the battle against H1N1 is raging. As part of the county's preparedness measures, we have adopted a new Advanced Leave Policy for Influenza effective only during flu season, Oct. 1 through March 31.

Be sure to read about the new policy in this newsletter. You'll find the policy posted on the Intranet as well at http://intranet/default.aspx. Or, check with your department's HR specialist.

As 2009 draws to a close, let me thank each of you for all that you do for Cumberland County and our 300,000-plus citizens. Your work makes for a better community for us all.

The Season of Sharing

FOOD DRIVE

THIS YEAR CUMBERLAND COUNTY continues the long-standing tradition of participating in the Fayetteville Urban Ministry/Salvation Army Food Drive. This community service effort distributes food to families in need in mid-December. Food collection boxes will be put out at various county buildings by mid-November. The boxes will be collected the week of Dec. 7 so that the donations can be delivered to the Fayetteville Urban Ministry warehouse on December 14.

Rusty Long, the executive director of the Fayetteville Urban Ministry, commends county employees for their generosity and offers these suggestions as you gather together your food donations. Plastic jars of peanut butter, jellies and pasta sauces are especially welcome, as are sturdy bags or boxes of rice, pasta and grits. Please, no glass containers of any kind.

Campbell's Soup donates soup to the food bank, and they receive lots of canned corn and green beans, according to Mr. Long. Instead of these well-stocked items, he says they have a real need for canned fruits, meats, tuna, dried beans and breakfast items.

Finally, be sure the foods you contribute are not past their safe "Use By" date.

BLOOD DRIVE

THE CAPE FEAR VALLEY BLOOD DONOR CENTER reported that a total of 54 people participated in the Sept. 17 blood drives at the Headquarters Library and the Courthouse, which helped the center save up to 141 lives. The day was truly a success with 21 employees signing up at the library and 33 at the courthouse. Thank you to all of our generous donors.

Blood Donor Center

You will have another chance to donate blood on Wednesday, Dec. 9. The Blood Donor Center will again set up the Bloodmobile at the Headquarters Library that morning from 9:30 until 11:30. The vehicle will then move to the courthouse parking lot off Cool Spring Street from 1-4 p.m.

To sign up at the library, contact Susan Parrish at 483-7727 ext. 119. At the Courthouse, contact Sally Shutt at 437-1921 or e-mail her at sshutt@cumberland.nc.us. For more information on blood donation, call the Blood Donor Center at 615-LIFE (5433).

CUMBERLAND COUNTY KUDOS

Colby Lambert

Kenny Currie

Timmy Mitchell

Rita Tatum

AUTRY RETIRES; LAMBERT NAMED INTERIM DIRECTOR

GEORGE AUTRY, who served as the County Extension Director for 24 years, retired at the end of September. He worked for Cooperative Extension for 33 years and served 31 years in Cumberland County. At a reception in his honor, Autry was lauded for his dedication and hard work. He was honored with the Order of the Long Leaf Pine, presented by Sen. Tony Rand.

COLBY LAMBERT was named the interim Extension Director. He has been a Cumberland County Agriculture Extension Agent since 2005. His areas of responsibilities include row crops, forestry, pesticide education, and forages. Previously he worked for the City of Raleigh Urban Forestry Department and as an Agriculture Extension Agent in Ashe County.

A graduate of N.C. State University, he is a registered forester in North Carolina and a certified arborist through the International Society of Arboriculture, as well as a certified tree farm inspector.

Cumberland County Board of Commissioners Chairman Jeannette Council congratulates George Autry for 33 years of service at his retirement.

CURRIE HONORED

CUMBERLAND COUNTY EMERGENCY SERVICES DIRECTOR KENNY CURRIE was named the Communications Center Director of the year by the North Carolina Chapter of the Association of Public Safety Communications Officials.

Currie, who started as a dispatcher and worked his way up the ranks, has more than 25 years experience serving Cumberland County. He was named the Emergency Services Director in March 2008 and is also the county's fire marshal.

During his time with the department, he has overseen many projects including the conversion to an enhanced 911 system and becoming the first county in North Carolina to have an accredited communications center of excellence. Currie was recognized for his efforts to combine the county's 911 call center, which had previously dispatched fire and EMS only, with the Sherriff's Office dispatch center, a move that has increased productivity.

"All the credit goes to the staff," Currie said. "They make my life extremely easy. Our organization is built on a team concept, and I share this honor with them."

MITCHELL NAMED DEPUTY DIRECTOR

TIMMY MITCHELL has been named the deputy director of Emergency Services. Mitchell, who was an Emergency Management Services officer, began working in emergency services as a volunteer firefighter with the county in 1977. He joined the county staff full-time in 1995 as a telecommunicator.

SHERIFF ASSIGNS FIRST FEMALE TO MOTORS UNIT

Sheriff Earl R. Butler has assigned **DEPUTY RITA TATUM** to the Motors/Escort Unit of the Cumberland County Sheriff's Office. Tatum, who is the first female to join the team, can be seen cruising down the highway in the driver's seat of a Harley Davidson "Road King" escorting local residents through traffic, conducting funeral processions and patrolling communities.

Deputy Tatum is a native of Statesville and retired in 2007 as a Master Sergeant in the U.S. Army after serving her country for 22 years. She joined the Sheriff's Office in 2008 and has served as a Road Patrol Deputy as well as a Field Training Officer.

Deputy Tatum graduated from Central Texas College with an Associate Degree in Applied Science in Applied Management and Saint Joseph's College of Maine with a Bachelor of Science in Long Term Care Administration.

EMERGENCY SERVICES DECLARED STORMREADY

Cumberland County Emergency Services managers have earned the National Weather Service's StormReady® designation, making them better prepared for severe weather in any season. To achieve this distinction Cumberland County met rigorous criteria, which included developing severe weather safety plans and communications infrastructure, actively promoting severe weather safety through public awareness activities and conducting safety training.

"Becoming StormReady will help first responders and residents of Cumberland County be better prepared for the next weather disaster," said Timmy Mitchell, deputy director of emergency services in Cumberland County.

Deputy Brian Matthews Bridge Dedication

THE N.C. DEPARTMENT OF TRANSPORTATION dedicated the bridge at Exit 55 over Interstate 95 as the Deputy Brian Matthews Bridge at a ceremony Sept. 30 at the Eastover Central Recreation Center. Local law enforcement officers, family, friends and local officials gathered to pay tribute to Deputy Matthews, who lost his life on Sept. 30, 2005 while answering a call for help from a fellow officer. His mother, Thelma Matthews, is the purchasing/accounts manager in the county's finance department.

LEFT: Ron and Thelma Matthews, Deputy Brian Matthews' parents, accept a model of the bridge sign from Eugene A. Conti, Jr., Secretary of the NC Department of Transportation, at the dedication ceremony held Sept. 30.

BELOW:
The bridge sign at exit 55 in Eastover bearing Deputy Matthews' name.

United Way Campaign

THE UNITED WAY CAMPAIGN among county employees ended on Oct. 30. Information on contribution totals will be announced soon. All gifts, whether one-time donations or payroll deductions that will occur throughout 2010, will go to fund the agencies supported by the United Way.

Gale Freeman of the Register of Deeds staff served as her office coordinator. The staff of 23 had a goal of $920. With 100 percent participation, they collected more than $1,200 for this year's campaign.

"With all of the many needs of our community and the worthy organizations that are dependent upon United Way Funding, this is a campaign that we all looked forward to with great anticipation," Freeman said.

The Cooperative Extension Service doubled their amount of giving this year. Patania Eiland, who helped coordinate this year's county campaign, commended the Extension Service for giving more than in the past three years.

Grants Awarded

CUMBERLAND COUNTY'S ENGINEERING DEPARTMENT has been awarded $590,700 through The American Recovery and Reinvestment Act to support the county's energy efficiency and conservation activities. An initial grant of $50,000 is available now for planning purposes, and the balance of the funds will be distributed at a later date. The County will use the initial funding to conduct energy audits on 16 county buildings. The results will determine how the county plans to spend the additional funding on projects and programs that prioritize energy savings, reduce greenhouse gas emissions, and create or retain jobs.

THE CUMBERLAND COUNTY SHERIFF'S OFFICE has received two grants from the U.S Department of Justice – a $467,024 grant for its child sexual predator program and a $100,000 grant to purchase digital radios for deputies and vehicles.

School Supplies Donated

THE REGISTER OF DEEDS DEPARTMENT donated 120 colorful mesh backpacks, folders, composition books, pencils, erasers, crayons, colored pencils and toothbrushes to students in Cumberland County Schools. The bags were presented to Officer Stacy Swinton, Police Specialist and Homeless Project Officer with the City of Fayetteville. Officer Swinton frequents the Register's office to obtain copies of birth certificates for the homeless. When she shared with the staff about an ongoing project of securing school supplies for homeless children, the department decided to lend a helping hand.

MUNICIPAL ELECTIONS for Eastover, Falcon, Fayetteville, Godwin, Hope Mills, Linden, Spring Lake, Stedman, Wade and the Eastover Sanitary District will be held Nov. 3. You must live within one of these municipalities or the Eastover Sanitary District to be eligible to vote in this election. **See sample ballots at the Board of Elections Web site.**

Cumberland County 4-H Foundation 4th Annual Fried Chicken or Pork BBQ Plate Fundraiser

Cost: $6.00 Per plate

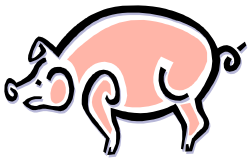
Friday, November 6, 2009
11 a.m. to 1 p.m.
Lunch Only

Cost: $6.00 Per plate

Dine In or Drive Thru or Delivery
(Delivery Available for 10 or More Plates!)

FRIED CHICKEN OR PORK BBQ PLATE

North Carolina Cooperative Extension Office
Charlie Rose Agri-Expo Center
301 East Mountain Dr, Fayetteville NC

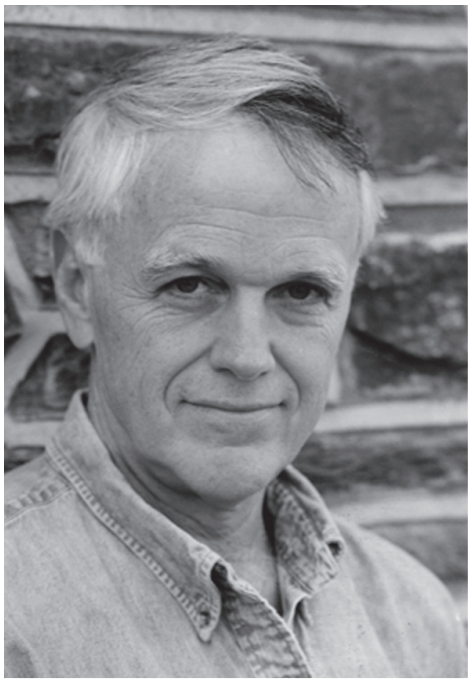


Tickets are available from Foundation Members, 4-H Members and/or the 4-H Office
If you have any questions, please call Donna at 910-321-6864.
Proceeds Benefit Cumberland County 4-H
THANKS FOR YOUR SUPPORT!!!

This event or activity is operating under the 4-H Code of Conduct and Disciplinary Procedure. You can obtain a copy from your 4-H Agent. This 4-H Code of Conduct and Disciplinary Procedure is a condition of participation in any North Carolina 4-H activities or programs.

LIBRARY NEWS

FRIENDS OF LIBRARY: 'Live with Clyde Edgerton—Wake Up Your Funny Bone: Readings, Stories, and Music'



North Carolina author Clyde Edgerton is the featured speaker for the Friends of the Cumberland County Public Library & Information Center's 10th Annual Author Event and Library Endowment Trust Benefit on Nov. 9 at 7:30 p.m. The event will be at the Cape Fear Regional Theatre. General admission tickets are $15 and may be purchased at City Center Gallery, 112 Hay Street, or at the door.

A benefit reception to meet the author will be at 6 p.m. in the Glass Block Room of the theatre. Tickets are $85 for one; $150 for two. Heavy hors d'oeuvres and wine will be served; entrance into the presentation and a signed copy of the author's book "The Bible Salesman" is included in the reception ticket price. Call 483-7727 ext. 119 for reservations or more information. All proceeds benefit the Library Endowment Trust.

LIBRARY WINS STATE AWARDS FOR PROGRAM AND PROMOTIONS

A popular teen program, Librari-Con, coordinated by the Cumberland County Public Library & Information Center's youth services staff, is the 2008 Outstanding Teen Program in the large library category presented by the North Carolina Public Library Directors Association.

Librari-Con is an annual mini-convention that celebrates animation, comics and graphic novels. It also promotes local artists and artisans during a full day of teen-centered, family-friendly programs and activities. This award winning program will be showcased at the NCPLDA's annual meeting in Winston-Salem in December.

Promotional materials created by the library's community relations department to promote Native American cultural programming received first place for Best in Show at the North Carolina Library Association's annual meeting. The materials are judged on content, originality, design, format and effectiveness. This honor is presented by the State Library of North Carolina.

SHARE YOUR SPECIAL HOLIDAY RECIPES: LIBRARY STARTS ONLINE RECIPE ROUNDUP

Do you have a special recipe that you make only on holidays or a dish that perfectly suits the cool and blustery weather? Then, Cumberland County Public Library & Information Center invites you to participate in our seasonal recipe roundup. Categories cover everything from breakfast and sides to desserts and vegetarian dishes.

Send your favorite seasonal or holiday recipes to recipes@cumberland.lib.nc.us. You may also drop off recipes at any library branch. Remember to print legibly or type the recipe and include all ingredients, temperature, time and preparation instructions. We would like to have a picture of your masterpiece as well to include on our blog, ccplrecipes.wordpress.com. Be sure to visit that blog since recipes have already started coming in.

Recycle Your Plastic Bottles

Employees are reminded that plastic bottles are now banned from all North Carolina landfills. Do your part and recycle.

Benefit Tips

HEALTH INSURANCE EXPIRATION:

Health insurance is effective on an employee's date of hire and expires at 11:59 p.m. on the employee's date of termination.

MEMBERS CAN NOW DESIGNATE BENEFICIARIES ONLINE: Recently passed legislation now allows active Retirement System members with less than 10 years of service to designate beneficiaries online for the employee death benefit, or for a return of contributions in the event of the member's death.

To add or change a beneficiary online:

- Visit www.myncretirement.com and log_in after clicking the "ORBIT" button.
- Click on "View Account Summary."
- There you will see your current list of beneficiary designations.
- If you have less than 10 years of service, click on the "Change Beneficiaries" link underneath the list of beneficiaries and add or change the names of the person(s) who you would like to designate.
- If you have more than 10 years of service, follow the instructions to open a personalized copy of the Form 2C – Designating Beneficiary(ies) for Retirement System Contributions and the Death Benefit. Complete, print out and mail to the Retirement Systems.

Workshop Teaches Kids Healthy Eating Habits

STUDIES SHOW THAT CUMBERLAND COUNTY children receive an "F" on meeting daily amounts of fruits and vegetables. This information, provided by Eat Smart and Move More North Carolina, showed that 37 percent of children and youth are not getting the daily recommended fruit servings and 74 percent are not getting the recommended vegetable servings in our state.

In an effort to address this nutritional need, Family and Consumer Extension Agent Candy Underwood and Urban Horticulture Extension agent Shauna Haslem conducted the Kids in the Kitchen workshop for youth ages 8-11. This four-day workshop focused on teaching the participants the importance of eating healthy meals and snacks. They were assisted by Family and Consumer Sciences Program Assistant Krista Caison.

The attendees prepared healthy dishes and snacks using fruits and vegetables during the program. Some of the items used for these dishes were harvested from the Extension garden, which is located onsite. Many of the youth tried food they had never tried before. Incorporated into the workshop was physical activity. They learned that physical activity could be fun as well as beneficial. Post tests indicate that the participants increased their knowledge in all areas of healthy food choices, preparation of healthy choices, and gained an increased knowledge of My Pyramid. With their increased knowledge, attendees will make wiser and healthier food choices.

Low Income Energy Assistance Available

THE CUMBERLAND COUNTY DEPARTMENT OF SOCIAL SERVICES will begin accepting applications on Nov. 2 for its Low Income Energy Assistance Program. Applications will be accepted through Nov. 13 from 8 a.m. to 4:30 p.m. at the department located at 1225 Ramsey St. The office will be closed for Veterans Day, Nov. 11. However, the office will extend hours on Nov. 12 until 6 p.m. to accept applications.

Individuals must bring in verification of income, Social Security, photo identification, and a current bank statement, if applicable. Households that are determined eligible will receive an energy payment in February.

For more information on the Low Income Energy Assistance Program, call the LIEAP information line at 677-2821.

Funds from the Crisis Intervention Program may be available for more urgent energy assistance needs. Applications can be taken to the Salvation Army at 226 South Cool Spring St. Call 307-0359 for more information on the CIP program.

Teaching Kids the Importance of Exercise

SAFE KIDS CUMBERLAND COUNTY, in partnership with Fed Ex and the Fayetteville Fire Department, sponsored International Walk to School Day on Oct. 7 at Ponderosa Elementary School. International Walk to School Day is celebrated all over the world to encourage children to be safe during pedestrian activities and to encourage them to be more physically active.

The celebration started with a "parade" of walkers that met in the parking lot of the old Winn-Dixie Store. Parents, students, and community members joined the walk to school with signs and posters in hand to remind drivers to be careful for pedestrians. Walking alongside the students were Cumberland County Schools Superintendent Frank Till; City Councilman DJ Haire; Board of Education Member James MacLauchlin; Fire Chief Majors; and Health Director Buck Wilson.

The students also paid tribute to fellow classmate Phuong Tran who was killed in 2007 as he was crossing Bonanza Drive. A memorial plant was placed in the school's garden as well as at the crosswalk where he died.

The students received backpacks donated by the Cumberland County Health Promotion program filled with goodies from Safe Kids and the Department of Public Health.

Thank you to the Fayetteville City Police and especially to the Cumberland County Sheriff's Deputies and Crossing Guards who assisted with the walk.

The Cumberland County Department of Public Health is the proud leader of the Safe Kids Cumberland County Coalition. Safe Kids is an International Organization whose mission is to reduce childhood injuries in children under the age of 14. Our local coalition focuses on four areas of injury prevention: Pedestrian Safety, Child Passenger Safety, Fire Safety, and Bicycle Safety.

Safe Kids®
Cumberland County

CUMBERLAND COUNTY GOVERNMENT... WORKING FOR YOU!

JAMES MARTIN, COUNTY MANAGER
COUNTY MANAGER'S OFFICE
117 Dick Street
Courthouse, Suite 512
Fayetteville, NC 28301
Phone: 910-678-7723
Fax: 910-678-7717
Email: jmartin@co.cumberland.nc.us

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/

There When You Need A Friend

EVERYONE NEEDS A REAL FRIEND NOW AND THEN. The kind of friend who can be trusted to keep a confidence, the kind of friend who truly wants you to be untroubled and unperturbed.

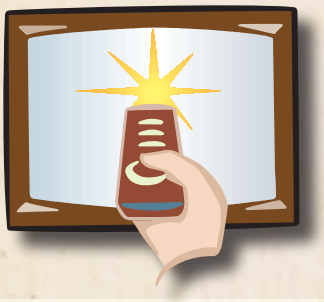
THE EMPLOYEE ASSISTANCE PROGRAM (EAP) can be a friend to you and your family members. Whether you are being overwhelmed with a personal or a work-related concern, let your EAP professional work with you to solve your issues. Your supervisor does not have to be made aware you are using the program, unless 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 Holidays

Nov. 11 – Veterans Day
Nov. 26-27 – Thanksgiving
Dec. 24-25 – Christmas
Jan. 1 – New Year's Day

Helping You Stay Informed

THE NOVEMBER EDITION of Cumberland County's television show "Cumberland Matters" features segments on adoption and foster parenting; Veterans Services; gaining access to Mental Health services; the new ban on plastic bottles in the landfill; and recreation centers in the county. The show airs on Time Warner Cable Channel 60 on Mondays at 4 p.m. and Tuesdays at 10 p.m. on Channel 7. You can view the program via the county's web site at http://www.co.cumberland.nc.us/public_info/cumberland_matters.aspx.



You have two other venues to keep up with what's happening in Cumberland County. The county's weekly column, also called "Cumberland Matters," appears in the Saturday Extra of the Fayetteville Observer. And, a Cumberland County section now appears in Up & Coming Weekly twice a month.

If you have a story idea for the TV show or the print publications, contact Sally Shutt at 437-1921 or sshutt@co.cumberland.nc.us.