CUMBERLAND COUNTY CONNECTION

Cumberland County Employee Wellness Center

THE CUMBERLAND COUNTY EMPLOYEE WELLNESS CENTER is an initiative designed to improve the health of county employees and reduce the costs paid out-of-pocket by employees and by the county for medical office visits and pharmacy bills. The center, which is located in the E. Newton Smith Center at 227 Fountainhead Lane, is expected to open in August. Employees will be notified once an opening date has been established.

Wellness Center Staff: (L to R) Nancy Rittenhouse, pharmacy technician; Jennifer Conty, pharmacist; Lorie Bell, registered nurse; Kendra Manning, wellness coordinator; and Jewel Dorney, nurse practitioner.

This edition of the County Connection includes important information on the center, which will include an Employee Pharmacy, Employee Express Care Clinic and Wellness Program.

The center's staff works under the Health Department and includes a licensed pharmacist, pharmacy technician, nurse practitioner, registered nurse, administrative assistant and the employee wellness coordinator.

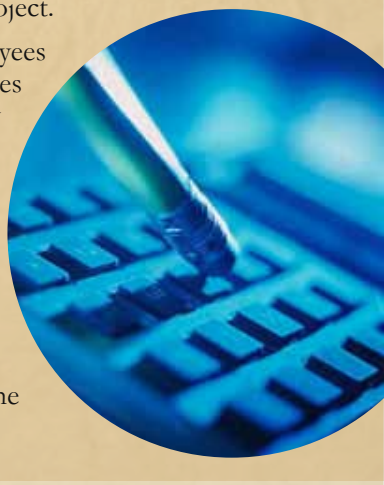
MISSION STATEMENT:
To promote positive health behaviors and increase employee awareness through health education, special wellness, acute medical and pharmacy services.

"Wellness" Continued on page 3

Commissioners Adopt FY2013 Budget

THE BOARD OF COMMISSIONERS adopted the FY2013 budget on June 12. The general fund budget totals $304,072,055 and includes a property tax rate of 74 cents per $100 valuation, the same as the current year. The county has again earmarked six-tenths of a penny of the county-wide tax rate for the Detention Center expansion capital project.

The budget includes an across-the-board 2 percent cost-of-living increase for all permanent employees hired before July 1, 2012. The 1 percent employer contribution to a 401-K retirement plan for employees eligible to participate in the Local Government Employees Retirement System will continue. Longevity pay continues for existing employees, but will not be available to new hires after June 30, 2012.



The budget includes an updated job classification and pay plan, which was one of the objectives included in the 2011-2012 Cumberland County Strategic Plan. HR conducted a year-long study that included updating job descriptions and interviewing employees and managers in all departments except the human services agencies. Employees in the Health, Social Services and Mental Health departments fall under the State Personnel Act and will be included in a future study.

The new job classification and pay plan will be effective July 1. Individual employees affected by the new pay plan were notified by the end of June. No employee will have a reduction in pay based on the reclassification plan.

VOLUME X Issue IV • JULY 2012

JAMES MARTIN

County Manager's Message

WHO ARE YOU AND WHAT DO YOU BELIEVE? Some of you may be able to quickly respond, while others may require a little more self-reflection. Now, please imagine trying to answer those questions for an organization that has more than 30 departments and 2,400 employees.

The county management team decided to do some corporate self-reflection in response to issues we encountered in various departments over the last year. That self-reflection was discussed during a "Leadership Challenge" presentation by Deputy County Manager Amy Cannon at a department head meeting on June 25. Speaking on behalf of Assistant County Manager James Lawson and myself, she outlined the importance of establishing a new "climate" for our organization.

Organization climate is defined as a set of beliefs, values, norms, or goals that represent the unique character of our organization. Basically, it says who we are and what we believe.

The county adopted a new mission statement in 2011 – to provide quality services to our citizens while being fiscally responsible. We also outlined our core values - Serving Cumberland County citizens with PRIDE – Professionalism, Respect, Integrity with accountability, Diversity and Excellent customer service. We also set the goal of employing motivated, professional and well-trained personnel who offer excellent customer service with PRIDE.

Our value statement is "Recognizing that all people are different, we treat everyone with dignity and serve our diverse population with professionalism, respect, integrity, diversity and excellent customer service."

Our customers are our citizens and employees; our business is to provide excellent customer service. From there, we determined that our new climate, our new corporate culture, would be "People are our business, and we care about our people."

The three principles that define this climate are value, respect and understanding. We, meaning each of us, need to listen to employees and citizens and show appreciation and respect. In doing that, we will be offering excellent customer service, creating an environment where employees feel valued, and providing a workplace where they want to stay.

A new fiscal year is a great time to introduce a new initiative. In the upcoming weeks, Ms. Cannon will be giving the "Leadership Challenge" presentation to supervisors and other groups. And, all across the county, Talk-Listen Conferences between supervisors and employees will be taking place. These conferences will provide the perfect platform to put the principles of value, respect and understanding into practice. A climate change starts with individuals choosing to listen and invest their time and attention in those around them.

Finally, thank you for your hard work on behalf of our citizens. I hope you enjoy a safe summer.

Wagner Receives Employee Recognition Award

KRISTINE WAGNER, COMMUNITY TRANSPORTATION COORDINATOR for Cumberland County, received the Employee Recognition Award on June 4 during the Board of Commissioners regularly scheduled meeting.

Wagner knows her regular customers well and as a result was able to recognize in March when an 83-year-old wheelchair-bound veteran who lives alone in Hope Mills was in danger and needed assistance beyond transportation.

Her quick actions resulted in this gentleman being found on the floor of his bedroom and receiving medical attention. She followed up and went beyond her regular duties to help this veteran link up with the Veterans Empowering Veterans agency, which helped prevent him from being evicted from his home.

Wagner went the extra mile and was able to see that this citizen was rescued from his fall and she helped him find an agency to assist with his budget and housing issues.

Her actions contribute to two county goals: Ensuring a safe and healthy community by providing needed services to our citizens in a timely manner and employing motivated, professional, well-trained personnel who offer excellent customer service with PRIDE.

County Manager James Martin presents the Employee Recognition Award to Kristine Wagner at the Board of Commissioners meeting June 4.

"Wellness" Continued...

Employee Express Care Clinic

The Employee Express Care Clinic will see patients Monday-Thursday, 8:30 a.m.-4 p.m.; and on Friday from 8 a.m. to noon. All county employees can use the Express Care Clinic. Retirees who are on the county's insurance plan may also use the clinic.

The clinic is a convenient care clinic and not designed to replace employees' primary care physicians. It is to be used when employees are not feeling well and need to be seen quickly.

* Employees should receive permission from their immediate supervisor before arriving at the clinic. A documentation system will be used.

Contact:
Employee Express Care Clinic
910-433-3876
Lorie Bell, RN
Jewel Dorney, RN, FNP, BC AANP

Employee Pharmacy

Service hours at the Employee Pharmacy will be 7 a.m. - 4:30 p.m. Monday – Thursday and 9:30 a.m. – 1 p.m. on Friday.

Employees and retirees who are on the county's Blue Cross Blue Shield insurance plan may use the pharmacy and not have a co-payment for generic prescriptions. These employees will also have cheaper rates for brand-name medications than under the county's current plan. Employees can use their medical spending cards in the pharmacy. The county intends to offer pharmacy services to dependents on the county's Blue Cross Blue Shield plan as soon as practical in the future. The pharmacy will not file claims for any other insurance company, so employees on other plans who use the pharmacy will have to pay the cost of the medication. Employees who do not have insurance may use the pharmacy, but must pay the cost of the medication, as with any other pharmacy.

Contact:
Employee Pharmacy
910-433-3861
Jennifer Conty, Pharmacist
Nancy Rittenhouse, Pharmacy Tech

Wellness Program

The county's Wellness Coordinator is based at the Wellness Center and is dedicated to educating employees on healthy lifestyles and motivating changes in long-term behaviors.

Contact:
Kendra Manning
910-433-3875
kmanning@co.cumberland.nc.us

Wellness Center Frequently Asked Questions

Q: Is it mandatory that I participate?
A: No. The Express Care Clinic, Wellness Program and Pharmacy are benefits to employees designed to assist with their health care needs and reduce their out-of-pocket medical expenses.

Q: I fear medical information gathered at the clinic could be passed along to my superiors and used in some way against me. What assurances do you have that this will not happen?
A: All medical records and information will fall under the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and will be confidential.

Q: Can you just use the pharmacy and not the clinic?
A: Yes.

Q: Will there be paperwork such as a "return to work" form showing in and out times at the clinic to be used when the employee returns to the workplace?
A: There will be documentation noting time of arrival to and departure from the clinic.

Q: What are the details about not having to use sick time?
A: Employees will not use sick leave to visit the Express Care Clinic. If they are sent home by the practitioner because of illness, sick leave will start after departure from the clinic. If a pharmacy visit immediately follows and is part of the Express Care Clinic visit, the pharmacy time will be included on the documentation. If the pharmacy visit is a separate drop off or pick up visit, employees are on their own time.

Q: Will there be a set time you have to remain home on sick leave if they send you home from the clinic?
A: Convalescent time or sick time will depend on the type of illness, treatment required and will be recommended by the nurse practitioner.

Q: Why does an employee not need to use their sick leave to go to an appointment at the Employee Express Care Clinic but they have to use their sick leave to go to a doctor's appointment?
A: The benefit of not using sick leave to be seen at the Employee Express Care Clinic is an incentive to use the in-house clinic and to save both the county and the employee money.

Q: Will it be by appointment or walk-in?
A: Provisions for both scheduled and same-day care will be provided. Employees will need to call the clinic at 910-433-3876 for an appointment time. The intent is to accommodate employees who are sick and on duty.

Q: What exactly can you go to the clinic for?
A: The clinic will evaluate, diagnose and treat common minor illnesses; provide health screenings; and evaluate, diagnose and monitor common chronic diseases such as diabetes and hypertension. Chronic diseases will be referred to primary care for treatment.

Q: Will they be able to prescribe any medication if needed and if so what type?
A: Prescription medications, when clinically indicated, will be in support of the defined medical practice guidelines for the treatment of common acute minor illnesses. These medications will generally include antibiotics, antivirals, antifungals, antihistamines, antitussives, expectorants, mucolytics, common eye, ear, nose and throat preparations, inhaled medications, common non- narcotic pain medications, topical medications, immunizations (Td, Tdap, Pneumovax, influenza).

Q: Do we just drop off and then pick-up a prescription we get from our doctor or is the pharmacy only for Express Care Clinic prescriptions? Will an employee also not need to use sick leave for this?
A: No, any prescription can be dropped off. Employees will be on their own time for drop off and pick up of prescriptions just as if they were going to any other commercial pharmacy.

Q: How will the pharmacy know which types of medications to carry?
A: The pharmacy has been provided a list of the top 100 medications prescribed in the county. If a medication is not on hand, the pharmacy will order it, which may take up to 72 hours.

Q: Will we have a new pricing tier for non-generic medications?
A: Yes. For example, if you use the county pharmacy, a $60 co-pay will be reduced to a $40 co-pay and a $45 co-pay will be reduced to $25.

Q: Who can participate in the Express Care clinic?
A: All employees regardless of insurance coverage may use the Express Care Clinic. Retirees who are on the county's insurance plan may be seen as well.

Q: Who can use the pharmacy services?
A: Employees and retirees who are on the county's Blue Cross Blue Shield insurance plan may use the pharmacy and not have a co-payment for generic prescriptions. Employees who do not have insurance may use the pharmacy, but must pay the cost of the medication, as with any other pharmacy. The pharmacy will not file claims with other insurance companies. The county intends to offer pharmacy services to dependents on the county's Blue Cross Blue Shield plan as soon as practical in the future.

Q: Are employees at Cooperative Extension included?
A: Cooperative Extension employees may use the clinic, but not the pharmacy because they are on the state plan. The pharmacy will not file claims with other insurance companies, so Extension employees would have to pay the cost of medication.

Q: Can you bring prescriptions from your regular doctor to the employee pharmacy?
A: Yes.

Q: Are generic medications free?
A: Yes, if you are on the county's insurance plan.

Q: Will the pharmacy provide a 30-day or 90-day supply of medication?
A: Yes.

Q: It's my day off and I feel sick. Can I go straight to the Express Care Clinic from home or do I have to go to work first?
A: On your day off you can go to the Express Care Clinic without going in to work first.

Q: Do I have to get a signed form from my supervisor if I want to be seen on my day off?
A: No.

Q: I'm insured by my husband's federal BCBS. Can I still use the pharmacy in the Wellness Clinic?
A: The pharmacy will not file claims with other insurance companies. However, if you want to pay the cost of the medication, you can use the pharmacy.

Q: If my direct supervisor is not at work, do I have to physically go to see the upper level supervisor at a different location before I am allowed to go to the Express Care Clinic?
A: This will depend on your department's policy.

Q: Would my primary care physician be able to fax or call in prescriptions to the employee pharmacy?
A: Yes. Physicians may fax, call in and use e-prescribing.

Q: Can mail-order prescriptions be transferred to the Wellness Clinic pharmacy?
A: Yes.

Q: I don't have insurance. Can I get my medication at the Employee Pharmacy and pay for it myself?
A: Yes, you would pay for the cost of the medication, as with any other pharmacy, and not be eligible for the $0 co-payment for generics like other employees with BCBS.

Q: Will the pharmacy carry non-essential prescription drugs and supplies (colonoscopy bags, diabetes testing supplies, aesthetic aids, scar concealment etc.)?
A: The pharmacy is supposed to be run as any normal retail pharmacy, meaning: we will carry non-essential prescription drugs, diabetic testing supplies, over-the-counter pain management, allergy relief, and cough and cold medications.
The intention is to avoid carrying items found at a medical supply store like colonoscopy bags.

Q: Could wellness program participants receive discounts for memberships at fitness centers?
A: Employees can get a discount at the Health Plex by identifying themselves as a county employee and showing an ID. The rates are as follows for Cumberland County employees: $25 enrollment fee, $42.75 monthly dues. Spouses of county employees who join pay a $40 enrollment fee, $42 monthly dues. Children 13-17 years of age pay $25 enrollment fee, $22 monthly dues.

Q: Will there be workout equipment?
A: No workout equipment is planned for the facility at this time.

Q: Do I need to bring in my BCBS insurance card?
A: Yes. Employees should always have their BCBS insurance card with them for every visit to the clinic and pharmacy.

Meet the Wellness Team

BELL

LORIE BELL is a graduate of Fayetteville Technical Community College with a degree in nursing. She comes to the Express Care Clinic from the Department of Social Services. She has been a nurse for eight years.

CONTY

JENNIFER CONTY is a 2007 Campbell School of Pharmacy graduate. She was previously employed with Cape Fear Valley Health Systems for almost five years. During her time at CFVHS, Dr. Conty held the position of Emergency Department Clinical Pharmacist. She is excited and eager to begin a new phase in her pharmacy career by serving the employees of Cumberland County as their pharmacist.

DORNEY

JEWEL DORNEY, RN, FNP, completed a master's degree in nursing with a dual focus as a family nurse practitioner and rural community health clinical specialist from Georgia Southern University. She is board certified by the American Academy of Nurse Practitioners. Dorney comes to us from Raleigh where she was part of the first team of nurse practitioners to develop and establish convenient care clinics in North Carolina and the United States and achieve the nation's first Joint Commission accreditation for convenient care clinics. In addition, Dorney has many years of experience in all aspects of family medicine including adult chronic disease management, obstetrics, pediatrics, case management and nursing management.

MANNING

KENDRA MANNING is the county's Wellness Coordinator. She holds a bachelor's degree in community health education from Pembroke State University and a master's degree in health services administration from Central Michigan University. She has worked with the Army Substance Abuse Program at Fort Bragg, the Robeson Center for Child & Family Health, Children's Health of Carolina, and Bladen County Hospital.

RITTENHOUSE

NANCY RITTENHOUSE is a Certified Pharmacy Technician (CPhT) who graduated from the pharmacy technician program at UIE College in Ontario, Calif., in 2009. She was previously employed with Cape Fear Valley Medical Center, where she worked for more than two years.

Crown Announces Sales & Marketing Team Additions

THE CROWN CENTER is pleased to announce the newest members of their Marketing and Sales Division team:

BECKMAN-HARNED

SELENA BECKMAN-HARNED joined the Marketing & Sales Team in January as graphic designer. Beckman-Harned came to the Crown Center from the Town of Cary, where she worked in marketing in the Cultural Resources division. She received her Master's of Professional Writing from Carnegie Mellon University and a BA in Psychology from UNC Chapel Hill.

BUNTING

REGINALD BUNTING joined the Crown Center in February as Sales & Booking Manager. Previously, Bunting worked for the Army's Morale, Welfare, and Recreation (MWR) and the rapper Nellie. He served 10 years in the Air Force. Bunting graduated from the University of Maryland with a degree in business administration.

OSKEY

KATHERINE OSKEY joined the Crown Center in May as Marketing & Promotions Specialist. Oskey, originally from Fort Hood, Texas, earned a BA in Business & Hospitality from Georgia State University in Atlanta.

Training Classes July - August 2012

Supervisor Track:

★ Coaching & Feedback

Location: Headquarters Library Pate Room
September 4, or 6, or 26, or 27, 2012
9:00 am - 12:00 pm or 1:00 pm - 4:00 pm

REGISTRATION DEADLINE: August 27, 2012

All of us want to improve and help others improve. One of the tools that aids in this improvement is coaching. There are many useful techniques and guidelines for giving and receiving feedback. Since feedback is learned, we need to understand more than just the "how to's" - we need to go underneath the techniques, and behind the guidelines and go to the source.

Participants will learn:
- *Techniques for Giving Positive and Constructive Feedback*
- *How the Two are Similar.*
- *Know when to use The Feather and When to use the Hammer*

Fred Starling, HR Trainer and Brian Manning, Deputy Library Director, will provide a session of hands-on coaching & feedback skills to participants.

★ Recruitment, Selection & Interviewing Skills

Location: DSS Conference Room B
August 2, 2012 8:00 am - 12:00 pm or 1:00 pm - 4:00 pm
or Oct. 4, 2012 8:00 am - 12:00 pm or 1:00 pm - 4:00 pm

REGISTRATION DEADLINE:
July 23, 2012
September 27, 2012

This training session is provided to give supervisors the step-by step process when recruiting and selecting employees. Learn the interviewing skills necessary for selecting the right candidate for the job. Laura Blackley and the HR Recruitment staff will give you the information and tips for recruiting, interviewing and selecting the best qualified candidate.

Newly Hired or Promoted Supervisor Track:

★ Making The Transition to Formal Leadership

Location: DSS Conference Room B
July 26, 2012 9:00 am - 12:00 pm or 1:00 pm - 4:00 pm
or August 9, 2012 9:00 am - 12:00 pm or 1:00 pm - 4:00 pm

REGISTRATION DEADLINE:
July 19, 2012 and August 2, 2102
Moving from co-worker to supervisor is not an easy transition.
Objectives of this course:
- *Define Leadership*
- *Explore traits exhibited by leaders*
- *Examine the difference between formal and informal leadership*
- *Describe empowerment*
- *Explain the Decision Making Continuum*
- *Identify problems encountered when making the move to formal leadership*
- *Tips on what to avoid as one makes the transition.*

Fred Starling, HR Analyst I (Trainer) will give you the tips you need as you transition into formal leadership.

Employee Track:

★ Workplace Violence "Employee Awareness"

Location: DSS Conference Room B
August 28th or 30th, 2012
9:00 am - 12:00 pm or 1:00 pm - 4:00 pm

REGISTRATION DEADLINE: August 21, 2012

A number of different actions in the work environment can trigger or cause workplace violence. It may even be the result of non-work-related situations such as domestic violence or "road rage." Workplace violence can be inflicted by an abusive employee, a manager, supervisor, co-worker, customer, family member, or even a stranger. Whatever the cause or whoever the perpetrator, workplace violence is not to be accepted or tolerated. Employees will learn how to recognize the warning signs and how to prevent workplace violence at the employee's level of responsibility. Trainer: Fred Starling

Personal Growth Track:

The following Microsoft Computer Courses are offered for County Employees thanks to our Public Library Staff. The dates and times are listed and all courses will be 2 hours. There is a limit of 10 persons per class and the Registration Deadline is on a first come first serve basis. ALL CLASSES WILL BE HELD AT THE HEADQUARTERS LIBRARY, 300 Maiden Lane. ALL Classes are hands-on; questions are encouraged! Trainers: Public Library Staff – Tiffany Hayes, Coordinator

★ MS PowerPoint 2012 for County Staff:

July 26, 2012 9:00 am - 11:00 am
August 23, 2012 9:00 am - 11:00 am

In this class, students will:
- *Create, save, and open a PowerPoint file.*
- *Learn the parts of the PowerPoint screen*
- *Create new slides and add text and graphics*
- *Add transitions and animations to a slide show*
- *Set up and view the slide show*
- *Select the print set-up options to print slides*

★ MS Word 2010:

July 25, 2012 9:00 am - 11:00 am
August 22, 2012 2:00 pm - 4:00 pm

In this class, students will:
- *Become familiar with the basic functions and structure of MS Word 2010.*
- *Create a new document , save it and open a saved document.*
- *Select and format text using the Font, Paragraph, and Style functions.*
- *Insert items into the document (including tables, charts, and/or header and footer).*
- *Change the page layout.*
- *Print Preview a document and select printing options.*

★ MS Excel 2010 for County Staff:

July 31, 2012 9:00 am - 11:00 am
August 29, 2012 2:00 pm - 4:00 pm

In this class, students will:
- *Create, save, and open an Excel spreadsheet.*
- *Learn the parts of the Excel screen.*
- *Enter content and format cells.*
- *Practice basic formulas.*
- *Insert and format a chart.*
- *Print Preview and set print options for the spreadsheet.*

Training & Development Program

- The Training and Development Program has launched the next six-month cycle of training sessions (July-December 2012). Look for the Training Connection Newsletter along with the Training Catalog for more information regarding date, time and location of the training sessions offered at this time. You can also access this information on the county website under HR/Training.
- The Executive Academy has now started for Department Heads. Please check the Training Connection Newsletter for the upcoming training classes.
- The Newly Promoted or Hired Supervisor Track has now started. Supervisors who are in their first year of supervision have a Training Track that is designed to help them to transition into their new role as supervisor. Check the Training Connection Newsletter for the upcoming training classes.

Also new, when you take a course you can now go online to print your certificate. In order to get a certificate, you MUST COMPLETE THE FOLLOWING STEPS:

- Register online for the course.
- Attend the class and ensure you have signed the Sign-In Roster.
- Go online to the Intranet and click the class you attended.
- Select your name.
- Print the certificate.

There is a Communication Cycle Online Course available to all county employees. The course is optional, however highly recommended to view both for the supervisor and employee just prior to the Initial Talk-Listen Conference. The course covers the Communication Cycle and it is a good prerequisite for the New Performance Management System.

In-House Vacancies Application Procedures

In an effort to ensure that all eligible county employees (permanent full-time and part-time) understand the process to apply for positions that are considered "In-House," the following procedures are provided:

1. Access the on-line application via the Intranet.
2. Set up an account using your county e-mail address.
3. Click the Apply Button from the In-House Job Vacancy.
4. List your first initial and last name and select in the drop down link your e-mail domain.
5. Create your password.
6. Enter your information and complete the application. (One-time requirement.) This information remains in your account. Edits may be made as needed.
7. Updates require edits to every screen. HR will review, and you will receive an e-mail with your status change.
8. SEND ALERT - Ensure that you SEND the application, which is the blue button that states: "READY TO SEND TO HR."
9. Response - You will receive a prompt stating "YOUR APPLICATION HAS BEEN SUCCESSFULLY SENT TO HR."
10. Timeframe: In-house vacancies are open for only five workdays.

Please post this conspicuously in your departments so that all employees are aware of the in-house vacancy process. If you have any questions contact: Reesa Eastman at 323-6101.

DSS Announces Staff Appointments

CUMBERLAND COUNTY DSS announces the following staff appointments:

BILL DUKE has been named the Assistant Director at DSS. Duke, who retired from the U.S. Army, has been with Cumberland County DSS for 26 years, most recently as the Assistant Director for Adult Services.

HEATHER SKEENS has been named the Deputy Director at DSS. Skeens has worked in social services for 20 years in North Carolina, both with the state and in other counties. She joined Cumberland County DSS six years ago and was the Assistant Director for Children's Services.

DUKE

SKEENS

Two Longtime DSS Employees Retire

TWO CUMBERLAND COUNTY DEPARTMENT OF SOCIAL SERVICES longtime employees retired in May. RICHARD EVERETTE, assistant director for economic independence, retired May 31 after 37 years and 10 months of service. SHIRLEY M. HARRIS, assistant director of business operations, also retired on May 31 after 26 years of service.

Everette came to work for DSS in August 1974 after graduating from Methodist College. Prior to his career at DSS, Everette worked on the assembly line at the Goodyear Tire & Rubber Company plant in Fayetteville but decided he wanted to go into social work. Everette, who is 60 years old, said he has enjoyed his career at DSS.

"I've just really enjoyed working for the county. It's been a good employer where I've received a lot of professional development and personal growth," Everette said.

Everette said he is proud of his role with the Work First program and working with other agencies.

"I've always felt we had good support from the county commissioners, county manager and other county departments," Everette said. "The success of Work First is very much dependent on collaborating with other agencies."

Everette said he plans to travel, camp, fish and read in retirement.

Shirley Harris, former assistant director of business operations at DSS, retired after 26 years of service.

Richard Everette, former assistant director for economic independence, retired May 31 after a career that began at DSS in 1974

Shirley M. Harris has a total of 33 years in local county government. Harris originally worked in Harnett County, but came to work for DSS 26 years ago. The Erwin native earned her business administration degree from Fayetteville State University and said her business training helped her as assistant director of business operations for DSS. She said the training helped her learn how to manage county resources and save taxpayer money.

"You have to have that business perspective to manage," Harris said.

Harris was glad to serve Cumberland County by helping people become independent of assistance programs, she said.

"Knowing you helped somebody was the greatest reward," Harris said. "The benefits here are to help people grow, develop and get off the system."

Harris, who is 56 years old, said she may work again or spend her time volunteering.

County Employees Donate to Project Homeless Connect

SEVERAL CUMBERLAND COUNTY AGENCIES participated at the Project Homeless Connect event on May 17, and county employees generously donated items, such as socks, T-shirts and toiletries, that were distributed to the homeless that day.

The annual event is sponsored by the Cumberland County Continuum of Care on Homelessness and is designed to give the homeless in Cumberland County access to agencies and services that can help make a difference in their lives.

Dee Taylor, community services manager at Cumberland County Community Development, said approximately 300 homeless people came to the event held at the Smith Recreation Center.

Dee Taylor, community services manager of Cumberland County Community Development, helps Adolphus Thomas of Fayetteville City Community Development load a box of donated goods. An estimated 300 bags of donated items were distributed to the homeless.

Register of Deeds Office Collecting School Supplies

In the weeks ahead, parents, teachers and students will begin back-to-school shopping. The supply list can seem especially long for students whose families are homeless.

For the fourth year in row, the Cumberland County Register of Deeds office is collecting school supplies to donate to the Fayetteville Police Department for distribution to homeless students in the Cumberland County School System.

Items needed include pencils, pens, erasers, notebook paper, crayons, toothpaste, toothbrushes and backpacks. Items may be dropped off in the Register of Deeds Office, Room 114 in the Courthouse.

4-H Summer Adventure Youth Program Offers Fun

Cooperative Extension is offering a 4-H Summer Adventure program for youth between the ages of 5 and 19. The program includes summer camps and programs to teach leadership, science, arts and crafts. The deadline to register for each event is seven days prior to the event.

The following programs are offered:

4-H Record Book Workshop	July 24-25
Bio-Tech Day Camp	July 30-Aug. 3
Cloverbud Arts & Crafts	Aug.7-8
Linus Blankets	Aug. 9
Back to School Bash	Aug. 16
Cloverbud Back to School Bash	Aug. 17
Cool Crafts	Aug. 21-22

Applications can be downloaded by visiting http://cumberland.ces.ncsu.edu. They must be returned in person at Cooperative Extension, located at 301 East Mountain Drive. All fees must be paid in full. For more information, call 910-321-6867 or go online. For accommodations for persons with disabilities, contact Angela Shaver at 910-321-6867, no later than five business days before the event.

Three County Employees Honored by Fayetteville Observer

THREE CUMBERLAND COUNTY EMPLOYEES were honored this year as part of The Fayetteville Observer's 40 Under Forty awards for top business professionals and community leaders. The newspaper recognized 40 of our area's rising leaders during a formal gala held in their honor on May 18. Honorees are nominated by their peers and selected by a panel of independent judges.

LISA CHILDERS, County Extension Director; LT. MATTHEW HURLEY, Special Investigations Unit Supervisor, Cumberland County Sheriff's Office; and KAREN MCLEOD, Public Health Educator/Health Promotion Coordinator, Cumberland County Public Health Department, were honored and profiled in a special publication. You can read more about these community leaders and the others who were recognized at http://marketplace.fayobserver.com/40under40/index.php.

Childers, Hurley and McLeod at gala.

Extension Partners with Museum for Agriculture Exhibit

CUMBERLAND COUNTY COOPERATIVE EXTENSION has teamed up with Fascinate-U Children's Museum to develop an interactive exhibit to show children how food gets from the farm to their dinner tables, and the United Way and a local agribusiness are supporting the effort.

From left, Cumberland County Cooperative Extension Director Lisa Childers and Fascinate-U Children's Museum Executive Director Susan Daniels accept a check from Cargill representatives Tammy Jarrell and Justin McGee. The money will help fund an agriculture exhibit.

On May 10, Cargill presented a $10,000 check to Fascinate-U to help fund the new exhibit, which will feature a fiberglass "milking" cow with re-circulating pump, "egg-laying" hens, a fruit orchard, vegetable plot, see-through containers with real root vegetables and a small barn with farming equipment. The United Way has also awarded a $6,500 grant for the exhibit.

Cooperative Extension Director Lisa Childers approached the museum with an idea for an exhibit, which is expected to open by the end of the year. Childers said the exhibit will not only teach children about farming for food, but help promote local farmers markets.

In addition to the Cargill and United Way donations, the Cumberland Community Foundation has also committed $15,000 to the project. Fascinate-U Museum is located at 116 Green St. in Fayetteville.

CROWN CENTER
FAYETTEVILLE, NC

COMING 2 THE CROWN...

July

14..... Miller-Motte Graduation
28..... Foxy 99 presents Summer Jam 2012 featuring Young Jeezy and Elle Varner

August

4-5..... Gun & Knife Show
11..... Magic the Gathering Pro Tour Qualifier
15-17..... Hugs & Kisses Consignment Sale

ADVANCE FAIR TICKETS ON SALE AUGUST 1

CROWN CENTER
FAYETTEVILLE, NC

1960 COLISEUM DRIVE
FAYETTEVILLE, NC 28306
910.438.4100
910.436.TKTS (8587)
www.atthecrown.com

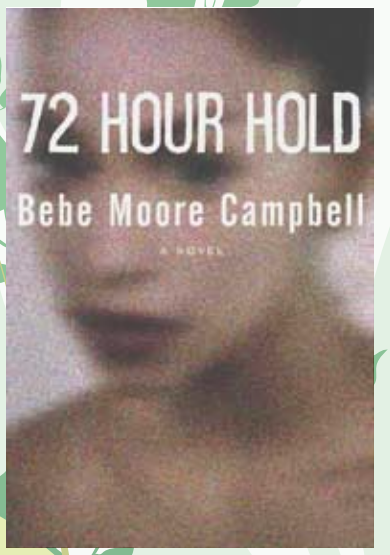
facebook.com/crowncenternc

twitter.com/crowncenternc

Book Discussion

72 Hour Hold

by Bebe Moore Campbell



Trina is eighteen and suffers from bi-polar disorder, making her paranoid, wild, and violent. Frightened by her own child, single mother and successful business woman Keri searches for help, quickly learning that the mental health community can only offer her a 72 hour hold. How far will she go to save her child? How far would YOU go?

This discussion in honor of National Minority Mental Health Month is led in conjunction with professional staff from the Cumberland chapter of the National Alliance on Mental Illness.

Register online or by calling 483-7727 ext. 202.

Tuesday, July 10
6:30 p.m.

Headquarters Library
300 Maiden Lane

CUMBERLAND COUNTY PUBLIC LIBRARY & INFORMATION CENTER
www.cumberland.lib.nc.us

National Minority Mental Health Awareness Month
JULY 2012

4th Friday Presents

Broadway & More Revue

Gail Morfesis & Company

A lively Broadway musical revue, sure to please the whole family!

Adita Harless, accompanist, and Rhonda Brocki, choreographer, are joining local dancers and singers, along with young performers from several area schools, and more!

Dr. Gail Morfesis is an active vocalist, performing in concerts and operatic roles throughout the Eastern United States and Europe.

Refreshments are provided by SYSTEL.

Friday, July 27 at 7 p.m.

Headquarters Library
300 Maiden Lane

CUMBERLAND COUNTY PUBLIC LIBRARY & INFORMATION CENTER
www.cumberland.lib.nc.us

FREE and open to the public

Job Fair and Health Screening

Wednesday
August 15
10 a.m. - 2:30 p.m.

Headquarters Library
300 Maiden Lane, Fayetteville

CUMBERLAND COUNTY PUBLIC LIBRARY & INFORMATION CENTER

www.cumberland.lib.nc.us

your **job** your **health** your **library**

With grant support from

Cumberland Community Foundation, Inc.
308 Green Street • P.O. Box 2348 • Fayetteville, NC 28302
www.cumberlandcfonc

In partnership with the Lineberger Comprehensive Cancer Center, University of North Carolina-Chapel Hill Gillings School of Global Public Health.

CUMBERLAND COUNTY
NORTH CAROLINA

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

Cumberland County Government… Working for you!

MISSION STATEMENT

To provide quality services to our citizens while being fiscally responsible.

VISION STATEMENT

To grow as a regional destination for employment, economic development, commerce and cultural pursuits.

Be sure to follow us on facebook & twitter

Visit us on the Web: http:/ www.co.cumberland.nc.us/

BUILDING FOR SALE

$675,000

- *301 East Russell St., Downtown Fayetteville*
- *4,860 square feet*
- *Near Courthouse*
- *Brick Veneer/Concrete Block*
- *Constructed in 1973*
- *4 two-fixture bathrooms*
- *Set up for 10 offices; can accommodate more*

CONTACT JAMES LAWSON
910-678-7726
jlawson@co.cumberland.nc.us

CUMBERLAND COUNTY
NORTH CAROLINA

Upcoming County Holiday

INDEPENDENCE DAY
WEDNESDAY, JULY 4