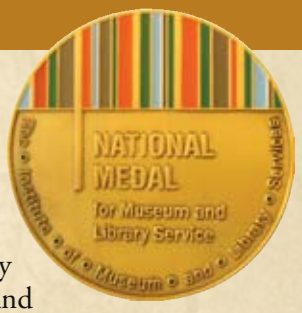
CUMBERLAND COUNTY CONNECTION

Library Receives National Medal



THE CUMBERLAND COUNTY PUBLIC LIBRARY & INFORMATION CENTER received the National Medal for Museum and Library Service in November. The library was one of only five libraries in the nation to receive the medal from the Institute of Museum and Library Services. The award was presented in Washington, D.C., on Nov. 14. Library Director Jody Risacher and Willie Wright, chairman of the library Board of Trustees, attended the ceremony at the White House.

The library held a reception for the community on Nov. 28 to celebrate the prestigious award, the highest honor a library can win in our nation.

Our county library system is a vital resource in a community distressed by the economic downturn. At the heart of workforce development, the library offers job skills training, entrepreneurial opportunities, one-on-one assistance, and job fairs. In addition, the library's award-winning programs foster literacy and celebrate arts, culture and history. The library also lends support to military service members and their families.

"The modern library transforms its community. Just by entering our doors a person gains the potential for intellectual growth. You have at your fingertips resources and experiences beyond the ordinary, all ready to be realized. Public libraries are also a positive force that keeps democracy vibrant," said Cumberland County Public Library Director Jody Risacher.

(Left to right) Commissioner Marshall Faircloth, Library Director Jody Risacher, State Librarian Cal Shepard and Board of Trustees Chairman Willie Wright celebrate the prestigious National Medal for Museum and Library Service at a reception held in the Pate Room of the Headquarters Library on Nov. 28.

Employee's Giving Spirit Helps Save A Life

FELESIA BUCZYNSKI is back at work in the Tax Administration office, where she works in collections, after an absence of six weeks. You can't look at her and tell, but she is definitely missing something – one of her kidneys.

Buczynski underwent an operation in October to donate one of her healthy kidneys to help save the life of her friend, Katie Holland. Both women are Sampson County natives who first met while acting in plays for the Sampson Community Theater in Clinton. Holland told Buczynski about her bout with polycystic kidney disease, which would eventually cause renal failure through cysts that covered her kidneys. When Holland told Buczynski she faced a life of painful dialysis treatments without a new kidney, or possible death, Buczynski decided to act and see if she could help.

"I thought about having to get stuck with big needles three times a week for dialysis for the rest of her life," Buczynski said. "She was only 32 years old and that was going to be her life and I didn't think it was fair."

No one in Holland's family was a suitable match for a kidney donation, so Buczynski decided to see if she could be the

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JAMES MARTIN

County Manager's Message

AS WE KICK OFF A NEW YEAR and try to work off some of the extra calories consumed over the holidays, I am pleased to let you know about a new Eat Smart, Move More, Weigh Less program being offered to employees. The eight-week program will be held Jan. 9-Feb. 27 from noon until 1 p.m. at Employee Health Services. You can contact Wellness Coordinator Kendra Manning at 433-3875 for more information.

This edition of the Connection includes a listing of services being offered by our Employee Express Care Clinic. All employees can be seen in the clinic at no cost, regardless of insurance coverage, and starting Jan. 2, the clinic will see dependents ages 12 and older who are on the county's insurance plan.

Congratulations

We received wonderful news in November that our library system had earned the National Medal for Museum and Library Services. Only five libraries across the country received the honor. On Nov. 14, the Institute for Museum and Library Services presented Library Director Jody Risacher and Library Board of Trustee Chairman Willie Wright with the award during a ceremony at the White House. The medal, the highest honor a library can receive, celebrates libraries and museums that make a difference for individuals, families and communities. We are truly proud of our library and the fine staff who provide our citizens with enriching programs and services.

Two other departments received recent awards as well. The Department of Social Services picked up three best practice awards from the North Carolina Association of County Directors of Social Services. In addition, the Cumberland chapter of the North Carolina Social Services Association was named Chapter of the Year. Also, the Mental Health Center's Strengthening Families program was named a Program of Excellence by the North Carolina Council of Community Mental Health, Developmental Disabilities, and Substance Abuse Programs. Congratulations for a job well done.

I wish each of you a safe and healthy New Year. Your hard work and commitment to public service is greatly appreciated.

Employee's Giving Spirit, continued

BUCZYNSKI

donor. She submitted a donor packet to the Center for Transplant Care at UNC Health Care in Chapel Hill. If Holland's own family members were not a good match, the odds were definitely not in Buczynski's favor. But the news was good. Buczynski's kidney scored a 6-6, which is nearly a perfect match in organ donor terms.

Both women underwent the operations in October. Doctors took Buczynski's left kidney and planted it inside Holland. Ironically, Buczynski said her surgery was more invasive than the kidney recipient's surgery.

"I never hurt; I only had mild discomfort," Buczynski said. "The only thing I have to do now, with one kidney, is watch my blood pressure."

Buczynski said she never second-guessed her decision to donate a kidney. She said her Christian faith also played a big part in her donation. Kidneys are the only organ that can be taken from a living donor.

"We are supposed to do what we can on this earth to help people," Buczynski said. "I didn't have the power to heal Katie, but I could help another way."

Holland has a good kidney, and years of better health, but Buczynski is not done yet. She is now an advocate for organ donation and wants to help others who need a kidney.

"There are a lot of things I've been educated about and I'm thankful for it because now I have a platform," Buczynski said. "I want to educate people about becoming a donor."

Buczynski, who has worked with the county for 27 years, may have one less kidney, but her gift of life is helping Katie Holland have a healthier and happy new year.

Commissioners Elect Keefe as Chairman, Council as Vice Chairman

THE CUMBERLAND COUNTY BOARD OF COMMISSIONERS unanimously elected Jimmy Keefe as their new chairman on Dec. 3. Keefe, who served as vice chairman in 2012, accepted the chairman's seat from outgoing chairman Marshall Faircloth. Commissioner Jeannette Council was unanimously elected to serve as vice chairman for 2013.

Keefe is a Cumberland County native who graduated from Pine Forest High School and the Citadel in Charleston, S.C. Keefe served in the Army and attained the rank of captain before moving back to Cumberland County to work in his family's business. He served on the Fayetteville City Council from 2001-2005 and was first elected to the board of commissioners in 2008.

Council is a Cumberland County native who graduated from E.E. Smith High School and Fayetteville State University. She was first elected to the board of commissioners in 2000 and has twice served as chairman. Council is a pre-K coordinator for Cumberland County Schools.

During the meeting, Keefe, Faircloth and Commissioner Kenneth Edge received their oath of office for their four-year terms on the board. The three were re-elected in November.

Chairman Jimmy Keefe takes the Oath of Office from Judge Claire Hill. Keefe is joined by his wife, Melanie, and their children.

Chairman Jimmy Keefe recognizes Commissioner Marshall Faircloth, who served as chairman in 2012, with a plaque.

Commissioner Kenneth Edge takes the Oath of Office from Judge Talmadge Baggett. Edge's wife, Brenda, and daughter, Anisa Getteron, are by his side.

Commissioner Marshall Faircloth takes the Oath of Office from Register of Deeds Lee Warren. At Faircloth's side is his wife, Carol.

Commissioner Jeannette Council takes her new seat after she was unanimously voted vice chairman of the Board of Commissioners.

JIMMY KEEFE

Chairman's Corner

IT IS A GREAT HONOR to serve as the chairman of the Cumberland County Board of Commissioners. I appreciate the trust and confidence that my fellow commissioners have placed in me and that the citizens have given to each of us.

Cumberland County is a great place to live, work and raise our families. For the most part, we have solid hard-working citizens doing great things to make our community a wonderful place to live. Our commissioners and management team have taken a leadership role and initiated two programs to best serve the citizens of Cumberland County this upcoming year.

The first is our PRIDE initiative, which promotes our core values. We will expect all 2,300 of our co-workers to have PRIDE in their performance. PRIDE means giving our citizens, your co-workers, and other departments Professionalism, Respect, Integrity with accountability, Diversity and Excellent Customer Service. Each one of us in county government serves as an ambassador to our citizens, and we are expected to represent ourselves with PRIDE always.

Another exciting program is our Leadership Challenge under the direction of our Deputy County Manager Amy Cannon. This program looks at establishing a new climate for our organization. Ms. Cannon is presenting a "Leadership Challenge" class that is mandatory for department heads and voluntary for other team members. This program promotes a climate and culture of exceptional customer service, citizen participation, and a consistent work place environment that is a safe and comfortable place to work.

Part of this leadership program is the mantra, "People Are Our Business, and We Care About Our People." This slogan is important, because every day, we should care about our co-workers, our subordinates, our supervisors, department heads, our citizens and our families.

As we begin 2013, I would ask that we expect more from our supervisors, expect more from our department heads, expect more from our management staff and expect more from our elected officials. More importantly, I would ask that you give more of your passion and expertise to help encourage and educate our citizens.

PEOPLE *are* *our* BUSINESS
We Care About Our People

As we wrap up the holiday season, let's remember that sometimes the best gifts are the most simple for they can have the greatest impact on the lives we touch every day. Happy New Year.

Jimmy Keefe
Chairman
Cumberland County Commissioners

Food Drive Nets 4,500 Pounds

CUMBERLAND COUNTY EMPLOYEES responded generously to the annual Holiday Food Drive to benefit the Fayetteville Urban Ministry and Salvation Army. Collection boxes were set up in the lobbies of the Cumberland County Courthouse as well as other county offices. This year the county collected 4,500 pounds of food, nearly 1,000 pounds more than was collected in 2011. The Department of Social Services led the way with the largest quantity of donated items.

Edward Bosler, Kyle Gaines and Joe Simmons load a pallet of donated food items onto a truck at the Department of Social Services building. The largest amount of donations came from DSS.

Inaugural Citizens' Academy Holds Graduation

THE INAUGURAL CLASS of the Cumberland County Citizens' Academy graduated on Oct. 30. The program helps citizens gain a better understanding of what county government does and how the various departments play a vital role in the community.

The following county employees graduated from the Fall 2012 Citizens' Academy session: Nathania Headley, Mental Health; Denise Jones, DSS; Jeneeta Laureano, Finance; Stephanie Simmons, Child Support; Demetris West, Health Department; Jo Ann Wheeler, Planning; and Sharon White, Child Support.

The Spring 2013 Citizens' Academy will run March 5 – April 16 for seven consecutive Tuesdays from 6-9 p.m. at various county government locations. For more information and an application, go to the county's website and look under the "Community" tab.

Health Department Offers Free Flu Shots

THE CUMBERLAND COUNTY DEPARTMENT OF PUBLIC HEALTH is offering free flu shots to any uninsured patient six months or older.

Clinic hours are Monday-Thursday, 8 a.m. – 11:30 a.m. and 1 p.m. – 4 p.m. Friday hours are 8 a.m. – 11:30 a.m. and by appointment only on Friday afternoon. The Health Department offers evening hours for immunizations on Tuesdays until 7 p.m.

The Health Department is located at 1235 Ramsey St. For more information, call the Immunization Clinic at (910) 433-3633 or (910) 433-3657.

Medicaid, Medicare, NC Health Choice and Blue Cross Blue Shield or any third-party insurance plan will be billed. There is no out-of-pocket cost for patients with insurance.

Blood Drive on Feb.12

THE COUNTY'S QUARTERLY BLOOD DRIVE for the Cape Fear Valley Blood Donor Center will take place in two locations Feb. 12. The center will be at Headquarters Library from 8-10 a.m. and at the Courthouse from noon until 3 p.m.

To sign up, visit the center's website at www.savingliveslocally.org. Search by sponsor code: M25 for the courthouse drive.

Through the website, you can schedule your own appointments, view your donor history, find wellness information and even request a new donor card. There is also a list of frequently asked questions.

If you have questions, contact Sally Shutt at 437-1921 or sshutt@co.cumberland.nc.us for the Courthouse drive or Susan Parrish at 483-7727 ext. 119 or sparrish@cumberland.lib.nc.us for the library drive.

Blood Donor Center

Employee Health Services Holds Open House

AN OPEN HOUSE was held at Employee Health Services in the E. Newton Smith Center on Nov. 15. The event allowed county employees and retirees to tour the facility and learn about the services available.

"The Open House provided an opportunity for the employees and retirees to tour the facility, meet the staff, learn about healthy lifestyle options, participate in a fun fitness activity, eat healthy food options and sign up for the upcoming Weight Management program," Wellness Coordinator Kendra Manning said.

Employees and retirees toured the Employee Express Care Clinic, Employee Pharmacy and Wellness Program area. Light, healthy foods were available as well as sugar-free desserts. In addition, information booths were set up for the Diabetes Self-Management Program, American Heart Association, Public Health Department, Employee Assistance Program, Cooperative Extension, the Crown Center and Parks & Recreation.

Ricky Hair of Public Buildings gets a blood pressure check from Valesiha Morales during the Employee Health Services open house on Nov. 15.

Engineering and Infrastructure Director Jeffery Brown learns Zumba moves from volunteer Alasha Dixon at the open house.

Wellness Program Logo Winner Announced

Employee Wellness Coordinator Kendra Manning poses with Donna McFayden, winner of the Employee Wellness logo contest. McFayden is a plat review officer with the Planning & Inspections department. "I was thinking about the different aspects of staying healthy, eating and exercising, and keeping the heart healthy, when I came up with this logo," McFayden said.

Employee Pharmacy Update

THANK YOU FOR A GREAT RESPONSE to the launch of our diabetic monitors at the Open House on Nov. 15. We have given away more than 100 monitors to employees and retirees since then. Employees and retirees can continue to get a free monitor at the pharmacy by coming in and presenting your ID or insurance card. Employees do not have to be insured to get a monitor. New employees will certainly want to take advantage of this. We sincerely hope these monitors are being used regularly to check your blood sugars. Don't let dust settle on your unit.

Diabetic supplies: The pharmacy is carrying the GE-100 diabetic monitor and strips. The strips are available to insured employees and dependents with a prescription for a co-payment of $5 for 50 strips and $10 for 100 strips. Lancets are also available in the pharmacy at cost.

Change in E. Newton Smith Center Building Hours: The building is no longer open at 7 a.m. weekdays. It now opens at 7:30 a.m. Monday through Thursday and 8 a.m. on Fridays and closes at 5 p.m. weekdays, allowing employees and retirees to drop off prescriptions during these hours into the pharmacy drop box even if the pharmacy isn't open.

Use of the Pharmacy: The pharmacy is open to all employees and their dependents, whether insured or not, and is closed to the general public. Insured employees, their insured dependents, and retirees may use the pharmacy and expect reduced copays for all covered medications in most cases. Uninsured employees and their immediate family members may use the pharmacy and pay cost for their medications, which is sometimes considerably cheaper than using other pharmacies. For example, an employee's child may be getting Sertraline at a retail pharmacy and paying $30 for a 30-day supply on the spouse's insurance, but at the Employee Pharmacy the same product would be less than $5 for a 90-day supply.

Who can pick up prescriptions: Like any pharmacy, prescriptions can be picked up at the pharmacy by anyone you would like to do so, if they can identify whom they are picking up for and provide the patient's birthdate.

Unable to accept coupons: The pharmacy cannot accept coupons or trial cards for medications or over-the-counter products because we are a government agency. If you have a drug coupon, please check with the pharmacy to see if the copay at the pharmacy would be less than the copay at an outside pharmacy minus the coupon as this is often the case.

Copay for generic medications: While covered generic medications are provided at no copay through the Employee Pharmacy, non-covered generic medications are provided at cost. This is still a considerable savings from outside pharmacies. For example, Phentermine is available at the pharmacy for only $5 per 30-day supply.

Medical supplies: The pharmacy does not carry as part of their regular inventory medical supplies such as support hose or wrist supports. If you would like us to order an item, we can do so if the prescriber has prescribed the item very specifically (for example, size or exact type of support) so that we can order it. Please let us know what your needs are and we will try to assist you if we can.

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Pharmacy Update, continued

Over-the-counter items: Various OTC items are carried in the pharmacy for minor acute illness, self-care and nutritional support. The pharmacy does not carry non-healthcare items. OTC products are sold slightly above cost to employees and retirees, which is a tremendous savings over retail.

Medicare D patients: Employees or retirees with Medicare Part D prescription coverage cannot use the Employee Pharmacy for their prescription needs. Medicare is the primary payer and because the pharmacy cannot bill Medicare for their part, the patient must go to an outside pharmacy and present both their Medicare D card and Blue Cross card to the pharmacy.

Prior authorizations: Some drugs which require prior authorization at outside pharmacies will not require a prior authorization at the Employee Pharmacy. Montelukast (generic Singulair) does not require a prior authorization at the Employee Pharmacy at this time.

Some brands for generic copays: There are a few brands that we do not charge a copayment for because the medication cost of the brand is comparable to the cost of the generic. An example is Synthroid and Armour Thyroid. These medications are dispensed at no charge at this time.

Dispense quantity: Prescriptions will be dispensed according to the quantity that the prescriber has written for dispensing. For example, 90-day supplies are only dispensed if the prescriber writes for a 90-day supply.

Days' supply: The pharmacy is required to calculate days' supply and charge the correct copay according to the guidelines of 1-30 days is one copay; 31-60 days is a double copay; and 61-90 days is a triple copay. For instance, an insulin product that is used at a dose of 30 units per day and filled with five pens (1,500 units) would have a days' supply of 50, which is a double copay. Some outside pharmacies will fill a box of five pens for one copay without correctly calculating the days' supply, but they are audited for this and penalized for the miscalculation. If you have gotten insulin at an outside pharmacy more cheaply than we can provide it, this is the reason.

Pharmacy inventory: The pharmacy inventory is a little smaller than regular retail pharmacies and your medication may not always be in stock. Needed items are ordered for next-day delivery if at all possible. Please give one-day notice if possible for your prescription filling needs so we do not inconvenience you unnecessarily.

The pharmacy would like to wish all employees and retirees a Happy New Year and extends their sincere thanks for the pleasure of being of service to you all.

Employee Pharmacy Welcomes New Team

KEIBLER

GENTRY

THE EMPLOYEE PHARMACY has two new employees – Pharmacist Tami Keibler and Pharmacy Technician Kristi Gentry.

Keibler is a Maryland native who has lived in Cumberland County for the past 20 years. She earned her pharmacy degree from the University of North Carolina at Chapel Hill and has a background in retail pharmacy. Keibler has taught at UNC-CH's School of Pharmacy and most recently worked at Rite Aid Pharmacy. Keibler is married with two children.

Gentry is a native of Person County and a 1994 graduate of Person Senior High School. She earned her pharmacy technician degree from Durham Technical Community College and has worked in several retail pharmacies. Gentry moved to Cumberland County 12 years ago with her Army husband, who is stationed at Fort Bragg.

MCCRAE

YATES

Two Mental Health Employees Receive Order of the Long Leaf Pine

TWO MENTAL HEALTH CENTER EMPLOYEES were presented with the Order of the Long Leaf Pine on Dec. 14 during retirement celebrations. Agnes McCrae, an accounting specialist I with the Finance Department at the Cumberland County Mental Health Center, was recognized for her 30 years with Cumberland County Government. Candi York, the center's business manager, made the presentation.

Sharon Yates, who served as the public relations director for the Cumberland County Mental Health Center, was presented the honor by Mental Health Center Area Director Hank Debnam. Yates served as an employee of the Mental Health Center for more than 33 years. Yates earned a social work degree from East Carolina University. Over the years, she has worked as a counselor, consultant, supervisor and manager. She developed and marketed state and national award-winning programs and wrote successful grants that generated more than $1 million in program funding.

Yates served on the Board of Directors of The North Carolina Foundation for Alcohol and Drug Studies and was the board's president for two years. She also served on the Board of Directors of Addiction Professionals of North Carolina. Yates has written two books, "The Busy Mom" and 'The Journey from Oz."

The Order of the Long Leaf Pine is among the most prestigious awards presented by the Governor of North Carolina. It is given to individuals who have a proven record of extraordinary service to the state. Contributions to their communities, extra effort in their careers, and many years of service to their organizations are some of the guidelines by which recipients are selected for this award. A state employee can be awarded The Order if the employee has contributed more than 30 years of dedicated and enthusiastic service to the state of North Carolina.

Danela Johnson Retires

Danela Johnson retired from Cumberland County Mail Management in December after 30 years working for Cumberland County. She was honored with a retirement reception.

Best Wishes for Your Retirement!

Employee Express Care Clinic

Employee Health Services

Providing Cumberland County Government employees, retirees and dependents (age 12 and older) convenient daily access to medical care at no cost to patients.

Chronic Care Management

Diabetic monitoring
Hypertension monitoring
Cholesterol monitoring
Weight monitoring
Lung function monitoring
Chronic disease information and education

Preconception Counseling/Screening

Health risk assessment
Medication evaluation/pregnancy
Immunization evaluation
Lab screening urinalysis; hemoglobin

Medication Evaluation

Drug interaction screening
Pregnancy drug classification screening
Proper use of over the counter medications
Antibiotic conservation screening
Prescription refills (limited service)

Preventive Care

Diabetes screening
Cholesterol screening
A1C screening
Weight, BMI screening
Immunization screenings

Skin Care

Acne
Athlete's foot
Rashes
Cold Sores
Lice
Oral sores
Poison Ivy
Ringworm
Scabies
Shingles

Acute Minor Illness

Allergies
Nasal congestion
Sore throat
Bronchitis
Cough
Ear ache
Ear wax
Eye infections
Styes
Rashes
Flu
Urinary tract infection
Sinus infection

Minor Injury Care

Sunburns
Minor burns
Bug bites
Minor wound care
Dressing changes
Sprains

Laboratory Resources

Strep tests
Mono tests
Urine testing
Cholesterol tests
Glucose testing
A1C testing
Pregnancy testing
Urine Micro Albumin
Influenza tests

Employee Wellness Program
Make It Count

For More Information contact: (910) 433-3876

Call Ahead to Make An Appointment: 433-3876

Employee Health Services
227 Fountainhead Lane
Fayetteville, NC 28301

Employee Express Care Clinic
Monday - Thursday
8:30 a.m. - 12 p.m.
1 p.m. - 4 p.m.
Friday
8 a.m. - 12 p.m.

Employee Pharmacy
Monday - Thursday
7:30 a.m. - 4:30 p.m.
(Pharmacist unavailable from 12:30 - 1 p.m.)
Friday
8:30 a.m. - 1:30 p.m.

Eat Smart | Move More
Weigh Less

A new you is within reach!

8 Week Program

Come learn how to Eat Smart and Move More in the New Year!
Conducted by Karen McLeod, Health Promotion Coordinator

Starting: Wednesday, January 9, 2013
Ending: Wednesday, February 27, 2013
Class time: 12 p.m. - 1 p.m.

To account for travel time to these lunch-hour classes, employees may use 30 minutes of HOPE (Healthy Options for Productive Employees) Program time.

- Jan. 9 - Introduction/Make Your Commitment
- Jan. 16 - Re-Think Your Drink
- Jan. 23 - Start Smart/Eat Fewer Calories
- Jan. 30 - Move More
- Feb. 6 - Check the Facts/Right Size Your Portions
- Feb. 13 - Enjoy More Fruit and Vegetables/ Pack Smart Lunches
- Feb. 20 - Tame the Tube/Eat Out Less/Plan, Shop, Fix and Eat
- Feb. 27 - Keep Your Commitment

Location: Employee Health Services, 227 Fountainhead Lane
Contact: Kendra Manning@433-3875

Employee Wellness Program — Make It Count

Eat Smart Move More NORTH CAROLINA

NC State University A&T State University COOPERATIVE EXTENSION — Empowering People · Providing Solutions

North Carolina Physical Activity & Nutrition Branch

Cumberland County North Carolina

Mental Health Center Wins Excellence Award for 2012

The North Carolina Council of Community Mental Health, Developmental Disabilities, and Substance Abuse Programs recognized the Cumberland Mental Health Center with a Programs of Excellence Award during the council's annual conference on Dec. 6 in Pinehurst. The award was in the Prevention, Outreach and Wellness category for the center's Strengthening Families program.

The Strengthening Families Program is an evidence-based parenting program sponsored by the Cumberland County Community Collaborative. The training helps families with school-age children to gain knowledge in setting limits and boundaries; develop better communication skills; and participate in skill-building activities that focus on resolving conflict. The program consists of a "family meal" followed by breakout sessions for the children and parents to conduct age specific training.

Each year the North Carolina Council of Community Mental Health, Developmental Disabilities and Substance Abuse (MH/DD/SA) Programs seeks to identify innovative and effective community programs that have been instrumental in serving persons with disabilities in North Carolina. Winners are selected by a committee that includes directors and board members of area authorities for Mental Health, Developmental Disabilities and Substance Abuse services.

Commissioner Marshall Faircloth, left, presents award to Mental Health Center Area Director Hank Debnam.

Cooperative Extension's Master Gardeners Help Wounded Warriors

CUMBERLAND COUNTY COOPERATIVE EXTENSION'S MASTER GARDENER VOLUNTEER PROGRAM is helping wounded warriors with the aid of a Tranquility Garden at Fort Bragg.

The Warrior Transition Battalion, based at Womack Army Medical Center, has partnered with the Master Gardener program. Injured soldiers are assigned to the battalion to receive care and case management while awaiting their return to duty. The Tranquility Garden will provide beauty and a positive activity for recovering soldiers.

Cooperative Extension Agent Kenny Bailey runs the Master Gardener program. The class provides 60 hours of instruction, and volunteers are required to give back 40 hours of volunteer service every year. Cooperative Extension is proud to help serve the military community through the Master Gardener program, Bailey said.

"The Master Gardeners have stepped up to the plate with this thing, and we have had such good support," Bailey said. "These people love gardening and they're here to help people. That's what we are looking for."

Cooperative Extension Agent Kenny Bailey (center) stands with Master Gardeners Amy Stidham and Beth Nelson at the Tranquility Garden behind Womack Army Medical Center on Fort Bragg.

Cumberland County Community Development To Hold Public Meetings

Have you ever wondered where to turn for help in getting repairs done to your home or finding assistance with a down payment on a house? Perhaps you own rental property that could use some fixing up and you would like to secure a low-interest loan to help improve the condition of that property. These questions and more will be answered at upcoming public meetings held by the Cumberland County Community Development Department.

A variety of programs including housing rehabilitation, homebuyer assistance, and homeless services are available to provide assistance to Cumberland County residents.

You are invited to a series of community meetings to learn firsthand about the various programs, upcoming projects and community activities offered through Community Development. These meetings also give citizens a chance to provide feedback on community needs.

The meetings are scheduled to take place at the following locations:

* Jan. 22 at Spring Lake Library, 101 Laketree Boulevard, at 6:30 p.m.
* Jan. 24 at East Regional Library, 4809 Clinton Road, at 6:30 p.m.
* Jan. 29 at Hope Mills Library, 3411 Golfview Road, at 6:30 p.m.

Funding provided by the U.S. Department of Housing and Urban Development (HUD). For more information, call 910-323-6112.

Public Utilities Constructs Southpoint Water System

THE CUMBERLAND COUNTY PUBLIC UTILITIES DIVISION started construction on the Southpoint Water System this fall and completed an early sign-up period in December. Southpoint is a subdivision off Chickenfoot Road in southwestern Cumberland County where some wells were found to be contaminated. The project will bring public drinking water to the Southpoint community from the Bladen County Regional Water System. Although bulk water will be purchased from Bladen County, Cumberland County will own the water lines, read water meters and bill the customers.

New Mileage Rate Set At 56.5

The Internal Revenue Service has announced the 2013 optional standard mileage rate. Beginning on Jan. 1, the standard mileage rate will be 56.5 cents per mile. All travel of official County business performed by county employees in their personal vehicle will be reimbursed at this rate.

DSS Wins Statewide Awards

FOR THE FOURTH CONSECUTIVE YEAR, the Department of Social Services won awards at the annual statewide Social Services Institute held in October by the North Carolina Association of County Directors of Social Services.

The department won three Best Practice Awards for programs that helped DSS staff and the public.

The DSS "Scaling the Summit Leadership Development Training Program" for supervisors won the Advancement in Staff and Leadership Development Award for its mission, value building, coaching, expectations, accountability, creating and sustaining success.

The Fall Into Work Job Fair held in October 2011 won the Empowering Clients to Self-Sufficiency Award for its extensive participation, sponsorship and partnerships. The job fair attracted thousands of job seekers and about 100 employers. A free van service was also provided to help citizens without transportation attend the job fair.

The Senior Health Fair held on May 16 won the Innovations in Services to Customers Award for its mixture of community awareness, health screenings and fun activities for our senior citizens.

In addition to the awards, the department's local chapter of the North Carolina Social Services Association was named the state's top chapter by "demonstrating strength in community services, fundraising, leadership development and membership recruitment."

DSS Announces Low Income Energy Assistance Program

THE DEPARTMENT OF SOCIAL SERVICES wants citizens interested in receiving help with their heating costs during the cold winter months to be aware of the application process and eligibility requirements for the Low Income Energy Assistance Program (LIEAP).

Priority will be given to households with an elderly member age 60 and above, or a disabled person receiving services through the Division of Aging and Adult Services. Applications for these priority households will be accepted through Jan. 31 or until funds are gone.

To apply, go to the Salvation Army office at 1047 Southern Ave. Hours are Monday-Friday, 8 a.m.-4:30 p.m.

Applications for all other households will be accepted from Feb. 1 through March 31 or until funds are exhausted. All households must apply for LIEAP; there are no automatic approvals as in previous years.

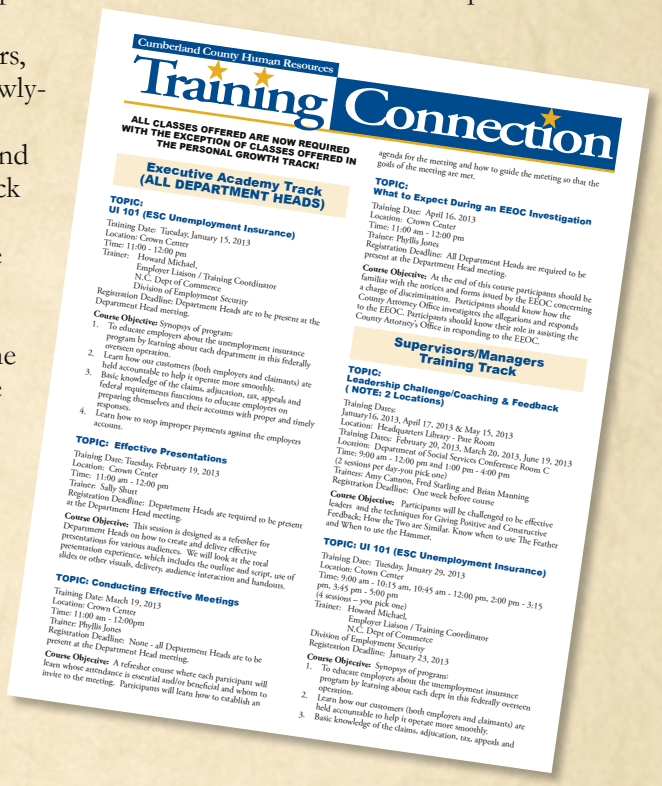
For more information, contact the DSS LIEAP message line at (910) 677-2821 or the Salvation Army at (910) 307-0359.

Funding provided by the U.S. Department of Housing and Urban Development (HUD). For more information, call 910-323-6112.

HR Launches County Employee Training & Development Program

THE TRAINING AND DEVELOPMENT PROGRAM has launched the next six months' cycle of training sessions starting this month and running through June. Look for the Training Connection Newsletter for more information regarding date, time and location of the training sessions offered. You can also access this information on the Intranet under HR/Training. All classes offered in the training program are now required courses with the exception of the courses that fall under the personal growth track.

All supervisors, managers, newly-promoted supervisors and employee track courses are required. The courses re-occur in future training cycles.



Cumberland County Human Resources

Training Connection

ALL CLASSES OFFERED ARE NOW REQUIRED WITH THE EXCEPTION OF CLASSES OFFERED IN THE PERSONAL GROWTH TRACK!

Executive Academy Track (ALL DEPARTMENT HEADS)

TOPIC: UI 101 (ESC Unemployment Insurance)

Training Date: Tuesday, January 15, 2013
Location: Crown Center
Time: 11:00 - 12:00 pm
Trainer: Howard Michael,
Employer Liaison / Training Coordinator
N.C. Dept of Commerce
Division of Employment Security
Registration Deadline: Department Heads are to be present at the Department Head meeting.

Course Objective: Synopsys of program:

1. To educate employers about the unemployment insurance program by learning about each department in this federally overseen operation.
2. Learn how our customers (both employers and claimants) are held accountable to help it operate more smoothly.
3. Basic knowledge of the claims, adjudication, tax, appeals and federal requirements functions to educate employees on preparing themselves and their accounts with proper and timely responses.
4. Learn how to stop improper payments against the employers account.

TOPIC: Effective Presentations

Training Date: Tuesday, February 19, 2013
Location: Crown Center
Time: 11:00 am - 12:00 pm
Trainer: Sally Shurt
Registration Deadline: Department Heads are required to be present at the Department Head meeting.

Course Objective: This session is designed as a refresher for Department Heads on how to create and deliver effective presentations for various audiences. We will look at the total presentation experience, which includes the outline and script, use of slides or other visuals, delivery, audience interaction and handouts.

TOPIC: Conducting Effective Meetings

Training Date: March 19, 2013
Location: Crown Center
Time: 11:00 am - 12:00pm
Trainer: Phyllis Jones
Registration Deadline: None - all Department Heads are to be present at the Department Head meeting.

Course Objective: A refresher course where each participants will learn whose attendance is essential and/or beneficial and whom to invite to the meeting. Participants will learn how to establish an agenda for the meeting and how to guide the meeting so that the goals of the meeting are met.

TOPIC: What to Expect During an EEOC Investigation

Training Date: April 16, 2013
Location: Crown Center
Time: 11:00 am - 12:00 pm
Trainer: Phyllis Jones
Registration Deadline: All Department Heads are required to be present at the Department Head meeting

Course Objective: At the end of this course participants should be familiar with the notices and forms issued by the EEOC concerning a charge of discrimination. Participants should know how the County Attorney Office investigates the allegations and responds to the EEOC. Participants should know their role in assisting the County Attorney's Office in responding to the EEOC.

Supervisors/Managers Training Track

TOPIC: Leadership Challenge/Coaching & Feedback (NOTE: 2 Locations)

Training Dates:
January16, 2013, April 17, 2013 & May 15, 2013
Location: Headquarters Library - Pine Room
Training Dates: February 20, 2013, March 20, 2013, June 19, 2013
Location: Department of Social Services Conference Room C
Time: 9:00 am - 12:00 pm and 1:00 pm - 4:00 pm
(2 sessions per day-you pick one)
Trainers: Amy Cannon, Fred Starling and Brian Manning
Registration Deadline: One week before course

Course Objectives: Participants will be challenged to be effective leaders and the techniques for Giving Positive and Constructive Feedback; How the Two are Similar. Know when to use The Feather and When to use the Hammer.

TOPIC: UI 101 (ESC Unemployment Insurance)

Training Date: Tuesday, January 29, 2013
Location: Crown Center
Time: 9:00 am - 10:15 am, 10:45 am - 12:00 pm, 2:00 pm - 3:15 pm, 3:45 pm - 5:00 pm
(4 sessions – you pick one)
Trainer: Howard Michael,
Employer Liaison / Training Coordinator
N.C. Dept of Commerce
Division of Employment Security
Registration Deadline: January 23, 2013

Course Objective: Synopsys of program:

1. To educate employers about the unemployment insurance program by learning about each dept in this federally overseen operation.
2. Learn how our customers (both employers and claimants) are held accountable to help it operate more smoothly.
3. Basic knowledge of the claims, adjudication, tax, appeals and

As a reminder, when you take a course, you can now go online to print the certificate. In order to receive the certificates, the following steps must be completed.

- Register online for the course
- Attend the class and ensure you complete sign-in sheet
- Go online to manage your training
- Type in your name
- The registered classes will appear
- The classes attended will have a lit certificate
- Click certificate and print.

To get your online log-in and password, contact Patana L. Eiland at 323-6100.

New Employees Join Human Resources

THE CUMBERLAND COUNTY HUMAN RESOURCES DEPARTMENT has welcomed two additions to its staff – John Holmes and Leanne Jackson.

Holmes is a human resources consultant. Holmes formerly worked at Mental Health as the personnel director and brings a wealth of human resources knowledge. He will handle health and human services areas and is part of the training team. A Fayetteville native and graduate of Terry Sanford High School, Holmes has 35 years of experience in human resources in both the public and private sector. Holmes also served as HR director for The Fayetteville Observer for 28 years.

HOLMES

JACKSON

Jackson also comes to human resources from Mental Health, where she was the personnel technician. She worked in Mental Health for 24 years and also worked for the state before assuming her new job in the Courthouse. Jackson handles the employment pay action process and is part of the recruitment team for Cumberland County.

Free e-Books @ your library!

Call any library for more info!

Friends of the Cumberland County Public Library, Inc

Book Sales in 2013

Saturday, February 16
9:30 a.m. – 2:00 p.m.

***Members Only!* ***
Tuesday, February 12
5:00 p.m. – 8:00 p.m.

Saturday, May 18
9:30 a.m. – 2:00 p.m.

***Members Only!* ***
Tuesday, May 14
5:00 p.m. – 8:00 p.m.

Saturday, August 17
9:30 a.m. – 2:00 p.m.

***Members Only!* ***
Tuesday, August 13
5:00 p.m. – 8:00 p.m.

Saturday, November 16
9:30 a.m. – 2:00 p.m.

***Members Only!* ***
Tuesday, November 12
5:00 p.m. – 8:00 p.m.

**** You may join at the Members Only sale***

Book sale entrance:
Headquarters Library
300 Maiden Lane
Use the back door
near the benches by the creek.
Cash or check only.

The Friends of the Library Present

Author Visits *in 2013*

Margaret Maron
The Buzzard Table
Tuesday, Jan. 15 at 7 p.m.

Kevin Maurer
No Easy Day
Sunday, Feb. 17 at 3 p.m.

Kathy Newburn & J.R. Fletcher
Travel Writers
Sunday, March 10 at 3 p.m.

Jennifer Haynie
Exiled Heart
Sunday, April 28 at 3 p.m.

Joseph Bathanti
NC Poet Laureate
Tuesday, April 30
2:00 p.m.: *Discovering Your Story, Discovering Your Voice* workshop
6:00 p.m. program

Local Author Showcase
4th Friday, June 28
7 p.m.

Elliot Engel
Date TBA

All programs held at
Headquarters Library
300 Maiden Lane, Fayetteville, NC
For more information about these and other programs, go to our website:
www.cumberland.lib.nc.us

All programs are subject to change!

Reminder: Tax Listing Deadline is Jan. 31

THE TAX ADMINISTRATION OFFICE reminds all employees about the annual requirement to list property, report updates to real property and apply for exemptions/exclusions/deferments. Each January, all persons who own or control business property, farm property, and/or personal property that is subject to property taxes must update their listing forms, sign them and return them to the Tax Administration office before the Jan. 31 deadline.

Property owners who have previously listed should have already received their new forms if their current addressing information was on file with the Tax Administration Office. For new listers, forms and instructions can be obtained by going to www.co.cumberland.nc.us/tax/tax_forms.aspx .

Examples of property that must be listed include: mobile homes, boats, boat motors, jet skis, home made trailers, permanently tagged (multi-year) vehicles and unregistered vehicles, campers, RVs, truck bodies, motorcycles, as well as all income-producing property such as household rental property, business equipment, leaseshold improvements, etc.

If you are unsure about whether specific property you own must be listed, please contact customer service at (910) 678-7507.

NEW FOR 2013 – Dogs and cats are no longer required to be listed on the annual listing form. All pet privilege licensing will be administered and collected by Animal Control. Call 910-321-6852 or renew online at www.co.cumberland.nc.us/animal control.

CROWN CENTER
FAYETTEVILLE, NC

COMING 2 THE CROWN...

January

10.....Fireantz vs. Augusta RiverHawks
12.....FireAntz vs. Mississippi Surge
12.....Miller-Motte Graduation
13.....FireAntz vs. Mississippi Surge
18.....FireAntz vs. Louisiana Ice Gators
19.....FireAntz vs. Louisiana Ice Gators
19.....Styx (part of Community Concerts)
21.....Martin Luther King Jr. Prayer Breakfast
25-26.....Monster X Tour Monster Trucks
29.....FireAntz vs. Augusta RiverHawks

February

1.....FireAntz vs. Knoxville Ice Bears
2-3..... Gun & Knife Show
7.....Winter Jam 2013 featuring TobyMac, Red, Matthew West, Jamie Grace, the Sidewalk Prophets, Royal Taylor, Jason Castro, OBB, Capitol Kings, and Speaker Nick Hall
8.....FireAntz vs. Columbus Cottonmouths
9.....Disney's Beauty and the Beast
10.....FireAntz vs. Knoxville Ice Bears
15.....Fireantz vs. Augusta RiverHawks
22.....FireAntz vs. Mississippi RiverKings
23.....FireAntz vs. Mississippi RiverKings
23 .....Kool & the Gang (part of Community Concerts)

Styx

January 19

Monster X Tour

January 25-26

Disney's Beauty and the Beast

February 9

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

ONLY $20

North Carolina's 4-H Centennial Cookbook

Celebrating 100 Years of Blue Ribbon Recipes

Foods, Nutrition, and Preservation has been a major curriculum of the North Carolina 4-H Youth Development Program since its inception in 1909. In fact, the early beginnings of 4-H offered Canning Clubs for Girls, where "young ladies" were taught the art of preparing and preserving foods grown in the family garden. The program has expanded through the years to include a variety of projects and educational programs… foods and outdoor cookery presentations, bake-offs, favorite foods shows, food preparation at a 4-H meeting, a county or state fair entry in culinary arts, preservation, baked goods, etc. A national 4-H TV program called "Mulligan Stew" was even produced and aired across the nation in the 1980's. Both boys and girls participate in 4-H foods, nutrition, safety and preservation programs today.

To celebrate the rich tradition of the 4-H foods programs, the North Carolina 4-H Development Fund will work with a talented team of volunteers to produce this history of blue ribbon recipes. Among the sections in the cookbook…

- Appetizers and Snacks
- Beverages
- Breads
- Beef, Lamb Pork
- Dairy Foods
- Desserts
- Egg Cookery
- Food Preservation
- Main Dishes
- On the Grill
- Poultry, Fish
- Salads and Dressings
- For a Crowd

This centennial project is more than a cookbook…with every recipe that is accepted, the contributor will share his/her blue ribbon 4-H story. To quote Mr. L. R. Harrill, North Carolina's First State Leader, "4-H is about the business of growing blue ribbon boys and girls."

Selected photographs of 4-H Foods and Nutrition Project activities will also be included in the North Carolina 4-H Centennial Cookbook. It is sure to be a coveted centennial item that will delight the palates of North Carolina 4-H'ers, alumni, agents, volunteers, specialists and friends.

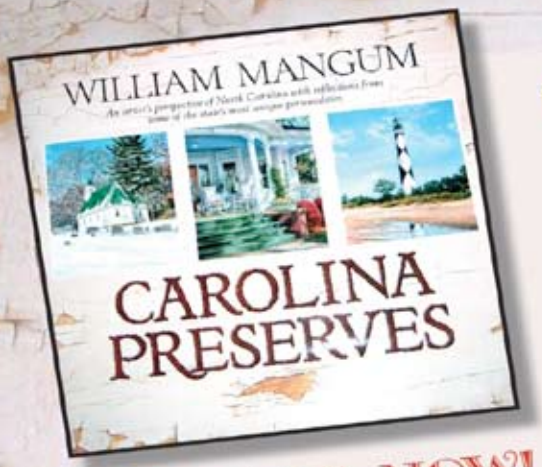
To Purchase a 4-H Centennial Cookbook, contact:

North Carolina Cooperative Extension - Cumberland County Center

910-321-6864 or via email at **donna_foster@ncsu.edu**

Featuring these past and present Cumberland County 4-H'ers and volunteers:

- **Joshua Bost**
- **Brooke Newton**
- **Amanda White**
- **Jordan Hupp**
- **Anastacia Spencer**
- **Kascha Witt**
- **Amanda Jones**
- **Arthur Spencer**
- **Pattie Utley**



The North Carolina Cooperative Extension Service Foundation

presents

William Mangum's

Carolina Preserves

An artist's perspective of North Carolina with reflections from some of the state's most unique personalities, including: Michael Jordan, William C. Friday, James B. Hunt, Jr., Julius Chambers, Dean Smith, C.D. Spangler, Mama Dip, John M. Belk, Hugh McColl, Shirley A. Caesar, James Martin, Hugh Morton, Billy & Ruth Graham and Betty Ray McCain.

ON SALE NOW!

16"x14" Coffee Table Book

$40 plus $10 shipping
(if copies are picked up, there will be no shipping charge)

Compare to sales in local bookstores of $95!

All proceeds will support the Cumberland County 4-H Foundation and your County 4-H Program.

"There was a summertime porch with black wicker furniture and wonderful Southern screen doors which made a special clatter when they swung shut . . ."

- Mary D.B.T. Semans

Carlton's Porch

Bread of Life

I began painting *Bread of Life* in the heat of summer, even though it's a snow scene. I sat beneath a shade tree working, occasionally going inside for a drink. As I painted, the gears ground and the water pushed the enormous weight of the wheel. Inside the mill, the Parnells worked equally hard, mending and maintaining the structure. Yet there never seemed to be any frustration or resentment. The pair tended this beautiful landmark with the patience of loving parents. That winter I presented them with a print of the finished piece. Heidi invited me into a room with a roaring fire. She had prepared a breakfast from flour ground that morning. It amazed me to eat the same raw material that had inspired me to paint.

-WM

NC STATE UNIVERSITY A&T STATE UNIVERSITY COOPERATIVE EXTENSION

Helping People Put Knowledge to Work

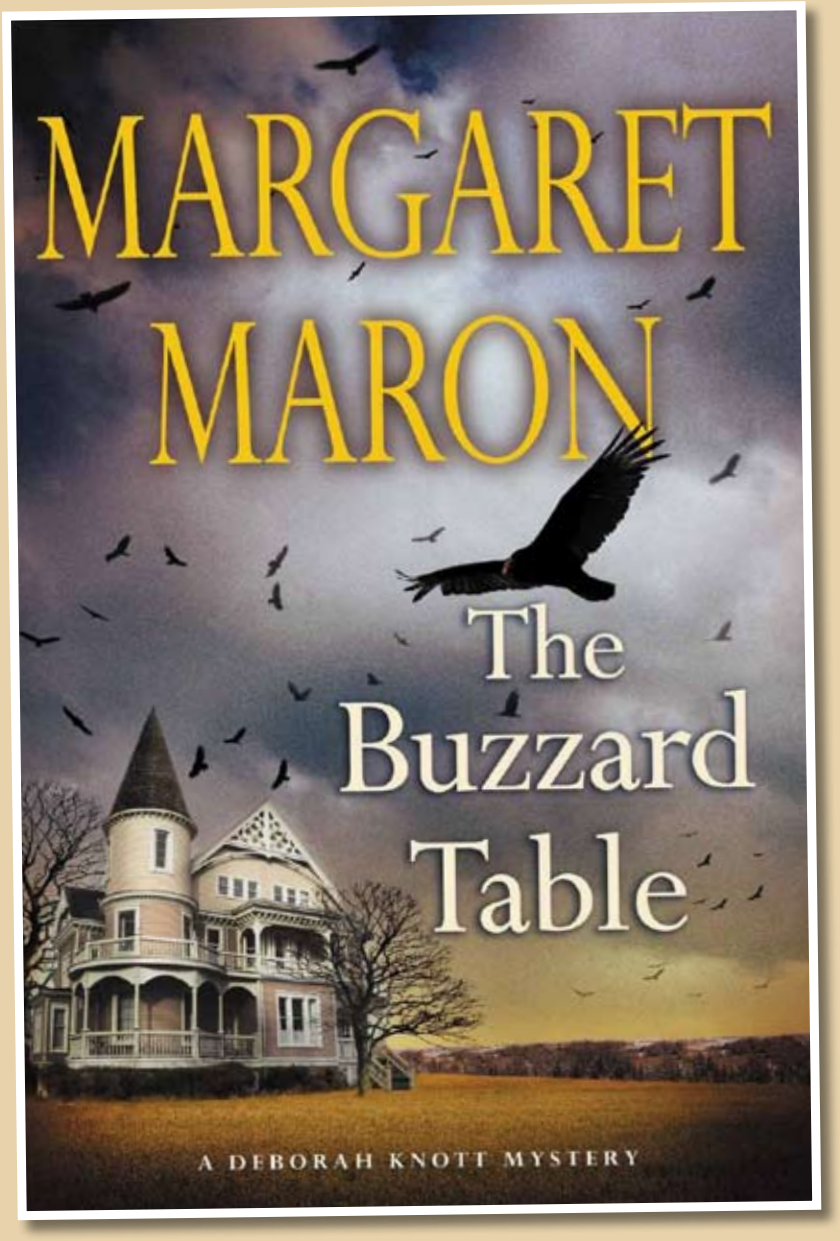
Cooperative Extension's Youth Development Program

To Purchase a Carolina Preserves book, contact:

North Carolina Cooperative Extension - Cumberland County Center
301 East Mountain Drive
Fayetteville, NC 28306
910-321-6864
donna_foster@ncsu.edu

Friends of the Library Annual Meeting &

Author Visit



Join North Carolina author Margaret Maron as she talks about her new novel, *The Buzzard Table*, the 18th title in the Deborah Knott mystery series.

The Buzzard Table finds Knott teamed with Maron's other mystery series lead, New York police detective Sigrid Harald, to untangle a snarl of local goings-on, an FBI murder investigation, and a young protestor arrested for photographing CIA flights out of the local airport.

Maron's lecture follows a short Friends of the Library business meeting where the results of the executive board elections are announced.

Tuesday, January 15 at 7 p.m.

Headquarters Library, 300 Maiden Lane

Friends of the Library

Cumberland County Public Library
2012 Winner
National Medal for Museum and Library Service
www.cumberland.lib.nc.us

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/

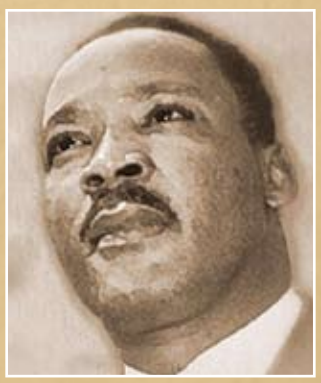
The Employee Assistance Program

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 Offices Closed for MLK Day

CUMBERLAND COUNTY GOVERNMENT OFFICES will be closed for Martin Luther King Jr. Day on Monday, Jan. 21. This includes all Solid Waste landfills and container sites; and all Cumberland County Public Library & Information Center locations. If you wish to return any items when the library is closed, please use the book drops located outside all library locations. Materials can also be renewed on the library website at http://www.cumberland.lib.nc.us or by calling (910) 223-0431.



The Board of Commissioners will meet Tuesday, Jan. 22 at 6:45 p.m.