



# CUMBERLAND COUNTY CONNECTION

## Health Department Receives State Accreditation

**T**HE CUMBERLAND COUNTY DEPARTMENT OF PUBLIC HEALTH was granted accreditation status on June 21 by the North Carolina Local Health Department Accreditation Board, an independent entity. The accreditation was granted through 2017.

Public Health Director Buck Wilson accepted the accreditation designation certificate during the board's meeting in Raleigh.

"We are very proud of the staff and the accreditation team and appreciate all of their hard work," Wilson said. "Accreditation assures our citizens we are providing a prescribed level of quality service and at the same time protecting the public's health."

Public health departments across the state started accreditation in 2004, and Cumberland County was scheduled to go through the process this year, Wilson said.

"We have been preparing for accreditation for years and now we will begin preparing for re-accreditation in four years," Wilson said. The department collected about 1,000 pages of documentation showing how it is meeting the established benchmarks to ensure the protection of the public's health.

The accreditation board was developed in 2002 by the state Division of Public Health and the N.C. Association of Local Health Directors to develop a standardized system for accrediting local North Carolina health departments based on the capacity of the departments to perform the 10 essential public health services and the three core functions of assessment,

assurance, and policy development. The NCLHDA board members are appointed by the N.C. Department of Health and Human Services Secretary.

A site visitor team of peer public health experts reviewed the health department's self-assessment and supporting documentation and conducted interviews with staff, county Board of Health members and community partners to evaluate benchmark compliance. The team also evaluated all health department facilities. Local health departments do not receive any funding for accreditation.



*The Health Department was granted accreditation on June 21. County Health Director Buck Wilson, left, and Deputy Director Rod Jenkins are pictured with accreditation site visit coordinators Debbie Edwards and Rosemary Summers.*



JAMES MARTIN

# County Manager's Message

In a few weeks, permanent county employees will receive something extra in their pay. The Board of Commissioners adopted the FY2014 county budget and approved a one-time stipend to be included in your Aug. 16 paychecks.

The one-time bonus is for all permanent full- and part-time employees hired prior to July 1, 2013, and who are on the county's payroll for the pay period ending August 10. Full-time employees will receive \$700 and part-time employees will receive a prorated stipend.

The county will continue a 1 percent employer contribution to a 401-K retirement plan for all employees eligible to participate in the Local Government Employees Retirement System.

The Human Resources Department is working on Phase II of the county's employee job reclassification study and pay plan. The budget includes \$1.3 million to implement the plan's second phase, which covers the departments of Public Health and Social Services. The new plan will be effective in September. All other county departments were included in Phase I, which was implemented in FY2013.

Congratulations to our Department of Public Health on receiving accreditation through 2017 from the North Carolina Local Health Department Accreditation Board.

I wish you all a safe summer and thank you for your continuing efforts to provide excellent customer service to our citizens.

## Cumberland County Commissioners Adopt FY2014 Budget

THE BOARD OF COMMISSIONERS adopted the FY2014 budget June 17. The general fund budget totals \$312,750,398 and includes a property tax rate of 74 cents per \$100 valuation, the same as the current year.

The budget includes a one-time stipend for all permanent full- and part-time employees hired prior to July 1, 2013, and who are on the county's payroll for the pay period ending Aug. 10. Full-time employees will receive \$700 and part-time employees will receive a prorated stipend in their Aug. 16 pay.

The county will continue a 1 percent employer contribution to a 401-K retirement plan for all employees eligible to participate in the Local Government Employees Retirement System.

The budget includes \$1.3 million to implement Phase II of the county's employee job reclassification study and pay plan effective in September. The departments of Public Health and Social Services are covered in Phase II. All other county departments were included in Phase I, which was implemented in FY2013.

The budget includes 53 new positions, including 36 that will be phased in once the Detention Center expansion is complete this fall. Of the 14 recommended new positions with the Public Health Department, eight are for jail health and are needed with the Detention Center expansion.



## Sanders Honored By Wounded Warrior Program

VETERANS SERVICES DIRECTOR SHARON SANDERS received a certificate of appreciation from Gerry Fountain in recognition of Veterans Services' support of the U.S. Army Wounded Warrior Program. Fountain is the Advocate SRI Contractor with the U.S. Army Wounded Warrior Program Warrior Transition Command (WTC). Sanders was recognized at the May 20 Board of Commissioners meeting.

*Sharon Sanders accepts a certificate of appreciation from the U.S. Army Wounded Warrior program from Gerry Fountain.*



## Veterans Services Announces Scholarship Recipients

VETERANS SERVICES has announced the winners of the North Carolina Division of Veterans Affairs 2013 Competitive Scholarship and the North Carolina Association of County Veterans Services Officers scholarships. The state awarded 400 scholarships; 38 were from Cumberland County.



The scholarships are awarded to veterans' children who were born in North Carolina and have lived here all their lives or children of veterans who were residents of North Carolina when they entered the military. The four-year scholarship pays for tuition and fees at state schools or \$4,500 per year at private schools.

*Veterans Services Director Sharon Sanders stands with scholarship recipients at Reid Ross Classical School in Fayetteville.*

## Veterans Services Moves to New Home

Veterans Services will be closed Aug. 2-9 while the department moves into the former Board of Elections building next to the Courthouse on Russell Street. A ribbon cutting is scheduled for Aug. 9 at 2 p.m.



## Soil and Water Conservation District Manager Retires

CUMBERLAND COUNTY SOIL AND WATER CONSERVATION DISTRICT MANAGER KAY BULLARD retired July 1 after working for the county for 14 years. The Stedman native will continue to stay busy working with her husband on the family farm. Bullard also plans to spend more time with her son, daughter and her three grandsons.

“This job has been a perfect fit for me and I’m just grateful for the opportunity to have worked and learned and grown in this job,” Bullard said. “I’ve had a wonderful working relationship with everyone in the county as well as friendships.”

*Bullard*

## DSS Assistant Director Retires

DEPARTMENT OF SOCIAL SERVICES ASSISTANT DIRECTOR BILL DUKE will retire Aug. 29 after 27 years of service. Duke worked for DSS from 1980-1985 and from 1990-2013. The Chicago native settled in Cumberland County after a 20-year Army career.

Duke holds a bachelor’s degree in psychology from Fayetteville State University, a master’s degree in human resources from Central Michigan University and a master’s degree in counseling education from East Carolina University.

“I’ve enjoyed all the highs and lows and it’s been more highs than lows, and even the lows were tempered by the fact that I was always working with good people,” Duke said. Duke said he plans to travel, spend more time with his grandchildren and devote more time to his carpentry hobby in retirement. Next year, Duke and his wife Marianne will celebrate their 50th wedding anniversary.

*Duke*

## Child Support’s McKinley Meets Fitness, Weight Loss Goal

CYNTHIA MCKINLEY of the Child Support Department has reached a milestone in a personal quest for fitness and improved health. In Feb. 2011, McKinley was diagnosed with diabetes, high blood pressure and a high cholesterol level. McKinley said her doctor told her the culprit was her weight of 311 pounds.

McKinley started walking to lose weight and gradually increased her activity to include a workout regimen at the Fayetteville YMCA. She also incorporated Dr. Ian Smith “Shred Diet” plan. McKinley also participated in the county Wellness Program’s Eat Smart, Move More, Weigh Less program.

She lost 100 pounds and said she needs to lose about 40 more pounds to meet her ideal weight.

“I feel much better and didn’t realize how bad I felt before,” said McKinley, who is from Hope Mills. “My doctor has decreased my blood pressure medication and is now looking at possibly taking me off my diabetes medication.”



*Cynthia McKinley holds up a pair of her old size jeans.*

# Two County Employees Honored In *Forty Under 40* Publication

**T**WO CUMBERLAND COUNTY EMPLOYEES were named to The Fayetteville Observer's "Forty Under 40" class for 2013. Jennifer Taft, library awareness coordinator for the Cumberland County Public Library & Information Center, and Victory T. Landry, event services manager at the Crown Center, were named to the 2013 list.

Taft has been with the library for two years. She was named the 2012 Cumberland County Public Library Exceptional Employee and has received an award from the North Carolina Public Library Director's Association. Taft is a graduate of the State University College of New York and Syracuse University.

Landry is a Fayetteville native who graduated from E.E. Smith High School and Fayetteville State University. He has been with the Crown Center for eight years. Landry serves as a member of 100 Black Men, an organization that mentors young people. A percussionist, he also volunteers with the E.E. Smith school band.



*Taft*



*Landry*



*King*

## Register of Deeds Swears In Newest Deputy

**T**HE REGISTER OF DEEDS office recently welcomed Tonya King as its newest deputy. She joined the office in March and was sworn in as a deputy on June 14. The Eastover resident has lived in Cumberland County for over 20 years. King said she is excited about her new job and looking forward to a long career with the Register of Deeds office.

## Fitness Classes Offered

### FREE ZUMBA CLASSES

are offered Mondays and Thursdays 5:30 p.m. – 6:30 p.m.  
at Massey Hill Recreation Center, 1612 Camden Rd.

This is open to employees and retirees only.

Children and spouses are not allowed to participate.

Beginning July 1, employees will be required to show their ID badges.

## Walking Logs Due July 10

THE WALKING FOR WELLNESS CHALLENGE ended June 30.

All walking logs will be due to your department's  
Wellness Representative by July 10.

# Cooperative Extension Dedicates 'Fascinating Farm'

CUMBERLAND COUNTY COOPERATIVE EXTENSION and Fascinate-U Children's Museum dedicated the new exhibit "Fascinating Farm" at the museum May 14 following a year of planning and fundraising. The exhibit is designed to teach children how food gets from the farm to the dinner table encourage healthier eating habits and increase awareness of agribusiness in Cumberland County.

Features include an egg-laying hen, a pork place to emphasize the swine industry in the county, a farmers market, a pick-your-own vegetable plot, small barn and a cow with a re-circulating pump to show milk production.

The "Fascinating Farm" concept was first proposed by Cooperative Extension Director Lisa Childers, who approached the museum's board of directors with the idea.

Cargill, Cumberland Community Foundation, Cape Fear Farm Credit, Cumberland County Farm Bureau, Cumberland County Soil and Water Conservation District and Youth Growth Stock Trust all contributed funds to help pay for the exhibit. The cost of the exhibit was approximately \$47,000.

"With Fascinate-U Children's Museum serving over 40,000 children and family members annually, it made it the ideal location for the farm exhibit to help us educate our youngest consumers about the importance of the farm," Childers said. "The agriculture community in Cumberland County got behind this project making it a true community partnership that we can all be proud of."

Fascinate-U Children's Museum is located at 116 Green Street in downtown Fayetteville. Museum hours are Tuesday, Thursday and Friday from 9 a.m. to 5 p.m.; Wednesday from 9 a.m. to 7 p.m.; Saturday from 10 a.m. to 5 p.m. and Sunday from 12 noon to 5 p.m. The museum is closed on Mondays. For more information, call 829-9171, or go online to <http://www.fascinate-u.com>. For more information about Cooperative Extension, call 321-6860 or go online to [www.co.cumberland.nc.us/coop\\_extension.aspx](http://www.co.cumberland.nc.us/coop_extension.aspx).



*(Left to right) Cooperative Extension employees Susan Johnson, Candy Underwood, Lisa Childers (director), Colby Lambert and Kenny Bailey attended the ribbon cutting for the Fascinating Farm exhibit at Fascinate-U Children's Museum on May 14.*

## Master Gardener Volunteer Program Wins Awards

**T**HE CUMBERLAND COUNTY MASTER GARDENER VOLUNTEER PROGRAM won two first-place awards at the North Carolina Extension Master Gardener Volunteer Association meeting held June 6-8 in Monroe.

The county's Master Gardener program won first place in the 2013 Madeline Collier Landscape Design Competition for its demonstration garden located at the Cumberland County Cooperative Extension Office beside of the Charlie Rose Agri-Expo Center. The theme of the demonstration garden is "From Inspiration, to Demonstration and Beyond." Master Gardener Amy Stidham gave the demonstration garden presentation, which used large picture posters to highlight the garden's transition from 1996 to the 2009 renovation.

Cumberland County Master Gardener Sandy Ritter won the association's 2013 Outstanding Volunteer Award. Ritter has over 13 years and 4,000 hours of volunteer service with the Master Gardener program.



## County Employees Take Farm Tour

**S**everal Cumberland County employees went on Cooperative Extension's annual farm tour held on May 16 to highlight agriculture research and innovation. Deputy County Manager Amy Cannon (pictured) took a ride in a tractor at Vause Equipment Company, one of the stops on the tour. The tour also visited Agri-Technologies in the Beaver Dam community and the Fascinate-U Museum in downtown Fayetteville.

"The premise behind this year's tour was that by the year 2050, we have to double our food supply and we have to find ways to accomplish this," said Cooperative Extension Director Lisa Childers. "One of the answers is through research and technology and the tour introduced a lot of folks to research and innovation in Cumberland County that they may not have been aware of."



*Deputy County Manager Amy Cannon rides in a brand-new, GPS-enabled tractor at Vause Equipment Company during the Cooperative Extension Farm Tour May 16.*

# Animal Control Mails Pet License Bills

In June, Animal Control mailed more than 20,000 bills for unpaid 2012 pet privilege license fees. The bills were sent to pet owners who failed to pay the fee last year through the Tax Administration office.

Animal Control took over the administration and collection of the pet license fees in January and is using rabies vaccination records to track down unlicensed ferrets, cats and dogs. Annual fees are \$7 for pets that have been spayed or neutered and \$25 for those not spayed or neutered.

Privilege licenses can be obtained from the veterinarian administering the rabies vaccination or directly from the Animal Control Department. Pet owners who do not pay through their veterinarians' offices may pay the fees online, via the mail or in person at the Animal Control shelter during regular business hours, Monday-Friday, 8 a.m.-5:30 p.m. The shelter is located at 4704 Corporation Drive.

Applications are available online at [www.licensepet.com/CumberlandCountyNC](http://www.licensepet.com/CumberlandCountyNC). For more information, call 910-321-6852 or email [petlicense@co.cumberland.nc.us](mailto:petlicense@co.cumberland.nc.us). Proof of current rabies vaccination must be provided. North Carolina law requires all cats, dogs and ferrets four months of age and older be vaccinated.



## Health Department Giving Away Mosquito Insecticide

THE HEALTH DEPARTMENT is giving away a free, four-month supply of mosquito insecticide to Cumberland County residents as part of the department's mosquito control program. The product, Mosquito Dunks, is a biological pest control agent that kills mosquito larvae. It is non-toxic to fish, birds, wildlife and pets. The larvicide can be picked up at the Health Department, 1235 Ramsey St., Monday through Friday between 7:30 a.m. and 5 p.m. Call 433-3680 for information.



*Environmental Health Employees Trinette Valoy (left) and Kathy Neitman stand by the stockpile of Mosquito Dunks at the Health Department.*

# Employee Pharmacy: Frequently Asked Questions

The following questions were submitted to the county by employees and retirees:

## **Q: Can the pharmacy fill my prescription for diabetic supplies, like blood glucose test strips? What other medical supplies will the pharmacy carry?**

A: Yes, the pharmacy can fill prescriptions for diabetic supplies. However, the pharmacy only carries one type of blood glucose monitor, strips and lancets. Anyone covered on the county insurance plan or a current employee not on the plan can obtain a free blood glucose monitor from the pharmacy without a prescription. To receive a 50-count box of strips for a co-payment of \$5, an insured employee must have a prescription for the strips. Employees not covered on the county's health plan can purchase the strips at cost. Other medical supplies are generally not carried by the pharmacy, with the exception of blood pressure monitors.

## **Q: How are copayments calculated for insulin?**

A. Insulin is sold in unbreakable packages, meaning a box of five insulin pens must be dispensed for the entire five pens. Insurance copays are calculated based on the days' supply. If, according to the prescriber's directions, the patient uses one box within a month's time, the patient will be charged a single copay. But, if the prescribed directions indicate a box of insulin will last 31-60 days or 61-90 days, the patient will be charged multiple copays in keeping with Blue Cross and Blue Shield guidelines.

## **Q: My regular retail pharmacy offers "automatic refills" so that I can pick up my medications each month without calling the pharmacy to order them. Will the Employee Pharmacy offer this service?**

A. While this service is convenient, it is not cost-effective for the Employee Pharmacy to fill medications that have not been ordered. The pharmacy does, however, allow patients to complete a short reorder form when picking up a maintenance medication. This form allows a patient to refill the same medication in one month or on a given date.

## **Q: In what case would it be appropriate for the pharmacy to sign off on "return to work" paperwork for an employee?**

A: The pharmacy can only sign off for a visit to the pharmacy when it immediately follows and is part of a visit to the Express Care Clinic. A visit to the pharmacy for drop off or pick up of a prescription would be considered on an employee's own time and should not involve "return to work" paperwork.

## **Use of Sick Leave Reminder**

**Sick leave is waived only for pharmacy visits that occur in conjunction with Employee Express Care visits. All other pharmacy visits are on your own time. Employees should not bring work absence authorization slips for signature by the pharmacy unless they have visited the clinic first and have a signature from the clinic.**



# Training Connection • July-August 2013

Register on the Intranet for these upcoming classes:

## Supervisor Track:

### Leadership Challenge/Coaching & Feedback

Location: DSS Conference Rooms  
July 17 & Aug. 14 9 a.m. – 12 p.m.  
1 p.m. – 4 p.m.

### Family Medical Leave Act

Location: DSS Conference Room  
Aug. 8 & 22 9 a.m. – 12 p.m.  
2-5 p.m.

### Recruitment, Selection & Interviewing Skills

Location: DSS Conference Room C  
Aug. 14

## Promoted/Newly Hired Supervisors:

### Leadership Roles & Responsibilities

Location: DSS Conference Room C  
Aug. 20 9 a.m. – 12 p.m.  
2-5 p.m.

### Transition to Formal Leadership

Location: DSS Conference Room  
July 23 9 a.m. – 12 p.m.  
2-5 p.m.

## Personal Growth Track:

### Critical Thinking (DSS employees only)

Location: DSS Conference Room C  
July 19 & Aug. 16 9-10 a.m.  
11 a.m. – 12 p.m.

### MS PowerPoint 2010

Location: Headquarters Library  
July 11 & Aug. 15 2-4 p.m.

### MS Excel 2010

Location: Headquarters Library  
July 18 & Aug. 22 2-4 p.m.

### MS Word Graphics 2010

Location: Headquarters Library  
Sept. 5 2-5 p.m.

### Work/Life Balance

ONLINE COURSE  
Deadline for completion is Dec. 31

## Employee:

### Understanding Bullying in the Workplace

Location: DSS Conference Room B  
July 18 9 a.m. – 12 p.m.  
2-5 p.m.

### Customer Service

Location: DSS Conference Room C  
Aug. 27 & 29 9 a.m. – 12 p.m.  
2-5 p.m.

### Ethics in the Workplace (DSS employees only)

Location: Conference Room C  
Aug. 2 & 30 9 a.m. – 12 p.m.  
2-5 p.m.

### Workplace Etiquette

Location: DSS Conference Room C  
July 9 9 a.m. – 12 p.m.  
2-5 p.m.





# Summer Reading Club

*Now Online!*

*Adults • Teens • Children*

**June 1 - July 31, 2013**

**[www.cumberland.lib.nc.us](http://www.cumberland.lib.nc.us)**

Cumberland  
County  
**Public  
Library**

2012  
**Winner**

National Medal  
for Museum  
and Library  
Service



# Job Search Boot Camp

*A Six-Part Series at Headquarters Library*

## **Get Ready and Get the Job!**

*Monday, July 8 at 9:00 a.m.* Improve your chances of employment by providing proof that you can do the job! The NC Career Readiness Certificate is a portable credential that verifies a person's proficiency in three skill areas: Applied Math, Reading for Information, and Locating Information. Registration required. *Computers used for this program are provided by a Golden LEAF Foundation grant.*

## **Search Secrets and Strategies**

*Monday, July 15 at 2:30 p.m.* Learn proven strategies for locating the right job for you. Searching through Monster.com or looking through the ads in the paper might not be the best way to look for a new job. Learn about tools that can help and how traditional techniques may actually slow down your search. Registration required.

## **Writing Killer Resumes and Cover Letters**

*Monday, July 22 at 2:30 p.m.* Learn how to write a resume and discover the difference between a chronological and functional one. We'll help you determine if you need a cover letter or if you can skip it entirely. Get all the basics you need! Registration required.

## **Finding Insider Information on Employment Prospects**

*Monday, July 29 at 2:30 p.m.* If you think that job ad seems to be too good to be true, you just might be right. Learn how to check out prospective employers before you apply. Get the research you need to gain the competitive edge over your rivals at the interview. Learn where to go to find the inside information to ensure your next employer meets YOUR expectations. Registration required.

## **Acing the Interview**

*Monday, August 5 at 2:30 p.m.* You got the call. An interview is scheduled. Are you ready? We'll discuss dressing for success and proven techniques for answering even the most terrifying interview questions. You'll leave the class feeling confident and comfortable and ready to ace your interview. Registration required.

## **Developing Career Soft Skills**

*Monday, August 12 at 2:30 p.m.* Soft skills are essential to career success. Learn how to accept changes in job responsibilities, the importance of prioritizing, communication skills, conflict resolution and more.



4<sup>th</sup> Friday Presents

# Teen Open Mic

Friday, July 26  
7 p.m.

Headquarters Library  
300 Maiden Lane

Teens, show off your talents and skills!  
Singers, dancers, musicians, stand-up comics, poets, and rappers

Cumberland  
County  
Public  
Library

2012  
Winner  
National Medal  
for Museum  
and Library  
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[www.cumberland.lib.nc.us](http://www.cumberland.lib.nc.us)



# CROWN CENTER FAYETTEVILLE, NC

## July

- 5..... Fight Night Independence Explosion LIVE Boxing Event
- 12.....Montgomery Gentry
- 13.....Ladies' Night Out Tour feat. Dru Hill, K-Ci & JoJo, and Silk
- 19-20.....Fame Jr.
- 20-21.....Tarheel Sports Car Club Jimmy V Charity Autocross
- 28.....Disney Junior Live On Tour! Pirate & Princess Adventure

## August

- 3-4.....Gun & Knife Show
- 14-16.....Hugs & Kisses Consignment Sale
- 30.....Casting Crowns

## September

- 7..... Hot Rods to High Heels
- 12-22.....Cumberland County Fair

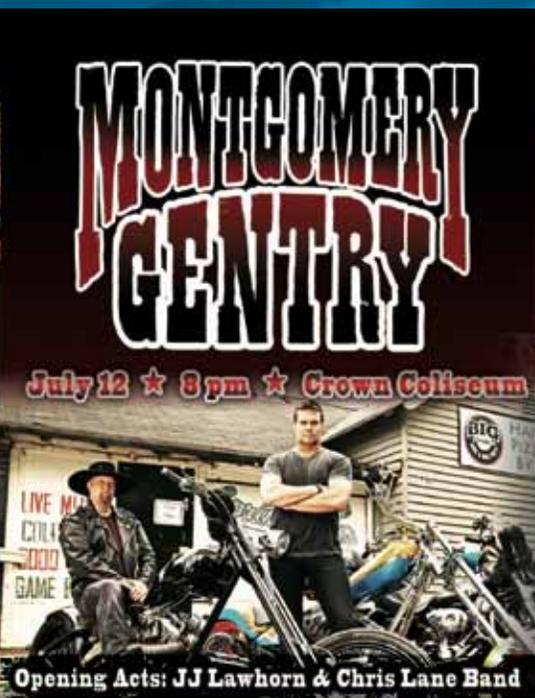
COMING  THE CROWN...



R&R PROMOTIONS PRESENTS...  
**FIGHT NIGHT  
INDEPENDENCE EXPLOSION**

FRIDAY JULY 5<sup>TH</sup> 2013  
CROWN COLISEUM

2-TIME CHAMPION  
**ADRIEN BRONER**  
SPECIAL GUEST COMMENTATOR



**MONTGOMERY  
GENTRY**

July 12 ★ 8 pm ★ Crown Coliseum

Opening Acts: JJ Lawhorn & Chris Lane Band



Produced by Feld Entertainment

**Disney  
JUNIOR  
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ADVENTURE**

**JULY 28  
THEATRE**

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## CUMBERLAND ★ COUNTY ★ NORTH CAROLINA

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# 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  & 

Visit us on the Web: [http:// www.co.cumberland.nc.us/](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 July 4

CUMBERLAND COUNTY GOVERNMENT offices will be closed for the Independence Day Holiday on Thursday, July 4. This includes all public libraries, as well as all solid waste landfills and container sites. If you wish to return any library materials, please use the book drops located outside all library locations. Items may be renewed on the library website at [www.cumberland.lib.nc.us](http://www.cumberland.lib.nc.us) or by calling (910) 223-0431.