



CUMBERLAND COUNTY CONNECTION

Employee Wellness Fair March 25-28

THE CUMBERLAND COUNTY EMPLOYEE WELLNESS FAIR is scheduled for March 25-28 at the Crown Expo Center from 6:30 a.m. -4 p.m. each day. Employees must schedule an appointment with their department's wellness representative in order to be seen.

The Department of Public Health and Employee Wellness are coordinating the ninth annual fair. Employees who participate will save \$30 per month on their county health insurance premiums and have the opportunity to learn how they can improve their health.

Employees identified as "at risk" will have the opportunity to meet with the health care team from the Employee Express Care Clinic who can help design an individualized risk reduction health program for them.

Biometrics taken during this year's fair will serve as the baseline for measurements gathered in 2014 as part of the county's new wellness accountability strategy. The new program is set to go into effect in July 2014.

Hundreds of employees will be going through the fair each day and it is crucial that the Employee Wellness Fair be conducted in an orderly manner.

Therefore, we are requesting the following:

- When scheduling their employees' visits, supervisors and managers should not add additional appointment slots. If you need more slots, please contact Judith Harris at 433-3711.
- Employees should adhere to their allotted time slot. Employees will not be seen without an appointment in an effort to avoid delays and long lines.
- Employees should park in designated areas only.



Cape Fear Valley Health System will conduct the following biometric screenings at the Employee Wellness Fair:

- **Waist circumference**
- **Cholesterol**
- **Blood glucose**
- **Blood pressure**



Continued next page

Employee Wellness Fair: Health Assessment Information

Where: Health assessments will be held inside the Crown Expo Center at 131 East Mountain Drive. Park in designated areas.

What to do before: Take your medication, especially blood pressure medication. Drink water prior to your scheduled health assessment.

Wash your hands prior to the screening and do not apply lotion to them.

Fasting not required: Your non-fasting glucose reading, total cholesterol and HDL results will be accurate, regardless of whether or not you eat and/or drink prior to the screening. To obtain the most accurate fasting glucose reading, it is recommended that you fast for 9-12 hours prior to your appointment – no gum, no food, soda, coffee, etc. However, it is okay to take medications prior to screening.

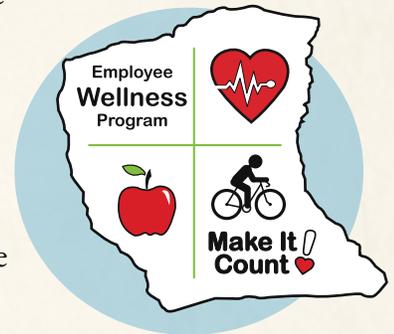
What to wear: Wear a short-sleeve T-shirt or dress in layers so you can take off a layer when getting your blood pressure checked.

Contact:

If you have questions, regarding the health assessment, please contact Kendra Manning at 433-3875.



KENDRA MANNING



Buck Wilson Health Director of the Year

CUMBERLAND COUNTY DEPARTMENT OF PUBLIC HEALTH DIRECTOR BUCK WILSON was named North Carolina's Health Director of the Year on Jan. 23 by the N.C. Association of Local Health Directors.



Cumberland County Health Director Buck Wilson is recognized by Commissioner Billy R. King during the Feb. 4 commissioners' meeting.

The award "is given to an individual for outstanding leadership in both public health in North Carolina and for leadership and involvement in local community and civic activities," according to the association's press release.

The association recognized Wilson, who has been the county's health director since 2009, for "his advocacy work with the N.C. General Assembly on key public health issues, as well as his work at the local level to create community partnerships aimed at increasing access to mental health and primary care services and preventing teen pregnancy."

Cumberland County commissioners recognized Wilson at their regular board meeting Feb. 4. Wilson said teamwork and support from key leaders are a constant help at the Health Department.

"I am very proud of our accomplishments," Wilson said. "We have a great leadership team, management team and tremendous support from our Board of Health."

The staff and management team of the county's Health Department nominated Wilson for the award. The N.C. Association of Local Health Directors is an affiliate of the N.C. Association of County Commissioners.



JAMES MARTIN

County Manager's Message

I ENCOURAGE ALL EMPLOYEES TO PARTICIPATE in the **Employee Wellness Fair** on March 25-28 at the Crown Expo Center. You will be on county time and there is no charge for the screenings, which are designed to help you gauge your health status. You will also have the chance to visit information tables and learn more about the three Employee Health Services components – the clinic, pharmacy and wellness programs. Please be sure to take advantage of the services we offer to help improve your health.

For employees on the county's health insurance plan, there is the added incentive of saving \$30 per month on your premiums just by participating in this year's fair. Be sure to make an appointment through your department's wellness representative.

Once you receive the screening results, if you have an area that needs improvement, please follow up with our Express Care Clinic staff for help in developing individualized health action plans. This is a service offered free of charge.

Earlier this year, we informed you about our new wellness strategy and the implementation of accountability standards starting July 1, 2014. The biometrics taken during the March 2013 fair will serve as baseline measurements for the 2014 fair. We are initiating this strategy in face of increasing health care costs. The county's annual contribution into the health plan is approximately \$6,300 per employee. For fiscal year 2011-12, the county's health insurance costs amounted to \$17.6 million; and for fiscal year 2014, we are facing a \$1.8 million increase in costs.

Our claims history shows that hypertension, diabetes and heart disease, which are all driven in some part by individual behavior, are the three top health issues for county employees covered under our plan. The county, which is a self-insured employer, and individual employees have to take action now to improve workforce health or face a decline in the health benefits we can offer. That's the bottom line.

In other news regarding our insurance benefits, our **annual enrollment period** will run the entire month of April. Please see the flier included in this edition for more information. If you have any questions, you can call Julie Crawford at 223-3327.

The weather is warming up and Daylight Saving Time will go into effect on Sunday, March 10. I hope you will join me in taking advantage of the daylight in the evenings by walking, biking, running or other fitness activities. Also, county offices will be closed on March 29 for the Easter holiday. May you enjoy the time off with your family and friends.

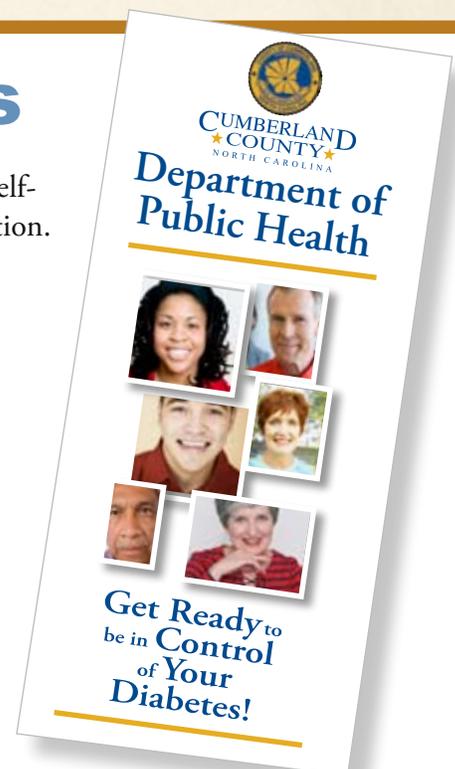
Take Control of Diabetes

THE DEPARTMENT OF PUBLIC HEALTH now offers Diabetes Self-Management Classes as recognized by the American Diabetes Association. Through the program, you will learn:

- the signs and symptoms of diabetes and how the disease affects the body
- how to change eating habits by reading labels, counting carbohydrates and planning meals
- how to prevent the five major complications of diabetes
- how to exercise to improve insulin sensitivity
- how to lower blood glucose levels and lead a healthier lifestyle

Classes are offered at the Health Department. Patients must be referred by their health care provider to be a part of the program. The referral form can be found at <http://www.co.cumberland.nc.us/health.aspx>.

Please contact Sandra Shipley at 910-433-3615 or Antoinette Nelson at 910-433-3789 for more information.





JIMMY KEEFE

Chairman's Corner

by Commissioner Jimmy Keefe

Resolve to make small changes to realize big benefits

There has been much discussion recently on our new employee wellness program and the initiative to tie individual health premiums to a healthy lifestyle. Cumberland County employees are very fortunate to have excellent health care coverage and a culture that cares about our people -- "People are our business, and we care about our people."

Next week my wife and I will celebrate our 10-year wedding anniversary. Although I started later than most, I am blessed with three wonderful children, two of whom are under 6 years old.

As many of us know, children require a lot of patience, understanding and most of all...energy.

As an older father of 51, I can verify that children can keep you young, but they sometimes can make you feel old. About six months ago, I found myself extremely winded after playing with my 2-year-old son in the back yard. It was time to take a hard look at my health and get rid of some old habits that had become part of our family's lifestyle. We resolved to eat healthy, become more active and exercise more. The dividends are showing on the scale and, more importantly, in my energy level.



Most of us have a personal responsibility and desire to live a long life for our families, our co-workers and ourselves. Our wellness program with financial incentives is just one part of a complete program that improves our well being. During the past year, Cumberland County has taken an active step in investing in our most important asset: our people.

In closing, I hope each of you resolves to make small changes to realize big results.



ELIZABETH GURNEE

DSS Staff Attorney Invited To Serve on Statewide Professional Board

ELIZABETH GURNEE, STAFF ATTORNEY WITH THE DEPARTMENT OF SOCIAL SERVICES, was recently invited to become a Board Member of the North Carolina Professional Society on the Abuse of Children (NCPSAC).

Gurnee said she was excited to become involved with the organization, particularly in its focus on cross-training among the many different professions involved in the investigation and prosecution of child abuse cases in court. The organization is the official state chapter of the American Professional Society on the Abuse of Children, a non-profit national organization focused on meeting the needs of professionals engaged in all aspects of services for maltreated children and their families.

"In the child abuse field, it is important for all stakeholders to be informed on the latest research in order to provide the best possible outcomes. Collaboration among colleagues is the best way to provide for the safety and protection of children in our community," Gurnee said. Gurnee has been with Cumberland County Department of Social Services since 2005, representing the agency in juvenile court cases involving serious physical abuse and sexual abuse. Before 2005, she was an attorney advocate for the Guardian ad Litem program in Cumberland County. She has practiced law in Fayetteville since 1992.



TONY FERGUSON

Ferguson Retires From Environmental Health Division

TONY FERGUSON retired Jan. 31 after 36 years with the Cumberland County Department of Public Health. Ferguson, an environmental health supervisor over the food and lodging section, started working for the county in March 1977. He was honored with a retirement dinner on Jan. 25.



TAMI KEIBLER

Employee Pharmacy Helps You Save Money

By Tami Keibler

WE HAVE RECEIVED POSITIVE COMMENTS since the Employee Pharmacy opened in August, including one that said the reduction in co-payments “feels like a raise.” Employees on the county’s health care plan can save significantly each month by using the Employee Pharmacy. Covered generics are free. They would cost \$10 in retail pharmacies for the same 30-day supply. Getting a 90-day supply of a covered generic for free has attracted many customers.

The co-pay for Tier 2 covered medications is \$25. It is \$40 for Tier 3 medications for up to a 30-day supply. Also, the pharmacy is stocked with over-the-counter medications, which are sold at a lower cost than retail pharmacies.

Since August, almost 30 percent of county employees and retirees have visited the pharmacy. In November, the pharmacy prescription volume increased dramatically and has continued to grow by about 10 percent or more a month. We hope those who have visited will make us their regular pharmacy and will continue to spread the word that the pharmacy is ready to meet your needs and save you money.

What’s New at the Pharmacy

- **90-DAY SUPPLY FOR RETIREES:** Retirees can now get a 90-day supply of their medications at the Employee Pharmacy. Previously, retirees could only receive a 90-day supply by mail order.
- **FREE BLOOD GLUCOSE MONITORS:** Diabetic employees, retirees and their covered dependents can still receive free GE-100 blood glucose monitors by visiting the Employee Pharmacy. Additionally, a General Electric Representative plans to attend the Employee Wellness Fair March 25-28 to demonstrate the monitor and give out free devices.
- **PRIOR AUTHORIZATIONS:** Some medications require prior authorization from your physician in order to be covered by the county’s insurance plan. Typically the physician will be asked to support the medication choice with an appropriate diagnosis and documentation of previous failed therapies. If approved, the medication will be covered for a specific period of time, usually six months to a year.
- **PHARMACIST’S LUNCH:** The pharmacy is not closed for lunch from 12:30-1 p.m. However, the pharmacist is unavailable during that time, so prescriptions brought in then cannot be picked up until 1:15 p.m. Prescriptions already in the “will-call” for pickup have been reviewed by the pharmacist and may be picked up.
- **WHO MAY PICK UP PRESCRIPTIONS:** Prescriptions may be picked up by anyone that you send, with the exception of minors. The North Carolina Board of Pharmacy has never limited this because it is often necessary to send loved ones, caretakers, friends, or coworkers to pick up prescriptions. If you don’t want anyone else to pick up your prescription, please tell us this.
- **RECORDS PRIVACY:** Employee pharmacy records are protected by the HIPPA law and are not available to the county. Pharmacy employees guard your protected health information and are held accountable by HIPPA law and will protect your confidential records. We encourage you to read your privacy rights and we have copies of the pharmacy’s privacy policies available at all times. The pharmacy provides statistics on dispensed medications to the county, but without names or any identifying information.
- **ORDERING REFILLS ONLINE:** You can order prescription refills by automated phone line or on the county’s website at https://www.co.cumberland.nc.us/health/services/employee/refill_form.aspx. The link can also be found on the Intranet homepage under Employee Health Services. The automated refill line for ordering refills by phone is (910) 483-4642 or (910) 483-4643.
- **WELCOME NEW EMPLOYEES:** Those of you who have recently joined our work force have already visited the pharmacy as part of your orientation. We encourage you to make our pharmacy your pharmacy.



SHARON SANDERS

President Appoints Sanders to Selective Service Board

CUMBERLAND COUNTY VETERANS SERVICES DIRECTOR SHARON SANDERS has been appointed by President Barack Obama to serve on the Selective Service System Local Board in North Carolina.

Selective Service Director Lawrence Romo nominated Sanders, who received the presidential appointment in late 2012. Sanders has been with the county's Veterans Services office for 12 years.

"I was surprised when I got the official phone call," Sanders said.

"I am very proud to serve because Selective Service is still very important."

Information Services Employees Receive Advanced Certificates

TWO CUMBERLAND COUNTY INFORMATION SERVICES EMPLOYEES have earned advanced certifications related to their technical jobs. DAVID WILKES, information services technology coordinator, earned his Project Management Professional certification from the Project Management Institute.

Wilkes, who has been with Cumberland County since 2008, said the certificate meets the increasing demand for businesses and agencies to have qualified project managers.

"In order to maintain my certification, I have to take professional growth and advancement classes and as I take those new classes, I will learn new skills and it will hopefully help me on the job," Wilkes said.

Network Coordinator JOHN ROBERSON has earned his Cisco Certification Network Associate Security certification. Roberson, who has been with Cumberland County for eight years, said the certification followed many months of studying.

"I studied for over six months and read several different books on Cisco systems," Roberson said. "A lot of hard work went into this."

Roberson is currently working to obtain the Cisco Certified Network Professional certification.



DAVID WILKES



JOHN ROBERSON



MARY ANN STEINMETZ

Steinmetz Speaks at GIS Conference

CUMBERLAND COUNTY GIS COORDINATOR MARY ANN STEINMETZ was invited to be a speaker at the 2013 North Carolina Geographic Information System Conference in Raleigh in February.

Steinmetz gave a speech titled "Assess-Report-Map: Using a GIS Tool for Mobile Damage Assessments" at the conference. The tool is designed to help emergency management report damage levels following a disaster.

"It makes you feel good when your peers ask you to speak on something you work with every day," said Steinmetz, who has been with the county for 20 years. Steinmetz also recently helped develop an online tax parcel viewer and polling place finder for Cumberland County Government's website.

Animal Control Needs Foster Homes

CUMBERLAND COUNTY ANIMAL CONTROL has joined forces with animal control officers from Moore and Scotland counties to send puppies to the North Shore Animal League, a no-kill shelter in New York.

Sending the puppies to the out-of-state shelter creates more space for animals in the shelter, thus saving the lives of more animals. Shelter Manager Jennifer Hutchinson-Tracy said the program has created a greater demand for foster homes where dogs can stay while awaiting transport. The North Shore Animal League will not accept dogs unless they have satisfied a two-week quarantine outside the shelter.

“This is where foster families can help by keeping puppies in their homes and outside Cumberland County’s animal shelter during the quarantine period,” Hutchinson-Tracy said.

Volunteers willing to give love and space for dogs and cats in their home on a temporary basis are needed to help the Animal Shelter. Fostering improves animal socialization and health, resulting in a greater likelihood of adoption. To become a foster, call the animal shelter at 321-6857.



TOP: These puppies are getting a ride to a no-kill shelter in New York, thanks to a new program in which Cumberland County Animal Control partners with Moore and Scotland counties to collect shelter puppies.

Skyler Brandise, the daughter of puppy foster “mom” Kimberly Brandise, with some puppies that were transported to New York.

Animal Control Officers Receive Pins

THREE ANIMAL CONTROL OFFICERS were promoted to sergeants recently and given new badges and stripes to wear on their uniforms signifying their new rank.

CHRISTY BURNS and KRISTEN LONG are now lead officers. GILBERT WILLIAMS is now the cruelty investigator. Burns has been with Animal Control since July 2009, and Long has been employed since July 2010. Williams has been with Animal Control since June 2010.

Dr. Animal Control Director Dr. John Lauby and Enforcement Supervisor Lt. Lloyd Williams made the promotion presentations Feb. 11.



(Left to right) Lloyd Williams, Christy Burns, Kirsten Long, Gilbert Williams, and Dr. John Lauby

Crisis Intervention Team Honors Public Safety Professionals

On Jan. 8, the Fayetteville-Cumberland Crisis Intervention Team (CIT) recognized public safety professionals from Cumberland County Emergency Services and the Cumberland County Sheriff's Office at a ceremony held at the county's Mental Health Clinic.

Wanda Barton of Emergency Services was named Telecommunicator of the Year. Sheriff's Sgt. Corrie Simmons was named Deputy of the Year and Sgt. Hardin Brown was named Trainer of the Year.

"We are looking to build a comprehensive and seamless system of crisis response in Cumberland County," said Cumberland County CIT Coordinator Wayne Cannon. "I am extremely proud of those who were acknowledged at the awards reception."



Cumberland County Sheriff's Deputy Sgt. Hardin Brown (center) receives the Fayetteville-Cumberland Crisis Intervention Team Trainer of the Year Award from Chief Deputy Paul Hinson at the Fayetteville-Cumberland Crisis Intervention Team awards ceremony held Jan. 8 at the county's Mental Health Clinic. At left is Sheriff's Maj. Larry Trotter, interim chief jailer at the Cumberland County Detention Center.

Blood Donors Join Loyalty Program, Receive T-shirts

CUMBERLAND COUNTY EMPLOYEES turned out to donate blood during National Blood Donor Month in February with drives at the Headquarters Library and the Courthouse on Feb. 12. The Cape Fear Valley Blood Donor Center has introduced a pledge program to encourage donations. By signing up for the loyalty program, participants pledge to donate blood at each quarterly blood drive. Donors receive a free short-sleeve T-shirt just for signing up and a small gift every time they give blood.

For more information about future blood drives, go online at www.savingliveslocally.org. The Blood Donor Center collected 11 units at the library drive and 20 units at the Courthouse drive.



**Next Blood Drive:
Tuesday, May 21**

**8 - 10 a.m.
Headquarters Library**

**12 - 3 p.m.
Courthouse**

Sandra Napier, left, Tax Administration Collections Division Manager, shows off the free T-shirt she earned by donating blood and signing up for the Blood Donor Center's loyalty program. Napier has been with Cumberland County since 1986 and has been donating blood for 20 years. Jeff Benenhaley, head teller for Tax Administration, also receives a free T-shirt as he gives blood.

Social Workers Have New Workroom In Courthouse

THE DEPARTMENT OF SOCIAL SERVICES, in collaboration with the Judge's Office and the county's Engineering and Infrastructure and Information Services departments, opened a workroom at the Courthouse to make more efficient and effective use of social workers' time while waiting to be called for Juvenile Court proceedings.

Room 204 has been transformed into a quiet work area that will accommodate up to 13 staff at a time. The room has eight computer carrels for use by social workers and one carrel for use by DSS legal staff. The room also has a work table to accommodate four additional staff, a copier/fax machine and telephone. Use of the room is time limited, allowing social work and legal staff present for Juvenile Court on any particular day a chance to use it on a rotational basis. Down time has been a long standing issue for staff while waiting on court proceedings.

With the new room, staff can work away from the agency and be available to report to the courtroom without undue delay for cases. The Department of Social Services is appreciative to all those involved in making this effort a success.



Plant Sale

Saturday, May 11, 2013

9 a.m. Until...

Cumberland County Extension Master Gardener Volunteers

Location:

Cumberland County Center
North Carolina Cooperative Extension
Charlie Rose Agri-Expo Center
301 East Mountain Drive
Fayetteville NC 28306



8th Annual
**Special Olympics
Torch Run
Charity Ride**



Special Olympics
North Carolina

Saturday, April 20

*at the Retired Military Association Building parking lot
120 Old Elizabethtown Rd.*

Registration and breakfast begin at 8 a.m. and the ride begins at 9:30 a.m. The cost is \$15 per rider or passenger and the cost covers the ride, breakfast and lunch. Raffle tickets of \$1 each will be sold. You must be present to win. The rain date is May 4. All proceeds will go toward the N.C. Special Olympics. The ride will cover approximately 90 miles of rural Cumberland County as well as its neighboring counties. For more information, call 677-5595.

Ride sponsored by the **Cumberland County Sheriff's Office**



**Notice to All
County Employees:**



**CUMBERLAND
COUNTY**
NORTH CAROLINA

Please be advised that **Cumberland County Policies and Procedures** are located on the county Intranet and that all employees are responsible for reading the policies and having knowledge of them.

The Intranet address is:

http://intranet/County_Manager/default.aspx

All county departments receive a hard copy and an email version of county policies and procedures. For those departments without Intranet capabilities, the policies can be reviewed through your department head.

Training Connection

March-April 2013

Supervisor Track:

Leadership Challenge/Coaching & Feedback

Location: DSS Conference Room C
March 20 9 a.m. -12 p.m. & 1-4 p.m.

*choose one of two session times

Location: Headquarters Library, Pate Room
April 17 9 a.m. -12 p.m. & 1-4 p.m.

Objective: Participants will be challenged to be effective leaders. Course covers techniques for giving positive and constructive feedback and how the two are similar. Know when to use the feather and know when to use the hammer.

Understanding Bullying in the Workplace

Location: DSS Conference Room C
March 12 & 14 9-11 a.m. & 2-4 p.m.

Objective: This training session is provided to give supervisors the step-by-step process in recognizing bullying and the effects of bullying in the workplace. Participants will learn how to identify bullying behaviors and what can be done to prevent bullying at work.

HAZCOM Changes & Updates

Location: DSS Conference Room C
March 19 9-11 a.m.

Objective: Employees will be apprised of the changes to the OSHA Hazardous Communication Standard that becomes effective June 1, 2015. OSHA is requiring training of these changes to all affected employees before Dec. 1, 2013.

Problem Solving & Decision Making

Online Course
Deadline for completion June 30
Contact Patania Eiland at 323-6100

Objective: Participants will learn the steps and guidelines to Problem Solving and Decision Making by learning the techniques in defining the problem, how to identify alternative approaches to resolve the problem and how to monitor and implement the best plan.

Executive Academy (Department Heads Only):

Conducting Effective Meetings

Location: Crown Center
March 19 11 a.m. – 12 p.m.

Objective: A refresher course where each participant 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.

What to Expect During an EEOC Investigation

Location: Crown Center
April 16 11 a.m. – 12 p.m.

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.

Newly Hired or Promoted Supervisor Track:

EEOI Institute

Location: Crown Center Ballroom
April 4-5 8:30 a.m. – 4:30 p.m. on 1st day
8:30 a.m. – 12 p.m. on 2nd day

Objective: House Bill 959 requires managers and supervisors employed by the state to attend equal employment opportunity training within their first year of appointment or promotion.

Personal Growth Track MS PowerPoint

Location: Headquarters Library
March 13 & April 10 9-11 a.m.

Objective: Create, save and open a PowerPoint file while learning the parts of the PowerPoint screen, creating new slides, graphics and more. Class is hands-on.

MS Excel

Location: Headquarters Library
March 20 & April 17 9-11 a.m.

Objective: How to create, save and open an Excel spreadsheet. Class is hands-on.

Role of the Office Professional

Location: Health Department Auditorium
March 15 10 a.m. – 12 p.m.

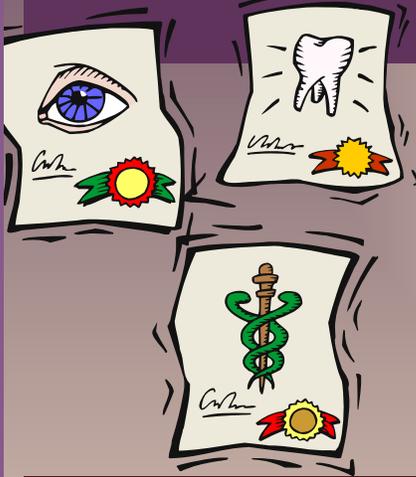
Objective: For the office professional/administrative support & assistant who wants to refresh on office procedures, office professionalism, telephone etiquette, tips on handling the "job within your job," work ethics, wardrobe and professional image and communications skills.

Work-Life Balance Online Course

Deadline for completion June 30
Contact Patania Eiland at 323-6100

Objective: A lot of people are having a more difficult time finding balance in their lives. This online course will provide tips on ways to bring a little more balance to your daily routine.

Cumberland County Government Annual Enrollment



WEB ENROLLMENT: April 1 - April 30, 2013
REPRESENTATIVES: APRIL 8 - APRIL 19, 2013
COVERAGE EFFECTIVE DATE: JULY 1, 2013

No changes will be allowed after the deadline date unless you experience a qualifying event.

Remember, you **MUST RE-ELECT** your Gilsbar Health Care and/or Dependent Care Account. It will not automatically continue each year.

Products that can be self-enrolled on the Internet:

- Gilsbar Health Care Account
- Gilsbar Dependent Care Account
- Ameritas Dental
- Superior Vision
- BCBS Medical

Products that require assistance from a Mark III Representative:

- Allstate Cancer
- AUL Short-Term Disability
- Unum Whole Life
- Aetna Term Life

How to Log on to the Internet to Enroll

- Go to: www.mywecarebenefits.net/markiii
 - You will see Cumberland County Government Welcome Page
- Log In:
- Enter Case ID number: M107
 - Enter the Online ID, which is your social security number.
 - Enter your password which is: enroll13
 - Enter Security Code

WEEK 1

Monday, April 8

9 a.m. - 5 p.m.

DSS Meeting Room A,
1225 Ramsey Street

Tuesday, April 9

9 a.m. - 5 p.m.

Employee Health Services
1st Floor Training Room
227 Fountainhead Lane
(Old Health Dept.)

Wednesday, April 10

9 a.m. - 5 p.m.

Courthouse, Room 119,
117 Dick Street

Thursday, April 11

9 a.m. - 5 p.m.

Courthouse, Room 119,
117 Dick Street

Friday, April 12

9 a.m. - 5 p.m.

DSS Meeting Room A,
1225 Ramsey Street



WEEK 2

Monday, April 15, 9 a.m. - 5 p.m. - DSS Meeting Room A, 1225 Ramsey Street

Tuesday, April 16, 9 a.m. - 5 p.m. - Courthouse, Room 119, 117 Dick Street

Wednesday, April 17, 9 a.m. - 5 p.m. - Employee Health Services, 1st Floor Training Room, 227 Fountainhead Lane (Old Health Dept.)

Thursday, April 18, 9 a.m. - 5 p.m. - Employee Health Services, 1st Floor Training Room, 227 Fountainhead Lane (Old Health Dept.)

Friday, April 19, 9 a.m. - 5 p.m. - DSS Meeting Room A, 1225 Ramsey Street

Contacts:

Julie Crawford
910-223-3327

Cindy Horton
800-532-1044, ext 210

Susan Murphy
800-532-1044, ext 215

Plan Arranged and Enrolled by: Mark III Employee Benefits - 1-800-532-1044



CROWN CENTER FAYETTEVILLE, NC

COMING @ THE CROWN...

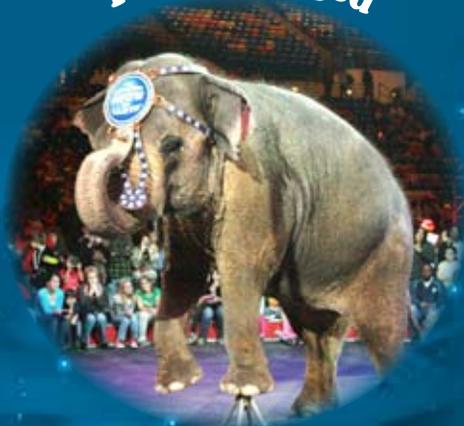
March

- 1-3.....Ringling Bros & Barnum & Bailey presents Fully Charged Gold Edition
- 5-9.....NCHSAA Eastern Regional Basketball Championship
- 12.....FireAntz vs. Knoxville Ice Bears
- 13-15.....Hugs & Kisses Children's Consignment Sale
- 15.....FireAntz vs. Huntsville Havoc
- 16.....FireAntz vs. Huntsville Havoc
- 19.....FireAntz vs. Augusta RiverHawks
- 22.....Luke Bryan: Dirt Road Diaries Tour
- 23-24.....American Girl Fashion Show
- 26....."March To Work" Job Fair
- 27.....Harlem Globetrotters 2013 World Tour
- 25-28.....Cumberland County Employee Health & Wellness Fair
- 28.....Hiring Our Heroes Military Job Fair
- 29.....Cape Fear Heroes vs. Washington Eagles
- 31.....Manna Church's Easter Services at the Crown

April

- 6-7.....Gun & Knife Show
- 12.....Community Concerts presents Ricky Skaggs
- 13.....Dancing with the Fayetteville Stars
- 20.....Cape Fear Heroes vs. Harrisburg Stampede

Fully Charged



Feb 28 - March 3

Cape Fear Heroes



Season Opens March 29

Ricky Skaggs



April 12



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

Let's Talk About It

Explorations of Faith in Literature

Book Discussion Series

Thursdays at 6:30 p.m.

Headquarters Library

300 Maiden Lane

A Prayer for Owen Meany

by John Irving

Thursday, March 21

Discussion Leader: Bill DiNome

The Chosen

by Chaim Potok

Thursday, April 4

Discussion Leader: Joe Gomez

Ceremony

by Leslie Marmon Silko

Thursday, April 18

Discussion Leader: Jim Burkhead

Traveling Mercies

by Anne Lamott

Thursday, May 2

Discussion Leader: Nan Miller

Peace Like a River

by Leif Enger

Thursday, May 16

Discussion Leader: Tess Ocana

Registration is required
and can be done online,
by telephone, or in
person at any branch.

**Friends
of the Library**

This program is supported by the
Friends of the Library.



This project is made possible by a grant from the North Carolina Humanities Council, the state affiliate of the National Endowment for the Humanities, in partnership with the North Carolina Center for the Book, a program of the State Library of North Carolina.

Cumberland
County
Public
Library



2012
Winner

National Medal
for Museum
and Library
Service

A WORLD OF FABLES

4TH ANNUAL
CUMBERLAND COUNTY
STORYTELLING FESTIVAL

FREE!

MARCH 18 - 23

Puppet shows & craft programs at all locations!



Cherokee Storyteller

Lloyd Arneach

4th Friday, March 22 at 7 p.m.

Headquarters Library, 300 Maiden Lane

Doug Berky Theatre

Saturday, March 23 at 1 & 3 p.m.

Headquarters Library, 300 Maiden Lane

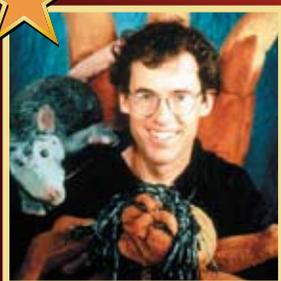


Hobey Ford's

Golden Rod Puppets

Saturday, March 23 at 2 & 4 p.m.

Headquarters Library, 300 Maiden Lane



Cumberland
County
**Public
Library**

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and Library
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www.cumberland.lib.nc.us



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**Friends
of the Library**



Fascinate-U
CHILDREN'S MUSEUM

Supported by a grant from the Arts Council

The Arts Council of Fayetteville/Cumberland County serves the 300,000 residents of Fayetteville and Cumberland County. For more than 30 years, the Arts Council has ensured growth in our children's education, our community's cultural identity and our economic progress. The Arts Council's grants, programs and services are funded in part by contributions from businesses and individuals and through grants from the City of Fayetteville, Cumberland County and the North Carolina Arts Council, with funding from the North Carolina Arts Council, an agency of the Department of Cultural Resources.

ARTS COUNCIL
FAYETTEVILLE/CUMBERLAND COUNTY

2013 RABIES VACCINATION CLINICS

NORTH CAROLINA LAW: "The owner of every dog and cat over four months of age shall have the animal vaccinated against rabies." In Cumberland County, the owners of dogs and cats which have not been vaccinated in accordance with this law are subject to a civil penalty in the amount of \$100.00.

RABIES VACCINATION CLINICS WILL BE HELD AS FOLLOWS:

TUESDAY, APRIL 2, 2013 4:00-6:00 P.M.

- Stedman Elementary School - 7370 Clinton Road Highway 24 Stedman
- EE Miller School - 1361 Rim Road
- Tarheel Specialties, Inc. - 10335 Ramsey Street Linden

THURSDAY, APRIL 4, 2013 4:00-6:00 P.M.

- Loyd, E. Auman Elementary School - 6882 Raeford Road
- Rockfish Elementary School -5763 Rockfish Road, Hope Mills Road
- Charlie Rose Agriculture Bldg., 301 E. Mountain Drive

TUESDAY, APRIL 9, 2013 4:00-6:00 P.M.

- Beaver Dam School-2059 S. NC 210 Highway Beaver Dam
- Massey Hill Classical School 1062 Southern Avenue
- Melvin Honeycutt School, 4665 Lakewood Dr.

THURSDAY, APRIL 11, 2013

- South View Middle School -4100 Elk Road, Hope Mills
- Lake Rim Park - 2214 Tarkin Drive (off Raeford Road)
- Spring Lake Middle School 612 Spring Ave.

TUESDAY, APRIL 16, 2013

- Warrenwood 4618 Rosehill Road
- Alderman Elementary, 2860 Alderman Road

THURSDAY, APRIL 18, 2013

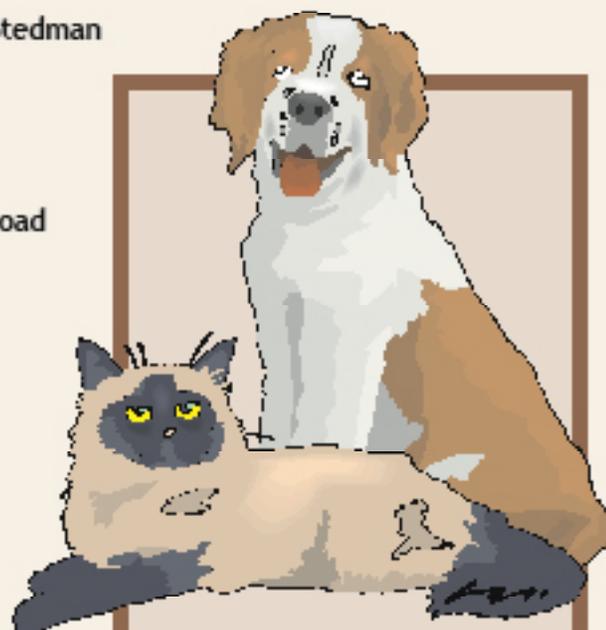
- Benjamin J. Martin Elementary School - 240 Reilly Road
- Clear Path (formally Monsanto) Parking Lot - 3768 Cedar Creek Road

TUESDAY, APRIL 23, 2013

- Eastover-Central Elementary School -5174 Dunn Road at Highway 13
- Northwood Temple Church -4200 Ramsey St. 401 N. at Andover Road

THURSDAY, APRIL 25, 2013

- District 7 Elementary School -5721 Smithfield Road
- Mazarick Park -1612 Belvedere Avenue



To remain properly immunized a dog or cat must receive two rabies vaccinations one year apart, then one vaccination every three years thereafter.

Please keep your dog on a leash. Keep your cats in separate carriers or boxes or leave them in your car. Owners may be held responsible for their pets and for any damage they cause.

FEE: \$10.00 PER DOG OR CAT • SORRY, NO CHECKS • NO ROLLED COINS • PLEASE BRING EXACT CHANGE

Cumberland County Animal Control



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  & 

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.

Upcoming Employee Holiday

Good Friday
March 29, 2013

