



# Connection

Cumberland County's Employee Newsletter

## New County Manager



CUMBERLAND COUNTY has a new county manager. AMY CANNON, who has served as interim county manager since April 1, was unanimously hired by the Board of Commissioners June 9.

Former County Manager James Martin retired in March after serving 14 years in the position. Cannon, who is the first woman to manage the county, became the deputy county manager in February 2011 after previously serving as the assistant county manager for financial and administrative services since 2000. She was the county's finance director from 1998 to August 2013 and has worked for the county's finance department since 1990.

Cannon is a Cumberland County native and a graduate of Seventy-First High School. She holds an accounting degree from the University of North Carolina at Charlotte and is a certified public accountant and a North Carolina Certified Government Finance Officer. Under her leadership, the county's finance department has received the Government Finance Officers Association Certificate of Excellence in Financial Reporting every year from 1998 to 2013.

"I am honored to be selected as the county manager and look forward to working with our talented department heads and management team," Cannon said. "I believe our goals should be to define our core functions, seek efficiencies and enhance our service delivery, particularly through technology."

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## County Manager Announces Leadership Team Changes

COUNTY MANAGER AMY CANNON announced the following changes to the county's senior leadership team.

JAMES LAWSON is the new deputy county manager. Lawson has been the assistant county manager for human resource development and support services for four years. He has been with the county for 19 years and was the human resources director for 12 years. An Air Force veteran, Lawson joined the county's personnel department in 1995. A graduate of Westover High School, Lawson holds an associate's degree in resource management from the Community College of the Air Force and a bachelor's degree in business management from the University of Maryland.

MELISSA CARDINALI is the new assistant county manager for finance and administrative services. Cardinali has been the county's finance director since August 2013 and was the financial services director for the City of Sanford for 15 years. A native of Chapel Hill, she holds a bachelor's of science degree in business administration with a concentration in finance from East Carolina University. She has also worked as a portfolio administrator with the City of Durham; and as the finance director, accounting supervisor and tax collector for the Town of Southern Pines.

See LEADERSHIP, page 2



*Cannon*

# County Manager's Message

## Wellness Fair Update

New dates have been set for the 2014 Employee Wellness Fair, which was postponed in March. The fair is scheduled October 14 through 17 at the Crown Expo Center. When contacted about scheduling an appointment, please make every attempt to attend one of those four days. We will offer a limited make-up date on October 28 from 7:45 a.m. to noon.

To be eligible for a \$30 per month reduction in county health insurance premiums, you must participate in the Wellness Fair during these scheduled dates. We will not offer another chance this year to qualify for the reduced rate. Adjustments to current health premiums will be made no later than December 1, 2014.

Measurements taken for waist circumference, blood pressure, cholesterol and glucose will be used as a baseline for the accountability program. We have established a new non-fasting glucose guideline of less than 199.

As you look ahead to this year's fair, I encourage you to take advantage of the programs we offer through Employee Health Services. New yoga and cooking classes are being offered and we continue to hold Zumba, smoking cessation and Eat Smart Move More Weigh Less sessions.

## Communication and Leadership

I have just wrapped up my third week as the county manager and am honored to have been selected to serve in this position. Over the last few weeks, I have been visiting our departments and meeting one-on-one with department heads. In the coming months, our senior leadership team will meet regularly with departments to stay up to date and gain insight on county issues.

My vision is to collectively build stronger relationships within our organization by being open to suggestions and working as a team. You are a part of our county team, and I am very proud of your dedication and grateful for what you do every day for our citizens.

## Leadership Team Changes *continued*

Public Information Director SALLY SHUTT is joining the senior leadership team as the governmental affairs officer, a redefined role. She will continue to oversee the county's communications, strategic initiatives and legislative affairs programs. Shutt has been with the county for eight years, having served as the public information director for five years and the library's marketing and communications manager for three years. A Fayetteville native and Cape Fear High School graduate, she earned a bachelor's degree in journalism from the University of North Carolina at Chapel Hill and a master's degree in mass communication and media arts from the University of Southern Illinois in Carbondale.

The county's senior leadership team also includes Assistant County Manager for Auxiliary Services Quentin McPhatter, who has been with the county since January and was the former deputy city manager of Kingsland, Ga. He has a background in planning and public safety.

"These individuals with their respective areas of expertise create a well-rounded team. They along with our talented department heads are up to the task of moving the county forward," Cannon said. "As a leadership team, we can build a more efficient organization, one focused on enhancing service to our citizens and developing plans to help us through the difficult times on the horizon," Cannon said.



*Lawson*



*Cardinali*



*McPhatter*



*Shutt*



# County Kudos



*Bailey*

## Kenny Bailey

Cumberland County Cooperative Extension Horticulture Agent Kenny Bailey received the 2014 Outstanding Extension Staff Award from the N.C. Extension Master Gardener Volunteer Association during the group's conference May 5-7 in Winston-Salem. Bailey, who was nominated by the Cumberland County Master Gardener Volunteers, has been with Cooperative Extension for 20 years. He manages the county's Master Gardener Volunteer program and is also a Master Beekeeper instructor.



*Jackson*

## Brenda Reid Jackson

Social Services Director Brenda Reid Jackson has been nominated to represent North Carolina on the board of the National Association of County

Human Services Administrators. Her duties will include participating in the National Association of Counties' March conference in Washington D.C. and the NACo annual conference in July. Jackson will also participate in monthly conference calls and respond to requests to contact members of Congress on priority human services legislation. A native of Farmville, N.C., Jackson has been Cumberland County's DSS director since 2008.



*Redding*

## Bobbie Redding

Social Services Managing Attorney Bobbie Redding has been named the North Carolina Guardianship Association's Hero in Guardianship. Redding has been specializing in Adult Services at DSS since 1988.

Redding manages a DSS legal team of five attorneys, six paralegals and two legal assistants. The legal team specializes in child protective services, adult protective services and guardianship.

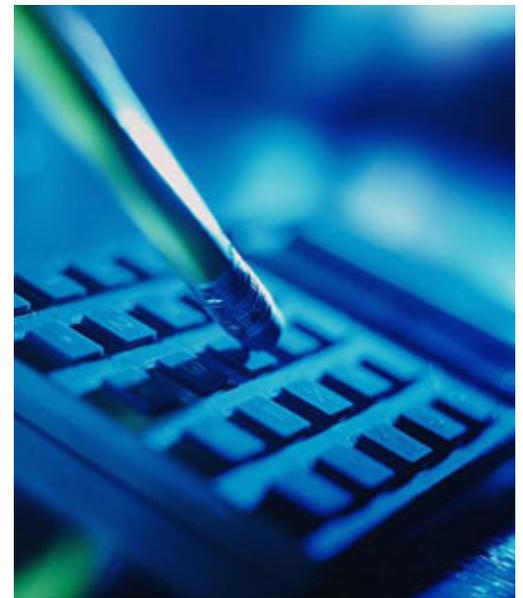
Redding is co-leader of the Cumberland County Guardianship Coalition. As a member of the NCGA Board of Directors, she participated in the N.C. Division of Health and Human Services/Division of Aging and Adult Services 2013 Guardianship Workgroup. In January, she participated as a panel member representing DSS attorneys on Public Guardianship at the UNC School of Government, Incompetency and Adult Guardianship for Clerks Conference sponsored by the North Carolina Judicial College.

Redding was nominated by DSS Director Brenda Reid Jackson.

## Commissioners Approve FY2015 Budget

THE BOARD OF COMMISSIONERS approved the FY2015 budget in June. The general fund budget totals \$314 million. The property tax rate will remain at 74 cents per \$100 valuation.

During her budget presentation, County Manager Amy Cannon cautioned commissioners regarding the economic challenges the county faces, including rising costs for healthcare, federal budget concerns, military downsizing and modest tax base growth. Sales tax collections for 2014 are down \$2.4 million. County employees will not receive a cost of living increase, but the budget includes \$1.2 million to cover increasing medical insurance costs and the employee health plan will remain unchanged with no increase in premiums for employees. The county is self-insured and its program is administered by Blue Cross Blue Shield.



# Homeless Stand Down Donations Needed

**D**onations are needed for the COMMUNITY HOMELESS STAND DOWN to be held July 24-25 from 9 a.m. to 3 p.m. in Festival Park. Several county departments are participating in this two-day event and organizers hope to reach approximately 600 people.

County employees have a chance to donate items that will be distributed to the homeless during the community event. Green plastic boxes are available through July 11 at various Cumberland County buildings to collect the following items:

- T-shirts
- petroleum jelly
- bug repellent
- foot powder
- bus passes
- lip balm
- sleeping bags
- wet wipes
- backpacks/tote bags
- underwear (male and female)
- hand sanitizer (small)
- sunscreen
- hygiene kits



Employees will recognize the green plastic collection boxes as the ones used during our Annual Holiday Food Drive. The collection boxes will be picked up on July 11.

Monetary donations are tax deductible. Please make checks payable to the Cumberland Community Foundation, Inc., and mail to 308 Green Street, P.O. Box 2345, Fayetteville, N.C., 28302. Please indicate in the memo section on your check that the donation is for the “Homeless Special Projects Fund.”

For more information, contact Community Services Manager Delores Taylor at 910-323-6112.

# Employee Wellness Fair

October 14 - 17

The Employee Wellness Fair will be held **October 14-17** at the Agri-Expo Center. The make-up date will be October 28 at the Department of Social Services.

Employees hired after April 8, 2013, will remain at their current insurance premium rate until after they participate in the October fair. Their participation will allow them to be eligible for the reduced rate. Measurements taken at the fair will serve as the new baseline for employees. **A new non-**

**fasting glucose level of less than 199 has been established.**



## Zumba

**Mondays and Thursdays**

**5:30 - 6:30 p.m.**

Massey Hill Recreation Center  
1612 Camden Rd.

## Yoga is Coming Soon!

**Wednesdays**

**July 16 – August 6**

**5:30 – 6:30 p.m.**

**Massey Hill Recreation Center**

**1612 Camden Rd.**

**Open to the first 40 employees to register beginning July 1.**

**FREE**

Must have your county ID Badge. To register for upcoming classes visit the intranet/extranet. Under departments, click on Employee Health Services and the Wellness Incentive Program link. You can register under “My Wellness Courses.”



## Healthy Cooking classes return August 19

There will be a lunch-time class offered from **12:30 - 1:30 p.m.** that will focus on cooking healthy, quick and simple meals.

The **5:30 - 7:30 p.m.** will provide employees an opportunity to help prepare a meal with healthy substitutions without giving up the flavor.

Both classes will be at Cooperative Extension  
301 E Mountain Dr.

Open to the first 12 people to register. To register for upcoming classes visit the intranet/extranet. Under departments, click on Employee Health Services and the Wellness Incentive Program link. You can register under “My Wellness Courses.”

# Whimsical Dogwoods

If you've walked downtown recently, you probably noticed artistic dogwoods displayed along the walkways. The Whimsical Dogwoods public art project was unveiled June 6. Register of Deeds Lee Warren, who earned an art degree from Methodist University, was one of 15 artists selected to participate in the project. His work titled "Wild Thing" is on display at the Festival Park entrance near the roundabout.

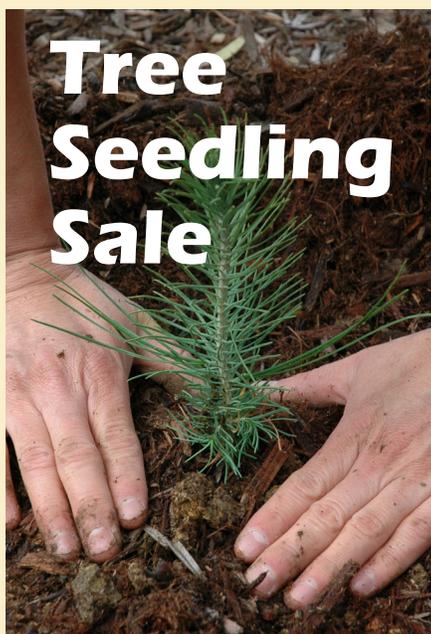
Warren was among more than 40 artists to submit designs for the project, which is sponsored by the City of Fayetteville, the Arts Council of Fayetteville/Cumberland County and other community partners. The public art project is designed to increase tourism by showcasing local artists, increasing visibility of Fayetteville's museums and parks, and helping unify the community with the dogwood icon.

All the artists received a 40-pound fiberglass dogwood mold. Warren painted his dogwood early in the mornings before work, at lunch and then in the evenings for about three weeks.

"I was very fortunate to have my design selected," Warren said. "I really enjoyed it and it was fun to do."

The dogwoods will remain on display until they are auctioned off in October.

For more information about the Whimsical Dogwoods public art project, call Jami McLaughlin at (910) 433-1599 or email [jmclaughlin@ci.fay.nc.us](mailto:jmclaughlin@ci.fay.nc.us). Updates will be made through the Downtown Fayetteville website, [www.visitdowntownfayetteville.com](http://www.visitdowntownfayetteville.com), and through the Whimsical Dogwoods Facebook page, [www.facebook.com/whimsicaldogwoods](http://www.facebook.com/whimsicaldogwoods).



**T**HE SOIL AND WATER CONSERVATION DISTRICT is holding its annual tree seedling sale. Proceeds of the sale go toward educational projects in the district.

The district is taking pre-paid orders for tree seedlings through Aug. 29. Order forms can be downloaded from the Soil and Water website at [www.co.cumberland.nc.us/soil\\_water](http://www.co.cumberland.nc.us/soil_water).

Three types of trees are available: Longleaf Pine, Loblolly Pine and Eastern Red Cedar. All three trees are evergreens native to North Carolina. Seedling prices are as follows:

- Longleaf Pine: \$5 per bundle of 15 seedlings
- Loblolly Pine: \$5 per bundle of 20 seedlings
- Eastern Red Cedar: \$5 per bundle of five seedlings

Send or drop off your order form and payment to Cumberland SWCD, 301 E. Mountain Dr., Fayetteville. The office is in the Charlie Rose Agri-Expo Center. Make checks payable to Cumberland SWCD. For more information, call 910-484-8479, option 3.

# Sheriff's Office Participates in Torch Run



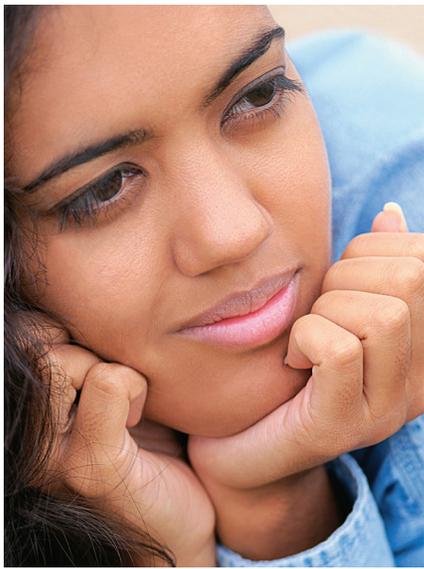
Runners with the Cumberland County Sheriff's Office participated in the Law Enforcement Torch Run May 28 and handed off the Special Olympics of North Carolina Flame of Hope to the Fayetteville Police Department. Runners representing local running clubs joined the Sheriff's Office. The clubs were Team RWB (Red, White and Blue), Fayetteville Running Club, Team Sappers and Spring Lake Police Department. After receiving the torch, Fayetteville Police Department runners took the torch to the Harnett County Sheriff's Office.

## Animal Control Holds "Just One Day" Adoption Drive

ANIMAL CONTROL participated in the nationwide "Just One Day" campaign June 11. The goal was to go a single day without euthanizing any healthy animals from the Animal Shelter. During the day, 12 animals were adopted and 25 were picked up by animal rescues. A raffle ticket and craft sale raised \$710 for the Injured Animal Stabilization Fund.

The "Just One Day" event followed an adoption drive held at Petsmart June 7-8 in which 80 animals were adopted. Regular adoption hours are Monday through Friday from 9 a.m. to 5:30 p.m. and Saturday from 1 to 5 p.m. The animal shelter needs volunteers to walk, socialize, bathe and foster dogs and cats. For more information, call 910-321-6852.





## Health Department Observes Teen Pregnancy Prevention Month

**T**HE DEPARTMENT OF PUBLIC HEALTH observed Teen Pregnancy Prevention Month in May with events and a T-shirt contest to raise awareness.

In 2009, 954 girls between the ages of 15 and 19 reported a pregnancy in Cumberland County. That number has declined over the years. In 2012, 592 girls in that age range reported a pregnancy in the county.

The Health Education Division continues its efforts to address teen pregnancy prevention in Cumberland County by partnering with Cumberland County Schools. This year's Teen Pregnancy Prevention Campaign started in February with visits to local high schools. Students from Douglas Byrd and Pine Forest high schools participated in the T-Shirt contest with the theme of "May is Teen Pregnancy Prevention Month: Be a Part of It, Stay Abstinent."

The students created their own slogans to encourage their peers to consider the consequences of having sex before marriage or a strong committed relationship. One

winner from each school was awarded a \$100 Target gift card and had his or her winning T-shirt design printed on T-shirts for everyone in the winning class. The winning students also recorded public service announcements on WZFX Foxy 99 radio in an effort to encourage other teens to abstain. The PSAs aired May 12 – June 2.

Pregnancy prevention efforts are not limited to the month of May, but are implemented all year long. Since July 2013, approximately 230 students have participated in Fayetteville State University campus programs. In addition, youth affiliated groups, as well as churches, have invited the health educator to present information to promote teen pregnancy prevention.

The Real Talk event was held at April 2 at Pine Forest High School and was sponsored by the Teen Wellness Task Force. It sought to increase awareness about teen health issues. Over 300 teens and parents attended and received information about teen pregnancy prevention efforts in Cumberland County and participated in a health fair with information for teens and their parents. Also, the Teen PEP (Peer Education Program) groups from Pine Forest and South View high schools performed skits at the event.

For more information on the Teen Pregnancy Prevention Campaign or other teen pregnancy prevention efforts in Cumberland County, contact Martina Sconiers at 433-3891 or [msconiers@co.cumberland.nc.us](mailto:msconiers@co.cumberland.nc.us).

## Mosquito Dunks Available

**T**HE HEALTH DEPARTMENT is giving away free mosquito insecticide for Cumberland County residents while supplies last. The Mosquito Dunks product is a biological pest control agent that kills mosquito larvae. It is non-toxic to fish, birds, wildlife and pets.

County residents can pick up a four-month supply of the insecticide at the Health Department, 1235 Ramsey St., Monday through Friday between 7:30 a.m. and 5 p.m. There are extended hours on Tuesdays from 5 to 7 p.m.

The round-shaped product is placed in water, where it floats. Each dunk will be effective for 30 days in standing water and will cover 100 square feet of surface. It can be used in lakes, fish ponds, bird baths, flower pots, aquatic gardens, flood-control basins, unused swimming pools and other areas where standing water creates a breeding ground for mosquitoes. The active ingredient is bacillus thuringiensis. Printed instructions will be available.

In addition to using insecticide, there are simple ways to prevent mosquito bites:

- Get rid of mosquito breeding sites by emptying standing water from flower pots, buckets, barrels and tires. Replace the water in bird baths weekly.
- Keep children's wading pools empty or stored on their side when not in use.
- Use insect repellent containing DEET when outdoors and wear long sleeves and pants at dusk and dawn, when mosquitoes are most active, or consider staying indoors during these hours.
- Make sure your windows have good screens to keep mosquitoes out.



# Veterans Services Participate in Crisis Center



CUMBERLAND COUNTY VETERANS SERVICES employees assisted about 780 veterans from Cumberland County and beyond as part of a Crisis Command Center set up in Fayetteville for four days in June. National leaders from the American Legion organized the event with community partners to help veterans affected by long wait times for Veterans Affairs Medical Center appointments.

Veterans Services Director Eric Redrick said the county's Veterans Services Officers assisted veterans at the American Legion Post 202 with filing for VA benefits claims.

"The exposure was great and it helped us reacquaint with people we had known for years and also people who had no idea our office even existed," Redrick said. "This event helped us serve a lot more people than those who were able to come down to our office."

## *Cumberland County is* **SmokeFree**

On Sept. 1, **SMOKING WILL BE PROHIBITED** anywhere on the grounds of county properties, with the exception of the Crown Complex and Parks and Recreation facilities.

Welcome to our  
**Smoke-Free Campus**

County Code Chapter 9.5, Article VIII



Public Health

## **Need help quitting?**

### **Employee Health Services:**

To assist you in kicking the habit, the county's Employee Wellness Program offers smoking cessation classes; the Express Care Clinic provides health information; and the Employee Pharmacy offers over-the-counter and prescription aides.

### **QuitlineNC:**

24-Hour QuitlineNC:

1-800-QUIT-NOW

(1-800-784-8669)

[quitlinenc.com](http://quitlinenc.com)

Free cessation services to any North Carolina resident. Quit Coaching is available by phone in English and Spanish, with translation service available for other languages.

### **Get help online:**

[smokefree.gov](http://smokefree.gov)

**American Lung Association:**

[lung.org](http://lung.org); [quitterinyou.org](http://quitterinyou.org)

**American Cancer Society:** [cancer.org](http://cancer.org)



# CUMBERLAND COUNTY NORTH CAROLINA

AMY CANNON  
COUNTY MANAGER  
COUNTY MANAGER'S OFFICE  
117 Dick Street • Courthouse, Suite 512  
Fayetteville, NC 28301  
Phone: 910-678-7723 • Fax: 910-678-7717  
Email: [acannon@co.cumberland.nc.us](mailto:acannon@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/](http://www.co.cumberland.nc.us/)



No one is immune to the problems and pressures of life.

### Your Employee Assistance Program Can Help

Call for assistance with:  
**Depression • Finances • Alcohol/Drug  
Abuse • Conflicts • Stress • Parenting •  
Any Other Personal Concern**

Call Our Toll-Free, Confidential Number  
**1-800-326-3864**

**All Cumberland County Government offices will be closed  
Friday, July 4  
in observance of Independence Day.**