September 2014

Connection

Cumberland County's Employee Newsletter

October Wellness Fair

THE CUMBERLAND COUNTY EMPLOYEE WELLNESS FAIR will be held Oct. 14-17 at the Crown Expo Center from 6:30 a.m. to 4 p.m. Employees should make every attempt to attend one of those four days. A limited make-up date will be offered Oct. 28 from 7:45 a.m. to noon.

Employees must schedule a wellness fair appointment with their department's representative and adhere to the allotted time slot. In order to avoid long lines and delays, walk-ins will not be seen. Park in designated areas only.

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 Dec. 1, 2014.

All employees who participate in the fair will receive four Wellness Incentive Program points.

Employees who participate in the following biometrics: waist circumference; blood pressure; cholesterol ratio and blood glucose will save $30 a month on their health insurance premiums. Measurements taken at this wellness fair will serve as the baseline for employees.

In 2015, employees must meet three of the four moderate control categories to maintain the $30 discount. We have established a non-fasting glucose guideline of less than 199.

Risk Factor	Moderate Control
Waist Circumference	Abd Circ < 40" Male or < 35" Female
	Or improve by 10%
Blood Pressure 5.5	< 140/90 mmHg
	Or lose 10/5 mmHg
Cholesterol Ratio	5.5
	Or improve by 10%
Glucose	< 199 mg/dL

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 is not required.

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.

Please direct all questions to Wellness Coordinator Kendra Manning at 433-3875 or kmanning@co.cumberland.nc.us. Managers and supervisors who need additional appointment slots for their employees should call Dishona Shuler at 433-3711.

Changes in Clinic Recommended

The County's Finance Committee approved a recommendation Sept. 4 that Novant Health, a private vendor, take over operations of the Employee Health Clinic in January. In preparation for the transition, the County-operated clinic would close for business Sept. 30. The new clinic will remain a free service to employees.

By moving to a private health provider, the County hopes to increase utilization of the clinic. The proposal goes to the Board of Commissioners Sept. 15. There will be no changes in the Employee Pharmacy and Wellness Program.

County Manager's Message

Cannon

We have a lot of health-related news this fall. All Cumberland County properties, except the Crown Complex and Parks & Recreations sites, are now smoke-free. At this time, e-cigarettes are not covered at all under the County's smoking ordinance; however, I will be issuing a manager's policy in the next few days addressing e-cigarettes.

The Board of Commissioners will vote Sept. 15 on bringing in a private health provider to manage the Employee Health Clinic. If approved, the current clinic will close Sept. 30 and Novant Health will open in the current location in early January 2015. No changes are planned for the Pharmacy and Wellness Program.

The Wellness Fair is Oct. 14-17. I encourage all employees to make an appointment on one of those days. The Oct. 28 make-up day will only run until noon. Employees must participate in the wellness screenings to qualify for the $30 per month reduction for the County's health plan.

We will send more information about the e-cigarettes, the Health Clinic and other updates through email notices.

Thank you for your work for our citizens and our community.

Cumberland County is

SmokeFree

SMOKING IS 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
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
American Lung Association:
lung.org; quitterinyou.org
American Cancer Society: cancer.org

Register of Deeds Donates School Supplies

The Cumberland County Register of Deeds office made its annual school book bag donation to Cumberland County Schools Aug. 14. The office donated 775 bags for the county's homeless school children. Fayetteville Police Officer Stacy Sanders, the department's homeless specialist, accepted the donation.

DSS Employees Honored With 'Random Act of Kindness' Lunch

The entire staff of the Cumberland County Department of Social Services was honored with a luncheon on July 25 from Sperring Memorial Baptist Church. The church honored DSS workers through their "Don't Stand Still: Random Acts of Kindness" outreach program. The program is designed to recognize individuals or agencies making a difference in the community. It's not the first time Sperring Baptist has helped DSS efforts in the community. In May, the church was a partner in holding a luncheon to honor foster parents for their dedication in helping DSS find foster homes for children.

Sperring Memorial Baptist Church Pastor Rev. James Fields Jr. and his daughter, Crystal Hariston, a DSS employee (second from right and center) stand with DSS employees Alesha Register, Vonceil Martin and Dorothy Sampson.

DSS Director Brenda Reid Jackson shares a laugh with Sperring Memorial Baptist Church Pastor James Fields Jr. (far right) and Genique Freeman, during the lunch.

Community Development Helps Host Homeless Stand Down

Cumberland County Community Development partnered with the Continuum of Care and the Fayetteville Veterans Affairs Hospital in hosting the Community Homeless Stand Down in Festival Park July 24-25. The event expanded on the update of the former Project Homeless Connect, and reached out to the homeless community to provide links and information to services and relief agencies.

Dee Taylor, Community Services Manager, reported 476 forms were collected at the event. Of the 476 forms completed, 168 forms were for veterans.

Emergency Preparedness

September is Emergency Preparedness Month and Emergency Services encourages all employees to make a plan and routinely test it with their household members. An emergency plan is a list of details about where to meet, how to get in touch with one another, evacuation plans, what to do with pets and how to notify others after an emergency.

Having a plan and assembling an emergency kit can help make the recovery process seem less tedious. **Basic items that should be in an emergency kit are:**

Water – 1 gallon per person per day for 3 to 7 days

Food – non-perishable and canned food supply for 3 to 7 days

Battery-powered or hand crank radio and National oceanic and Atmospheric Administration (NOAA) Weather Radio with extra batteries

Cell phone with charger

First aid kit and first aid book

Flashlight and extra batteries

Manual can opener for food

Anti-bacterial hand wipes or gel

Wrench or pliers to turn off water

Blanket or sleeping bag – 1 per person

Prescription medications and glasses

Seasonal change of clothing, including sturdy shoes

Toothbrush, toothpaste, soap, feminine supplies

Extra house and car keys

Important documents – insurance policies, copy of driver's license, Social Security card, bank account records

Fire extinguisher

Cash and change

Books, games or cards

For more information on how to ensure your family is disaster ready, go to ReadyNC.org or download the free ReadyNC app. The app is available for both iPhone and android devices and features real time weather, traffic and shelter information.

Latex Paint No Longer Accepted

Cumberland County's Household Hazardous Waste Collection Facility at 923 Wilkes Road no longer accepts latex paint. The new policy went into effect July 26.

Latex or water-based paint is non-hazardous and can be disposed of in regular household trash, provided it is completely solidified. Citizens can add dirt, sand, kitty litter, sawdust or newspapers to the unused paint and wait for it to dry. Once the contents are dry throughout, place the open paint can in a garbage bag. Make sure to leave the lid off and then place the can in with your other household garbage.

The change in policy is expected to help the county save on unnecessary hazardous disposal fees, estimated at approximately $12,000 a year. Last year, Solid Waste Management collected 25,756 pounds of latex paint at the Hazardous Waste Facility, more than half of the site's total collections of 46,840 pounds.

Oil-based paints and other hazardous waste are accepted at the Household Hazardous Waste Collection facility, which is open the second and fourth Saturday of each month from 8 a.m. to 4 p.m.

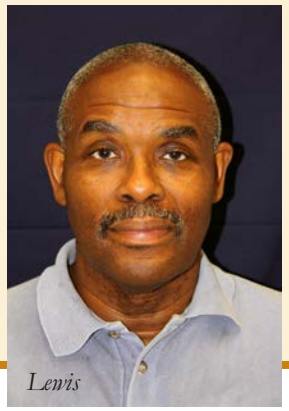
County Kudos

Sheriff's Sgt. Glenn Reich (holding certificate) was honored by the U.S. Marshals Service. Capt. Terry Ray, left, of the Sheriff's Office, attended the ceremony.

Deputy Receives Award from U.S. Marshals Service

Cumberland County Sheriff's Office Sgt. Glenn Reich was honored in July by the U.S. Marshals Service in Raleigh. Reich was recognized for outstanding job performance while working with the Marshals Office on various undercover operations.

Reich has served on a federal crime fighting task force operated by the U.S. Marshals since 2009. Reich has been a county deputy since 1999 and is currently assigned to the Sheriff's Fugitive Office.



Lewis

Lewis Poem Published in Magazine

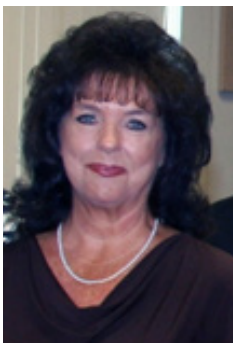
Emergency Services Planner Melvin Lewis wrote a poem that has been published in Gargoyle Magazine, a Washington D.C. arts publication. The poem "At Their Head" appears in the Fall 2014 Gargoyle Magazine, issue 61. Another poem written by Lewis, entitled "Near Sidewalks," was published in the magazine in 2005.

Retiree News

Alice Canady Retires

Alice Canady, an administrative support specialist in the Human Resources department, retired Aug. 29 after 14 years of service with the County. Canady said she plans to do more volunteer work and spend time at the beach in retirement.

She is pictured with her daughter Christy Tobie and her son Randy Johnson at a retirement party held Aug. 26.



Fisher Retires from Register of Deeds

Diana Fisher has retired from the Register of Deeds office. Fisher began working for the Register of Deeds in 1993 and retired June 30. She was honored by the Cumberland County Commissioners at the Sept. 2 board meeting.

County Kudos

Commissioners To Serve In National & State Organizations

Chairman of the Board of Commissioners Jeannette Council has been elected president of the Women of the National Association of Counties (NACo) Leadership Network, after serving as the organization's president-elect. Council was elected at the NACo conference in New Orleans in July. She was also a former secretary of WON. Commissioner Kenneth Edge has been re-appointed to the NACo Finance Committee. In addition to his work with NACo, Edge has served as president of the N.C. Association of County Commissioners and as a member of the state association's Board of Directors from 2004-2005 and 2007-2012.

Commissioner Jimmy Keefe has been appointed by N.C. Senate Pro Tem Phil Berger to serve as a member of the North Carolina Community Corrections Advisory Board representing urban county commissioners. Keefe was appointed July 16 by Sen. Berger.

The Community Corrections Advisory Board is responsible for reviewing criteria for monitoring and evaluating community-based corrections programs, recommending priorities, reviewing program standards and reviewing evaluations of programs.

Jeannette Council is recognized by Kenneth Edge at the Aug. 4 Board of Commissioners meeting.

Jimmy Keefe is recognized by Jeannette Council at the Aug. 4 Board of Commissioners meeting.

Chairman of the Board of Commissioners Jeannette Council presents the Certificate of Achievement for Excellence in Financial Reporting to County Manager Amy Cannon and Assistant County Manager Melissa Cardinali at the Sept. 2 Board of Commissioners meeting.

Finance Department Receives Award

The Government Finance Officers Association of the United States and Canada (GFOA) has awarded Cumberland County with the Certificate of Achievement for Excellence in Financial Reporting for the county's comprehensive annual financial report (CAFR) for fiscal 2013. The award is the highest form of recognition in the area of governmental accounting and financial reporting.

The award names County Manager Amy Cannon as the finance officer responsible for preparing the award-winning CAFR. Cannon was deputy county manager when the CAFR was prepared and was named county manager June 9.

Cannon and Assistant County Manager Melissa Cardinali accepted the award on behalf of the Finance Department at the Sept. 2 Board of Commissioners meeting.

National Fire Prevention Week

Oct. 5-11 is National Fire Prevention Week and Emergency Services encourages you to adopt this year's theme - "Smoke Alarms Save Lives: Test Yours Every Month."

Also in October, the North Carolina State Fire Marshal's Office has designated Oct. 3-5 as "National Fallen Firefighters Foundation Memorial Weekend."

To mark both events, Cumberland County Emergency Services will participate in a Fire Prevention Week event at Cross Creek Mall.

Terri Turturro Turns 60 With 50s Party

Terri Turturro of the Finance Department was treated to a 60th birthday party with a 1950s theme July 22.

Turturro has been a payroll specialist with the county since 2002 and is retiring in September.

Happy Birthday & Best Wishes Terri!

Social Services Association Awards Scholarships

The Cumberland County Chapter of the North Carolina Social Services Association at DSS awarded the E. Lee Hauser College Scholarship to two recipients on July 10. The NCSSA educational scholarship was renamed in memory of E. Lee Hauser, who was Cumberland County's first DSS director from 1937 to 1975. The scholarships were awarded to:

Talesia Hammonds – a student at Fayetteville State University. She is the daughter of Patricia McAllister, a CCDSS Processing Assistant III.

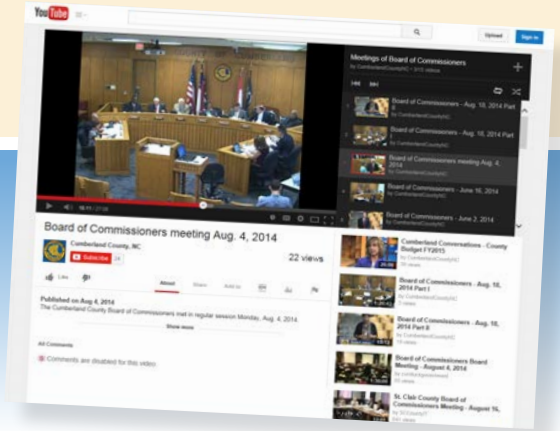
Ashleigh Sledge – a current student at Appalachian State University. She is the daughter of Krystal Yeich, a CCDSS Office Assistant III.

The scholarship is available to any current NCSSA member or a member's spouse or dependent who is in pursuit of a one- to four-year degree.

Left to Right: Al West (NCSSA Past President), Ashleigh Sledge (Scholarship Recipient), Talesia Hammonds (Scholarship Recipient) and Venika Gooseby (Current NCSSA President)

Stay Informed

Watch Commissioners meetings LIVE on FCETV - Channel 5 or streaming on the County's website co.cumberland.nc.us.



County 4-H Summer Fun

By Candy Underwood

Back row left to right: Dewain Green and Bridgette Barnes.
Front left to right: Fabian Horton, Brian Green, and Emma Bothern

This summer has been a whirlwind of fun, education, and excitement for the Cumberland County 4-H program. Our 4-H youth are simply the best and spent their summer learning new hobbies and enjoying fun-filled workshops.

In June, we had several youth "jamming" in the kitchen, learning how to can. Youth were guided in making some terrific jam. During the workshop they were instructed on the process of canning their goods so they could share them with friends and family. Youth learned the importance of sterilization and how to effectively preserve food.

Other youth took advantage of individualized sewing classes. Participants learned how to follow a pattern, safely use all the different tools including a sewing machine, and make a simple item. They will surely make some awesome fashion statements with their new articles. One 4-H youth went to N.C. State for a week of fun at the North Carolina 4-H Congress. This youth learned all the ins and outs of the democratic process and attended several workshops on leadership and citizenship. No camp would be complete without some fun, so after all of the business was taken care of, delegates were able to attend a dance and banquet.

July arrived before we even knew it! We wrapped up our sewing classes and tidied up our sewing room. We turned in our pins and needles for animals, plants, and airplanes. Cloverbuds (5-8 year olds) learned about all types of wildlife that live in North Carolina during our Wildlife Camp. Some decided to join us again for Fun in the Garden where they were introduced to plant life. Participants were able to make their own terrariums and stepping stone to take home.

Older youth joined us in our Farm to Kitchen Day Camp to tour local food sources. The early mornings were spent at the farm and then back to the kitchen to prepare and cook what was gathered. Our last group learned about airplanes, created a foam glider, and even had the opportunity to do some air flips with a real RC plane.

Even though Summer Fun has come to an end; things are not slowing down in the 4-H office. Staff is busy planning and preparing for our youth's next adventure. Please contact Jessica Drake, 4-H Extension agent, at 321-6867 if you are interested in volunteering with our youth and bringing to them new and exciting opportunities or for more information on upcoming 4-H events or the Cumberland County 4-H Youth Development program.

Bridgette Barnes and Emma Bothern pick blueberries at Carter's Blueberry Farm in Vander during the Cumberland County Cooperative Extension Farm to Kitchen Camp. The camp was held to help educate local youth on where food comes from.

Cooperative Extension Classes

Centipede Lawn Problems Seminar

Sept. 17 from 8:30 a.m. until noon
Cooperative Extension Center
Preregistration is requested by Sept. 15

Topics covered will include insect, weed and pest management in centipede lawns, as well as best management practices for maintaining a healthy centipede lawn. Continuing educational pesticide credits will be offered for licensed pesticide applicators in categories L, N, D and X.

For more information and to preregister, call Peggy Elliott at 910-321-6872 or Kenny Bailey at 910-321-6871.

Landscape and Garden Checklist for Fall

Sept. 17 from 12:30 – 2 p.m.
Cooperative Extension Center
Registration is required. Bring your own lunch.

Extension Horticulture agents Kenny Bailey and Theresa Williams will host the workshop and share information on what to prune, what to plant and how to prepare your landscape for colder weather.

Register by calling Susan Johnson at 910-321-6405 or Theresa Williams at 910-321-6870.

Beginning Beekeeping

Every Thursday evening for six weeks beginning Sept. 25 at 6:30 p.m.
Cooperative Extension Center

The course will cover the basic information necessary to get started in beekeeping and will prepare students for the Practical Beekeeping course in the spring of 2015.

For more information and to preregister for the course, call Bailey at 910-321-6871 or email kenneth_bailey@ncsu.edu.

For accommodations for persons with disabilities, contact Bailey at 910-321-6871 no later than five days before the event.

County Fair Runs Sept. 5-14

The Cumberland County Fair will be held Sept. 5-14 at the Crown Complex.

Ticket prices are as follows:
Monday-Thursday: $15 includes admission and unlimited rides and entertainment.

Friday, Saturday and Sunday: $6 gate admission; ride tickets and wristbands available separately.

Children under 2 free.

The detailed schedule for each day is posted on the fair website, cumberlandcountyfair.org. Tickets are available online through the website or at the Cooperative Extension office, 301 E. Mountain Drive.

Fair hours 5 – 11 p.m. Monday through Friday; 1 – 11 p.m. Saturday and 1 – 10 p.m. on Sunday.

County Flu Clinics
9 a.m. – 5 p.m.

Oct. 30	Courthouse, Courtroom 4A
Nov. 5	DSS Meeting Room A
Nov. 12	Employee Wellness Classroom (1st floor)
Nov. 20	DSS Meeting Room A

THE FLU SHOTS ARE FREE to all employees and their dependents age 4 and over with BCBS coverage. You must bring your current BCBS Healthcare card and a picture ID. For those employees who do not have BCBS coverage with Cumberland County the cost for the shot will be $30 (cash or check). If you are unable to attend one of the dates listed above, contact your primary care physician to schedule an appointment to receive your flu shot.

There should not be a charge as long as your visit is for the flu shot only. *Children under age four must receive shots from their primary care physician.*

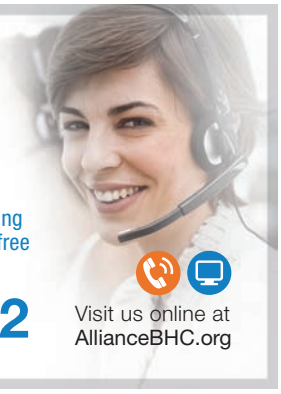
Professional Development

Human Resources has an extensive roster of professional development classes for county employees. Visit the HR training registration page on the employee Intranet. Contact Patania Eiland in HR at 323-6100 or peiland@co.cumberland.nc.us for more information.

Alliance
BEHAVIORAL HEALTHCARE

To access information or services, including help during a crisis, call the 24 hour toll-free Access and Information Line at...

(800) 510-9132



Visit us online at AllianceBHC.org

Save at the Employee Pharmacy

No charge for generic prescriptions if you are on the county's health plan!

Transfer your prescriptions today. Call 433-3861 for details.

Monday – Thursday, 7:30 a.m. - 4:30 p.m.
Friday 8:30 a.m. – 1:30 p.m.

Located at Employee Health Services • 227 Fountainhead Lane

Voter Registration Deadline October 10

The Cumberland County Board of Elections reminds citizens of the deadlines for participating in the Nov. 4 general election. There have been changes regarding One-Stop Voting and registration during the early voting period due to new state laws.

The deadline to register for the November election or to make changes to current registrations is Oct. 10.

One-Stop Voting begins Oct. 23. A Cumberland County resident who is qualified to vote and is registered to vote in Cumberland County 25 days prior to the election may vote during the One-Stop Voting period. The One-Stop Voting period extends from the second Thursday before an election and not later than 1 p.m. on the last Saturday before the election. Voter registration is not conducted during the One-Stop Voting period.

Registered voters may update their address and change vital information in an existing registration record at the One-Stop Site. Important deadlines are listed below:

Sept. 5	Absentee ballot by mail begins
Oct. 23	One-Stop Voting begins
Oct. 28	Last day to apply for absentee ballot by mail
Nov. 1	One-Stop Voting ends at 1 p.m.
Nov. 3	Last day to receive absentee ballots by mail
Nov. 4	Last day for the Board of Elections to receive hand-delivered absentee ballots (5 p.m.)
Nov. 4	General Election

The Board of Elections is located in the E. Newton Smith Center at 227 Fountainhead Lane. For more information and for links to voter information, polling place finder and the N.C. Board of Elections, go to co.cumberland.nc.us/elections or call 910-678-7733.

Citizens' Academy Sept. 16 - Oct. 28

The Fall 2014 session of the Cumberland County Citizens' Academy will be held Sept.16-Oct. 28 at various county departments. The academy is on seven consecutive Tuesdays from 6 to 9 p.m.

The Citizens' Academy helps citizens gain a better understanding of what county government does and how the various departments play a vital role in the community. You must be a Cumberland County resident to apply.

The application is available online at co.cumberland.nc.us. For more information, please call 910-437-1921 or email sshutt@co.cumberland.nc.us.

Employee Wellness Incentives

Make It Count!

Time Off

Two Hours Paid Time Off

Attend **all sessions** of an eight-week class such as Eat Smart Move More Weigh Less.

One Hour Paid Time Off

Attend **all sessions** of a four-week class such as Smoking Cessation.

T-Shirt

30 Wellness Points

Wellness Program T-shirt

Fitness Bag

45 Wellness Points

"Moving in a Healthier Direction" Fitness Bag

Gift Card

60 Wellness Points

$25 VISA Gift Card

David did it. You can too!

NOTE: *Employees are eligible to redeem 1 gift card, 1 fitness bag, and 1 wellness t-shirt for a total of 135 points by December 31, 2014.*

Employee Wellness Program — Make It Count

Questions?

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

CUMBERLAND COUNTY
NORTH CAROLINA

Heart Walk

October 11 from 9 a.m. – 1 p.m. Festival Park

Earn points!

Employees who participate in the Heart Walk can earn three points in the Employee Incentive Program.

BUY RAFFLE TICKETS

$5 Raffle tickets available now through September 17.

Tickets available through your department's Heart Association representative.

Tickets will be drawn on September 19 and winners announced for the following prizes:

$100 $200 $300
$400 $500

Available for purchase

- Gold Hearts $5
- Silver Hearts $3
- Red Hearts $1
- Dress Pins
- Wrist Bands

Questions?

Contact your department's Heart Walk rep
or
Kendra Manning
433-3875
kmanning@co.cumberland.nc.us

Employee Wellness Program
Make It Count

CUMBERLAND COUNTY
NORTH CAROLINA

Make It Count!

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

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.

Stay connected with us

facebook twitter YouTube

Visit us on the Web: 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