



Connection

Cumberland County's Employee Newsletter

Dependent Eligibility Audit Starts July 15

CUMBERLAND COUNTY GOVERNMENT is conducting a Dependent Eligibility Verification Audit from July 15 to Aug. 28. This program requires mandatory participation by all employees with dependents covered under the County's health plan.

The Dependent Eligibility Verification Audit is a critical element in controlling constantly rising health care costs. The goals are to:

- Update the records of all covered family members
- Confirm that each dependent is eligible for the health plan
- Remove any ineligible dependents

In short, the County wants to make sure that eligible plan participants do not have to pay the costs for dependents who do not meet the eligibility requirements for health coverage.

Web-Based Audit

Here's how the dependent verification will work. Employees will complete a questionnaire on a secure, confidential website designed exclusively for the County. The website will be open from July 15 through Aug. 28, 24 hours a day, 7 days a week, for your convenience.

- You can complete the audit from any number of places: work, home, your local library, or any other location that has a high-speed Internet connection.
- The questionnaire is easy to complete. It will take only about 15 minutes to answer all the questions. You don't have to interpret rules, make decisions, or determine eligibility.
- Your task is simply to answer factual questions about your marital and child relationships. The online system has the County's eligibility criteria already built in. And that's what determines eligibility.
- At the end of the audit, the website will tell you which documents you will have to submit to verify each of your dependent relationships.

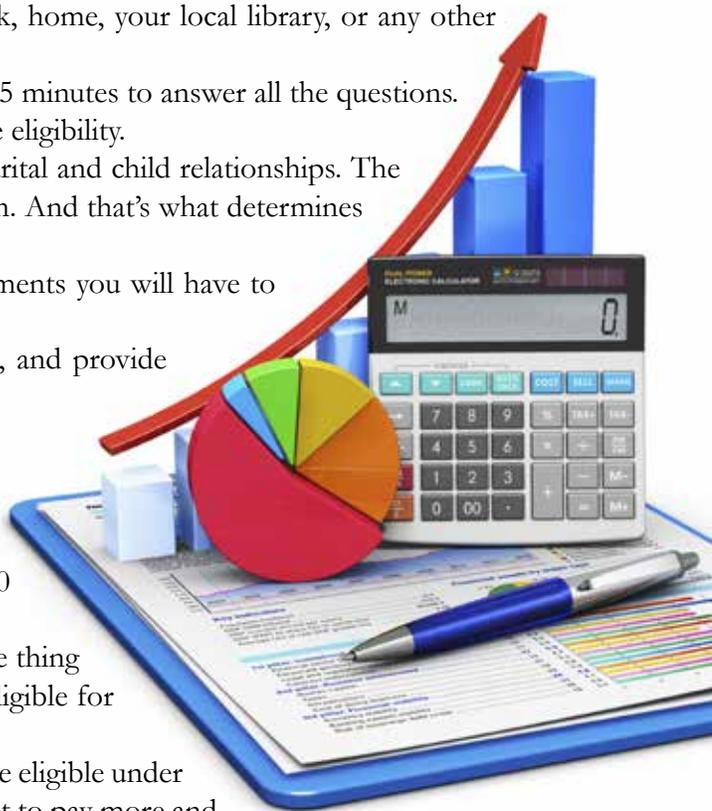
If you do not have Internet access, you can call 1-866-691-6551, and provide your answers to one of the customer service representatives.

All Employees Benefit

Employees file claims for ineligible dependents every day in organizations across the country. Medical claims due to accidents, injuries, or illnesses can cost employers \$50,000, \$100,000, \$200,000 or more.

Sometimes employees know it's wrong. Sometimes they don't. One thing we do know, however, is that paying claims for people who are not eligible for coverage increases medical costs for every employee, every year.

That's why it's so important to find out if all covered dependents are eligible under the rules of the medical plan. The benefit to you is that you don't want to pay more and more of your hard-earned dollars each year to continue to provide medical coverage for people who shouldn't have it.



The Audit is Mandatory with Penalties for Non-Compliance

The Dependent Eligibility Verification Audit is mandatory for ALL employees with covered dependents. Audits that are incomplete, inaccurate, or that are not submitted by the Aug. 28 deadline will trigger remedial actions that may include:

- Loss of dependent health insurance
- Re-payment of premiums and claims for ineligible dependents

Instructions Will be Mailed to Your Home

A few days before the start of the audit, employees with dependents on the plan will receive a complete package of instructions about how to complete the dependent verification online. This package will be mailed to your home address.

The package will contain all the information you'll need to successfully complete the audit within 15 minutes. It will explain in detail:

- The information you'll need to gather before you start the online audit.
- The website address as well as the appropriate passwords you'll need to access the County's customized audit site.
- The toll-free hotline number you can use if you have difficulty navigating the site, understanding the questions, or if you do not have Internet access.

How to Prepare for the Audit

To complete your dependent eligibility verification audit, you will need to provide verification documents to confirm statements you make about your dependents. Typically, documents such as birth certificates, legal marriage certificates, and court documents are requested. Because not everyone may have these documents on hand, it is important that you obtain these documents right away.

Some state laws limit who may receive an "authorized copy" of a record. Authorized copies are restricted to the registrant (person named on the record), to the parent/legal guardian of the registrant, and certain other family members.

An "informational copy" is typically available if an "authorized copy" is not. Although the "informational copy" will read "INFORMATIONAL, NOT A VALID DOCUMENT TO ESTABLISH IDENTITY," an informational copy will be suitable for the dependent eligibility verification.

Only copies are needed—originals should not be sent.

The County and your fellow employees appreciate your cooperation in promptly completing this audit, and in helping control the ever-increasing cost of health care.

Commissioners Approve FY2016 Budget

THE BOARD OF COUNTY COMMISSIONERS approved the FY2016 budget June 8. The budget provides \$526 million in total expenditures across all funds, with a General Fund total of \$319 million, which is \$4.5 million, or 1.4 percent, more than in FY2015.

The budget maintains the property tax rate at 74 cents per \$100 valuation, the same as the current year. Each one cent on the tax rate is projected to generate \$2.2 million in real, personal and motor vehicle taxes.

Permanent county employees hired by July 1, 2015, will receive a 3 percent cost-of-living increase, the first across-the-board increase in three years. The increase will be effective July 26 and included in the Aug. 14 pay date.

The budget includes 15 new positions, including two business analysts for the newly created Enterprise Solutions Division; four Sheriff's Office detectives; three Emergency Services telecommunicators and a communication training officer; three Child Support agents; and a lab technologist and environmental health specialist for the Health Department. Funding will continue for 35 time-limited positions at the Department of Social Services.

The budget includes \$8 million in the Solid Waste Enterprise Fund for constructing two new cells at the Ann Street Landfill and \$4.6 million to partially close four cells.

Installment financing totaling \$9.6 million for the first three years is included for maintenance and repair projects to County facilities that were outlined in assessments conducted in FY2015.





Amy Cannon

County Manager's Message

With the approval of the Fiscal Year 2016 budget, the Board of Commissioners funded a 3 percent across-the-board pay raise for County employees hired by July 1. The cost-of-living pay increase goes into effect July 26 and will be reflected in the Aug. 14 pay. The pay increase was one of the board's top budget priorities and enhances the County's goal of retaining motivated, professional and well-trained personnel who provide excellent customer service.

Our workforce is our greatest resource and providing comprehensive and creative wellness services is a strategic investment that may result in better performing workers, lower absenteeism and reduced health care costs. We celebrated the opening of the County's Wellness Clinic with an open house on June 23. The clinic at 226 Bradford Avenue is open three days a week and operated by Novant Health, our contracted medical provider. I hope you will seek treatment there for minor illnesses and injuries, as well as health screenings and coaching. Call 910-433-3847 or use the online appointment request system to schedule a visit. Employees do not have to use sick leave to visit the clinic. They should complete a Visit Authorization/Return to Work form available on the intranet or website when using County time.

We are launching another project on July 15 to assist us in managing our health plan costs. Employees who have dependents covered on our medical plan will be required to verify the eligibility of their dependents for the plan by Aug. 28. Only employees with dependents on the plan will need to take action to ensure their dependents are not dropped from the health care plan.

Letters will be mailed to all employees who have dependents on the plan explaining the two-step process. The first step will be to complete an online affidavit and the second step is to submit the proper eligibility documents by the Aug. 28 deadline. If you haven't started already, I encourage you to begin gathering the required documents. A customer service line is available to answer your questions. Call 1-866-691-6551, Monday through Thursday, 8 a.m. to 7 p.m., and Friday, 8 a.m. to 5 p.m.

We hope to contain the increasing costs of health care claims by ensuring only eligible dependents are covered on our plan and by providing a variety of wellness services to help you lead healthier lives. Please take advantage of our pharmacy, clinic and wellness programs. These are employee benefits that depend on your participation in order for you to receive any gain.

Thank you for your commitment to our community.



When you are going to be out of the office:

- 1 **Transfer** your phones to Voicemail.
- 2 **Change your Voicemail greeting** if you will be out of the office for an extended period of time and state when you will return.
- 3 If possible, **leave a contact person** should the caller need assistance.
- 4 For email - **Use Automatic Replies** to notify others if you will be out of the office, on vacation or unable to respond to their email messages in a timely manner.
- 5 In the event that the County closes due to inclement weather, try to **change your voicemail** indicating the closing.



Employee Wellness Center Open House



A ribbon cutting was held at the Employee Wellness Center open house on June 23. From left are Novant Corporate Health Manager Carl Burrow, County Internal Audit & Wellness Services Director Tammy Gillis, Assistant County Manager Melissa Cardinali and Chairman of the Board of Commissioners Kenneth Edge.



Kathy Galbreath of Child Support checks out the Employee Pharmacy corner with Pharmacy Technician Kristi Gentry at the Employee Wellness Center open house June 23.



Vivian McPhearson, left, who retired from the Sheriff's Office, and Elaine Coleman of Child Support practice CPR on dummies in a class held at the Employee Wellness Center. Sol Halliburton of the American Heart Association provided instruction.



Janice Nettles, Gwen Izzell, Pam Criscoe, Christopher Carr, Georgia Pate and Mary Carter enjoy healthy foods at the Employee Wellness Center open house.

Meet Your New Employee Wellness Center Staff!



Shay White-Joseph, PA



Shay White-Joseph

Shay White-Joseph is a physician assistant with 15 years of experience as a PA. The Rock Hill, S.C., native earned her degree at Albany Medical College/ Hudson Valley

Physician Assistant Program in Albany, N.Y. White-Joseph's practice experience includes family, internal medicine, occupational health, pediatrics and gynecology. She has been employed with Novant since 2007.

Alice Moore, Medical Office Assistant



Alice Moore

Alice Moore serves as the medical office assistant at the Employee Wellness Center. Moore began her career in medicine as a candy stripe nurse in 1976. The Willow Spring native worked for the federal government for 18 years and has also worked for LabCorp and Rex Hospital. She is a certified clinical registration assistant.

Kristie LaMotta, RN

Kristie LaMotta is the registered nurse at the Employee Wellness Center. The New Jersey native was an emergency room nurse for



Kristie LaMotta

13 years in San Diego, Calif., before moving to Fayetteville with her husband, who is a soldier at Fort Bragg. LaMotta has been with Novant for four months.

Employee Wellness Clinic Hours

Tuesday: 7:30 a.m. – 4 p.m. • Wednesday: 9 a.m. – 6 p.m. • Thursday: 7 a.m. – 3 p.m.
Call 433-3847 or use the online appointment request system

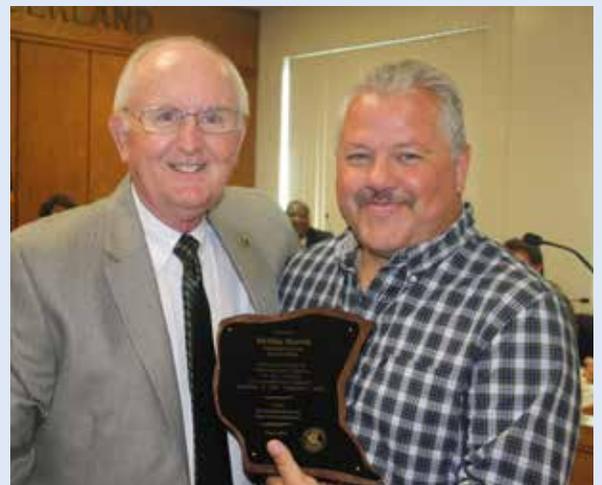


Brown Appointed Chair of APWA Facilities and Grounds Committee



Jeffery Brown

ENGINEERING AND INFRASTRUCTURE DIRECTOR JEFFERY BROWN has been appointed to serve as chair of the American Public Works Association (APWA) Facilities and Grounds Technical Committee. The one-year term begins Aug. 30. According to the letter from APWA President-Elect Brian Usher, Brown was selected because of his recognized expertise in the facilities management and grounds maintenance in public works. As committee chair, Brown will meet monthly by conference call and twice per year in person.



Retiree News

Commissioner Larry Lancaster (pictured) presents a plaque of appreciation to Phillip Norris at the Board of Commissioners meeting June 1. Norris, who retired from the Cumberland County Sheriff's Office in February, was recognized by the commissioners for his years of service from 1987 to 2015.

ERP

Finance Department and Information Services employees learn about the Enterprise Resource Planning system to replace the County's older software system for Finance. Finance and I.S. have been meeting weekly since May.



Tax Administration Honors Veterans, Family Members with Decorations

TAX ADMINISTRATION honored veterans in May with bulletin boards recognizing employees and family members who have served or are currently serving in the military. Tax Administration also put stars in the windows to honor military taxpayers.



Library Receives Funding to Address Family Well-Being and Foster Early Literacy

Grant awards total \$44,438 for programs and services

CUMBERLAND COUNTY PUBLIC LIBRARY AND INFORMATION CENTER has received grants from the State Library of North Carolina and the Women's Giving Circle of Cumberland County.

The Library Services and Technology Act (LSTA) grant from the State Library will position the library as a center for lifelong learning where families can improve their general knowledge of health and take practical steps in managing their well-being. The \$33,813 grant will fund "Health Happens @ Your Library," a comprehensive initiative that includes programs for all ages, health-related exhibitions, collection development, digital displays and themed story time kits.

The Women's Giving Circle grant supplements the library's Raising A Reader (RAR) program and will provide 69 digital and print books with headphones to children at designated child care centers. The centers provide care for children who will attend elementary schools where students are not reading at the expected grade level by the end of third grade. Raising A Reader is a national program that engages caregivers in a routine of book sharing with their children from birth through age eight and fosters healthy brain development, healthy relationships, a love of reading and the literacy skills critical for school success. RAR is funded through the Partnership for Children of Cumberland County.



Project Homeless Connect

2015

CUMBERLAND COUNTY COMMUNITY DEVELOPMENT Community Services Manager Dee Taylor, Alliance Behavioral Healthcare Housing Specialist William H. Robinson, Cumberland County Community Development Director Sylvia McLean and volunteer Paul Taylor serve at Project Homeless Connect at Smith Recreation Center on May 28. Dee Taylor, Robinson and Paul Taylor serve on the Cumberland County Continuum of Care on Homelessness Board of Directors. Project Homeless Connect is sponsored by the Cumberland County Continuum of Care on Homelessness and is designed to give individuals access to agencies and services that can help make a difference in their lives, especially in the area of employment.

Peace Officers Memorial

May 7,
2015



Health Department Receives March of Dimes Grant

THE CUMBERLAND COUNTY DEPARTMENT OF PUBLIC HEALTH received a \$3,000 grant from the March of Dimes to purchase books for first-time mothers in the Pregnancy Care Management and Women, Infants and Children (WIC) programs. The books, "Baby Basics" and "Hola Bebe," provide a comprehensive month-by-month guide for a healthy pregnancy and cover economic, social psychological and cultural issues facing low-income pregnant women. Topics range from applying for Medicaid to the stages of labor. The books, which are designed to increase awareness and education about the importance of early and consistent prenatal care related to a healthy pregnancy, stress the importance of following medical providers' recommendations for care to reduce low birth rate, preterm delivery and health disparities in outcomes. The Health Department is excited to be able to offer this resource to first-time moms.



Extension's

Better Living Series

Cumberland County Center

301 E Mountain Drive, Fayetteville, NC 28306



Workshop	Date	Time
From Kitchen Scraps to Garden Gold	July 14, 2015	12 p.m. – 1:30 p.m.
Jam in the Kitchen – Preserving Jams, Jellies, and Fruit Spreads	July 16, 2015	9 a.m. – 12 p.m.
Preparing Your Fall Vegetable Garden	August 4, 2015	12 p.m. – 1:30 p.m.
Safe Pressure Canning for Garden Vegetables	August 6, 2015	9 a.m. – 12 p.m.
Dos and Don'ts for Fall Landscaping	September 22, 2015	12 p.m. – 1:30 p.m.
Fresh and Healthy Meals for Families on the Go	September 24, 2015	12 p.m. – 1:30 p.m.
Pumpkin Palooza – Unique Pumpkin Carving	October 13, 2015	12 p.m. – 1:30 p.m.
The Ins and Outs of Composting	October 27, 2015	12 p.m. – 1:30 p.m.
Bringing Nature Inside for the Holidays	November 5, 2015	12 p.m. – 1:30 p.m.
Let's Talk Turkey – Preparing your Turkey Safely for the Holidays	November 12, 2015	12 p.m. – 1:30 p.m.

To register, visit cumberland.ces.ncsu.edu or call (910) 321-6405.

Cumberland County Center 301 E Mountain Drive, Fayetteville, NC 28306



Creative Culinary Kids Workshop

CUMBERLAND COUNTY COOPERATIVE EXTENSION'S FAMILY AND CONSUMER SCIENCES department will be sponsoring a three-day "Creative Culinary Kids" workshop for youth ages 7-9. The program will be held July 7-9 from 10 a.m.-12 p.m. noon at the Cumberland County Cooperative Extension office located at 301 East Mountain Drive in Fayetteville. The Creative Culinary Kids workshop encourages youth to eat healthier meals and snacks, as a

result of hands-on cooking experiences. Registration is required. The cost for the workshop is \$25, which covers supplies and materials for the class. To register or for more information, contact Candy Underwood, Family and Consumer Sciences Extension agent, at 910-321-6869 or via email at candy_underwood@ncsu.edu.



Cooperative Extension Invites Youth To Apply For County Government Tour July 27-31

CUMBERLAND COUNTY COOPERATIVE EXTENSION invites youth ages 12-13 to participate in the Youth Government Tour July 27-31 from 9 a.m. to 1 p.m. The academy is sponsored by

Cumberland County 4-H Youth Development.

The Youth Government Tour is an opportunity to visit county departments and receive an overview of county government, including meeting with county commissioners at the Courthouse and visits to the Sheriff's Training Center and the Animal Control Shelter.

There is no cost to participate in the Youth Government Tour. However, participants should bring a bag lunch each day.

The application is available at cumberland.ces.ncsu.edu/categories/4-h-youth-development. To register, send a completed application to Susan Johnson at the Agriculture Center, 301 E. Mountain Dr., Fayetteville, N.C. 28306. Call 910-321-6405 for more information. The deadline to apply is July 20 at 5 p.m. Apply early as slots are limited and will be filled on a first-come, first-serve basis.

For accommodations for persons with disabilities, contact Cooperative Extension 4-H Agent Jessica Drake at 910-321-6880 no later than five business days before the event.

Soil and Water Conservation District Tree Seedling Sale

THE CUMBERLAND COUNTY SOIL AND WATER CONSERVATION DISTRICT will be taking pre-paid orders for its annual tree seedling sale through August 31. Order forms can be downloaded from the Cumberland Soil and Water Conservation website at co.cumberland.nc.us/soil_water by clicking under the "Events" tab.

Three species of trees are available: Longleaf Pine, Loblolly Pine and Eastern Red Cedar. All three species are evergreen trees 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 5 seedlings.

Trees help prevent erosion of topsoil, beautify property, provide energy-saving shade and provide habitat for birds and other wildlife. Anyone interested in ordering seedlings must complete the order form and return it with payment by Aug. 31.

Please make checks payable to: Cumberland SWCD

Mail to:

301 East Mountain Drive, Suite 229

Fayetteville, N.C. 28306

Tree Seedlings will arrive the second week of December. Proceeds from the annual tree seedling sale are used to fund educational projects in the district.

For more information, call (910) 484-8479, option 3, or visit the district's website at co.cumberland.nc.us/soil_water.





The 2015 Cooperative Extension Tour Group.

Cooperative Extension Farm Tour

THE COOPERATIVE EXTENSION ANNUAL TOUR on May 29 showcased Cumberland County's agricultural diversity with visits to a grower, a high school agriculture program and a community garden.

Before the tour started, participants were treated to a private screening of the documentary "Farmland" by Academy Award winner James Moll. The film offers a look into the lives of young farmers and ranchers and the challenges they face today.

The tour first visited S & K Growers, a family-owned business specializing in ornamental plants and vegetables. Owner Ryan Kennedy guided tour participants through greenhouses filled with tomatoes and flowering plants, and described the day-to-day workings of the farm.

Participants then traveled to Gray's Creek High School to learn about the school's agricultural education program and the FFA, which help prepare youth



The tour visited Second Harvest Food Bank's community garden on Deep Creek Road. Cooperative Extension's Master Gardener Volunteer Program teamed up with Second Harvest Food Bank in 2014 to establish the garden, which is designed to teach people how to grow their own food.



to enter the field of agriculture. Tour highlights included greenhouses, a chicken coop and the livestock barn on the school campus.

The tour's last stop was Second Harvest Food Bank, which hosts a community garden designed to teach people how to grow their own food. Many varieties of vegetables are grown, along with an herb garden and compost bins to replenish the raised beds.

Ryan Kennedy, owner of S&K Growers in Hope Mills, leads tour participants through one of the farm's greenhouses.

Cumberland County Youth Government Tour

Sponsored by Cumberland County 4-H Youth Development



July 27-31, 2015 9 a.m. – 1 p.m.

Cumberland County Cooperative Extension invites youth ages 12-13 to participate in a fascinating opportunity to tour a wide variety of county departments and receive an overview of county government. Come and embark on this journey, which will include visiting with County Commissioners, the Sheriff's Training Center, and many more!

Be sure to secure your spot by registering with Susan Johnson at 910-321-6405 by 5 p.m. on July 20, 2015. Slots are limited and are on a first come, first served basis. **There is no cost to participate in this exciting activity.** Participants will need to bring a bag lunch for each day.

For accommodations for persons with disabilities, contact Jessica Drake at 910-321-6867 no later than five business days before the event.

Participant _____

Parent _____

Address _____

Phone _____ Email _____

Participant's Date of Birth _____



DSS Holds Senior Health Fair

THE CUMBERLAND COUNTY DEPARTMENT OF SOCIAL SERVICES held the annual Senior Health Fair May 28 in the first floor conference room. The fair was for people in the community age 50 and older and their caregivers. It was held in observance of Older Americans Month in May.



Department of Social Services employees Cosheonna Simmons, Felicia Mitchell-McNeill, Makkita McKoy (General Services Social Work Supervisor) and Joni Perry greet seniors at the 2015 DSS Senior Health Fair.



Crystal Jackson, a Social Worker III at DSS, calls out raffle tickets for prizes at the Senior Health Fair.

DSS Receives \$1,500 Donation For CARE Center

The Daughters of Penelope (DOP) of Saint Constantine and Helen Greek Orthodox Chapter 416 donated \$1,500 to the Department of Social Services' CARE Center. The CARE Center provides holistic domestic violence-related services to victims, children and abusers. The donation was presented at the May 27 Social Services Board meeting. The CARE Center's most sought-after services are shelter for women and children in imminent danger and counseling. Prevention programs offered through the center are classes related to the impact of domestic violence and facilitation of a six month batterer's treatment program. The CARE Center 24-hour crisis telephone line is 910- 677-2532.

The Daughters of Penelope is a women's organization dedicated to Hellenism, Education, Philanthropy, Civic Responsibility and Family and Individual Excellence. Chapter 416 is based in Fayetteville.



From left, DSS Adult Services Program Manager Susan Mason, CARE Center Director Cynthia Arrington, Daughters of Penelope Chapter 416 members Elaine Frangakis and Gail Morfesis, and DSS Director Brenda Reid Jackson at the May DSS Board Meeting.

DSS Observes National Foster Care Awareness Month

THE DEPARTMENT OF SOCIAL SERVICES observed May as National Foster Care Month by reflecting on the role people can play in the lives of children in foster care and recognizing the foster parents who open their hearts and homes to provide a stable and loving environment for children.

Throughout May, DSS focused on raising community awareness of the need for foster families. A Foster Care Awareness Walk organized by DSS staff was held May 5. A Foster Care Awareness Fair was held at the Cliffdale Regional Branch Library on May 16. Also in May, members of the foster home licensing team attended Stedman's Party in the Park to share information with the public on becoming a foster parent; Sperring Memorial Baptist Church held an appreciation lunch for foster parents; and the Foster Parent Association sponsored a movie night at Millstone Theater.



Social Workers Sandra Russell and Mary Taylor-Jones present a plaque to Jeanne Hugbey (center) in recognition of her 20 years of service as a foster parent.



DSS staff members participate in the Foster Care Awareness Walk on May 5.

Recruiting new foster families is a never ending mission for our agency. While we need parents for children of all ages, we are especially searching for families to foster teenagers to provide guidance and direction for them as they become responsible adults. If you or someone you know is interested in making a difference in the life of a child, the first step is to attend a Foster Care Information Meeting. These meetings are held the third Thursday of each month from 12 noon to 1:30 p.m. and 6:30 to 8 p.m. in the first floor conference room of the DSS building at 1225 Ramsey St. For more information, call 910-677-2541.

LINKS Program Holds Graduation Ceremony

THE DEPARTMENT OF SOCIAL SERVICES LINKS PROGRAM held its graduation ceremony June 2. The ceremony recognized youth in foster care who graduated from high school this year. The event was held at the Snyder Memorial Baptist Church fellowship hall. Department of Public Health Deputy Director Rod Jenkins provided the keynote speech and representatives from community partner agencies attended the ceremony to support the graduates. All of the graduates plan to continue their education at area universities and community colleges. LINKS is the name of the North Carolina Foster Care Independence Program. Congratulations graduates!



A Department of Social Services LINKS graduate is congratulated by Cumberland County Department of Public Health Deputy Director Rod Jenkins at the DSS LINKS graduation ceremony held at Snyder Memorial Baptist Church on June 2.

Employee Wellness News

CUMBERLAND COUNTY GOVERNMENT EMPLOYEES are meeting after work and during their lunch hours to run and walk in groups as part of the Employee Wellness Program, which encourages and motivates employees to become active and get healthy. County employees should contact the Wellness Program to learn more.



Members of the County's Walking Club pose for a photo before beginning their walk!

Diabetes Self-Management Program Employee Testimonials

COUNTY EMPLOYEES who participated in the six-week “Living Healthy with Diabetes” program held in May and June reported positive experiences in the Diabetes Self-Management Program. The program provided help to manage symptoms including fatigue and depression, relaxation techniques, healthy eating, monitoring blood and sugar, medication use, problem solving and goal setting. The next six-week program will begin in October. The following are testimonies from County employees who completed the recent six-week program:

“Although I have other chronic illnesses, I feel that the Diabetes Self-Management class helped me not to feel so alone in my struggles. I learned to set an action plan goal and to forgive myself if I don’t always succeed. I learned to give myself more time to accomplish a change in my behavior to manage what I have control over and to accept what I don’t have control over. I learned to ask myself why I failed and to regroup to try another way.” - Ronnie Miller, Child Support

“I learned the importance of checking blood sugar and taking medications as prescribed. The class taught me how to better control my loved one’s blood sugar.” - Angie Amaro, Board of Elections

“Taking the Diabetes Self-Management Program was very useful in helping me understand how important portion sizes and exercise are to help me lower my chances of developing diabetes.” - Shannon Cole, Board of Elections

“After attending the self-management program, I have decided to keep my health and activities an ongoing adventure in which I am going to include my daughter. I appreciate Employee Wellness team for creating this class. I learned a lot of helpful things like the breathing techniques and I have a co-worker who is interested in the class also.” - Rene’ T. Wren, DSS

“I am a diabetic and have been for some years, but I was not an active participant in the treatment and management of my diabetes. I did not monitor my glucose, did not exercise, and above all, was not eating healthy. However, through the tools and understanding of my condition and my role in my care that I learned during the workshop, I have become an active participant in my care. I have seen my provider and began a new medication regimen. I am slowly becoming better at choosing healthier meals. Whether eating out or preparing at home, I am making good decisions for my long term health one day at a time. I have also begun to exercise by walking at least three times a week for thirty minutes.” - Stephanie Simmons, Child Support



Employee Wellness News

Cumberland Cruisers Coming To A Trail Near You

The Cumberland Cruisers Bicycle Group meets Saturdays at the Jordan Soccer Complex at 7:30 a.m. to ride the Cape Fear River Trail.



A group of bike riders met up recently at the Cape Fear River Trail. From left are Hanah Ehrenreich, Sustainable Sandhills; Deputy County Manager James Lawson; Ockidde Harris, Health Department; George Hatcher, Planning & Inspections; and Tami Keibler, Employee Pharmacy.



Shawn Curran from the Carpentry Shop and Chairman Kenneth Edge of the Board of Commissioners practice CPR at the Employee Wellness Center's Open House on June 23.



Employee Wellness Coordinator Kendra Manning talks with Commissioner Larry Lancaster and Assistant County Manager Melissa Cardinali at the Employee Wellness Open House.

Sheriff's Deputy Loses 110 Pounds

Sgt. Don Carl, a detention officer with the Sheriff's Office, has adopted a new nutrition and fitness regimen that helped him lose 110 pounds since September 2014. Carl began a juice diet. He replaced meals with 32-ounce juices made from fruits and vegetables. He also started walking for fitness and then progressed to running. In five weeks, Carl lost 70 pounds and eventually lost 40 more pounds, reducing his weight from 350 pounds to 240 pounds. Carl said he stopped eating junk food such as cakes, candies and chips and began eating rice, salads, vegetables and tuna. "I'm a recovering junk food junkie and I've been clean for 10 months," Carl said. In addition to his new diet, Carl runs 4 and a half miles four times a week.

"A diet is just a Band-Aid," Carl said. "You have to change your whole lifestyle or you will gain the weight back," said Carl, who has 12 years of service with the Sheriff's Office.



Sgt. Don Carl, second from left, competed in the second annual D-Feet Hunger Run in Sampson County June 13. Also pictured are Kristi Gentry (Employee Pharmacy), Engineering and Infrastructure Director Jeffery Brown and Internal Audit and Wellness Services Director Tammy Gillis.

Emergency Services Receives Pet Disaster Relief Trailer May 10

The Fayetteville Kennel Club, Moore County Kennel Club and AKC Reunite presented an American Kennel Club Pet Disaster Relief trailer to Cumberland County Emergency Services May 10.

The trailer was presented during the Barks4Heart Dog Walk and Donation Event at Honeycutt Park to support the American Heart Association's Sandhills Heartwalk.

Emergency Services will use the trailer to provide a safe, temporary base for at least 65 pets immediately after a disaster. The trailer holds supplies such as fans, lighting, generators, cleaning supplies, maintenance items, animal crates, carriers, water bowls, collars, leashes, AKC Reunite microchips and an AKC Reunite universal microchip scanner. The materials can be used at co-location shelters where people have evacuated with their pets or as a stand-alone emergency animal shelter.

“Thank you to AKC Reunite, the Fayetteville Kennel Club and Moore County Kennel Club for their dedication and hard work in raising donated funds to make it possible to have an AKC Pet Disaster Relief Trailer in Cumberland County,” said Cumberland County Emergency Services Deputy Director Tim Mitchell. “The trailer will provide a much-needed resource for Emergency Services to help the citizens of Cumberland County and their pets during an emergency or disaster.”

The AKC Pet Disaster Relief Trailer was purchased with \$22,000 in donations and grants from the Fayetteville Kennel Club, Moore County Kennel Club and the AKC Reunite.



Animal Control Holds “Just One Day” Adoption Drive

CUMBERLAND COUNTY ANIMAL CONTROL observed the national “Just One Day” initiative June 11 at the Animal Shelter. The “Just One Day” campaign encourages animal shelters to go a day without euthanizing healthy, adoptable animals.

An arts and crafts sale and raffle ticket sale were held to raise money for the Injured Animal Stabilization Fund. Shelter staff and volunteers gave pet-safe frozen treats to every animal in the shelter.

To see animals available for adoption, visit Animal Control's webpage at co.cumberland.nc.us/animal_control.aspx or the county's Facebook page at facebook.com/cumberlandNC. Adoption hours are Monday through Friday from 9 a.m. to 5:30 p.m. and Saturday from 1 to 5 p.m.

Register of Deeds Office Collects School Supplies for Homeless Children



REGISTER OF DEEDS J. LEE WARREN AND HIS STAFF are conducting the annual Book Bag Project this summer. The project provides book bags for homeless children filled with the essentials needed to begin the school year. At this time, there are over 630 homeless children in Cumberland County, which is a decrease from the 800 children when the project began. This unfortunate circumstance has touched the hearts of many people in the community and has created an opportunity for the office to provide supplies for over 750 book bags.

This year, the Register of Deeds will continue to collect items to fill the colorful mesh bags that are used with supplies such as: notebooks, pencil boxes, pens, pencils, erasers, sharpeners, colored pencils, markers, crayons, rulers, glue sticks, hand sanitizer, tissue, toothbrush, and tooth paste. An invitation is open and appreciated for any donation that is on anyone's heart to give to this special cause. All items contributed for this year's project should be in by Aug. 3, but donations will continually be accepted at any time. The book bags will be distributed to the children on Aug. 19.

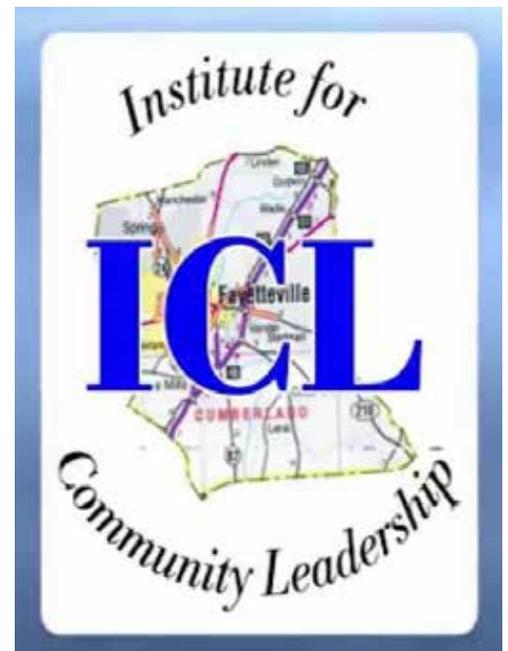
Institute for Community Leadership Application Deadline is July 11

THE INSTITUTE FOR COMMUNITY LEADERSHIP is accepting applications now through July 11 for the 2015-16 leadership training class, which begins in September. The program is sponsored by Cumberland County Government, the City of Fayetteville, Cumberland County Schools, Fayetteville State University, Fayetteville Technical Community College, and Methodist University.

The institute is designed to provide local citizens the opportunity to participate in activities leading to community leadership. The program has seven monthly training sessions from September through April, excluding December. Sessions are held from 6 to 9 p.m., usually on the third Tuesday of the month. Each session focuses on a particular area of community service, including non-profit service agencies; city and county government; arts and culture organizations; and schools and colleges.

Applications are available online at leadership4us.org. Anyone interested in applying for the leadership program must be a registered Cumberland County voter, agree to attend every session if selected and be willing to sign up with one community organization during the February session.

A full list of requirements is available on the ICL website. For more information, call (910) 437-1921 or email sshutt@co.cumberland.nc.us.



Did you know that there are over 600 homeless children in our public school system?

You can help!

Book Bags

for Homeless Children

The Register of Deeds Office is collecting school supplies to donate to these children for the upcoming school year.



Items Needed

Pencils • Pens

Notebooks

Rulers • Folders

Composition books

Notebook paper

Pencil sharpeners

Erasers • Glue sticks • Crayons

Toothpaste • Toothbrushes

Toothbrush cases • Hand sanitizer

You may also make a donation of cash or gift cards. No checks please.

Drop off your donation at the Register of Deeds Office, Room 114, by August 3, 2015.

Employee Photo Contest

CUMBERLAND COUNTY EMPLOYEES are invited to submit color photographs to be considered for display at the Employee Wellness Center Clinic at 226 Bradford Avenue.

Photography should feature positive, peaceful, happy and uplifting themes and represent the photographer's view of wellness. Winning entries will be enlarged, framed and hung throughout the center. Photographers will be given credit.

Contest runs July 1 – 31.

Eligibility

Open to all Cumberland County employees

By entering, employees represent and warrant that the entries submitted:

- Are their own original creations
- Are not taken by another family member or any other person
- Do not infringe on any other person's or entity's rights
- Were not taken using equipment owned by Cumberland County
- Were not taken while on duty as an employee of Cumberland County

Image Requirements

Employee may enter up to three (3) photos

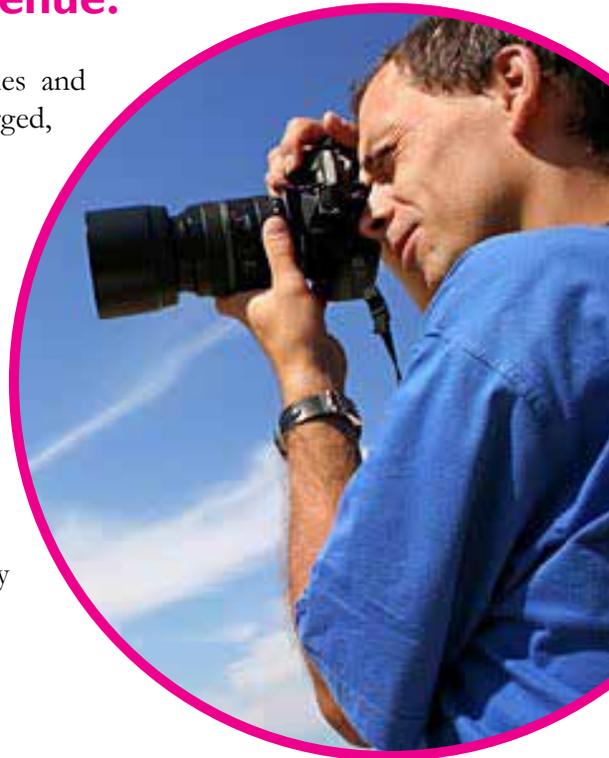
Submit photographs in high resolution (300 dpi or larger) .jpg format

Please name each entry file with your name and a number from 1-3 (ex., JohnSmith1.jpg)

Mounted or framed prints, slides, color negatives and photo books are not accepted.

Images may have minor alterations for color, contrast, cropping, etc., but may not be significantly altered, appear unnatural or have elements added or removed.

Email photos to csievers@co.cumberland.nc.us



Entry Form

Provide the following information in the body of email with entries attached.

Entrant info: Name, department, position, email, phone number

Photo info: Caption, date taken, location

Judging

Entries will be judged according to the overall quality of the photograph, with special attention paid to composition, exposure, focus, color and general interest.

Submission Deadline

5 p.m., Friday, July 31, 2015

Questions?

Please contact **Claudia Sievers** at 321-7199
or csievers@co.cumberland.nc.us.

Get Moving!

Zumba

Mondays and Thursdays

5:30 - 6:30 p.m.

Yoga

Wednesdays

5:30 – 6:30 p.m.

Massey Hill Recreation Center

1612 Camden Road

Don't forget to
bring your County
ID badge!



For more information

Kendra Manning

Employee Wellness Coordinator

433-3875



**CUMBERLAND
COUNTY**
NORTH CAROLINA



Make it count!

Walking Group

Tuesdays and Thursdays at 5:45 p.m.

*Jordan Soccer Complex, 445 Treetop Drive
At the end of the Cape Fear River Trail*

More Info Cindy Tucker 678-7723
ctucker@co.cumberland.nc.us

Running Group

Mondays and Thursdays at 5:45 p.m.

*Jordan Soccer Complex, 445 Treetop Drive
At the end of the Cape Fear River Trail*

Interested in taking up running for the first time? Want to get back into the activity? Veteran runner? Runners of all levels welcome.

Join others who want to increase their fitness and set a goal of being prepared to run in the Heart Association's first 5K run held in October in conjunction with the annual Heart Walk.

More Info Kendra Manning 433-3875
kmanning@co.cumberland.nc.us

Tammy Gillis 678-7728
tgillis@co.cumberland.nc.us

 Remember to log your activities into the Wellness Incentive Program available under the Employee Health Services link on the intra/extranet.

CUMBERLAND
★ COUNTY ★
NORTH CAROLINA





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.

Visit us on the Web: www.co.cumberland.nc.us

Be sure to follow us on  & 

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



Independence Day Observance

*All county government offices will be closed
July 3 in observance of Independence Day.*