



# Connection

Cumberland County's Employee Newsletter

## Wellness Clinic Expands Hours Nov. 16

**T**HE EMPLOYEE WELLNESS CLINIC at 226 Bradford Avenue will offer hours five days a week beginning Nov. 16. The clinic is also welcoming Connie Blackwell as the full-time nurse practitioner.

Please call 910-433-3847 to make an appointment or complete the online appointment application at <https://www.flashappointments.com/client/lgn/launch.cfm?busId=11164>. Be sure to select the service option of either seeing the health coach or nurse practitioner. Appointments are preferred, but walk-ins are welcome.



Blackwell

### Connie Blackwell

Connie Blackwell, FNP-C (Family Nurse Practitioner-Certified) brings 26 years of nursing experience to the Employee Wellness Center. Blackwell is trained to treat minor illness, such as colds, and can also order prescription refills for patients who can't see their provider.

Blackwell's past jobs include high school nurse, operating room nurse and family practice clinic manager. An Air Force veteran, Blackwell earned her undergraduate degree at the University of North Dakota and her graduate degree at Georgetown University.

"I am looking forward to helping improve the health of County employees through education and providing quality healthcare," Blackwell said.

### Expanded Clinic Hours

#### Monday

7:30 a.m. – 3:30 p.m.

#### Tuesday

7:30 a.m. – 3:30 p.m.

#### Wednesday

9:00 a.m. – 5:30 p.m.

#### Thursday

7:30 a.m. – 3:30 p.m.

#### Friday

7:30 a.m. – 3:30 p.m.

## Help Others Through United Way Giving

**T**HE COUNTY'S 2015 UNITED WAY CAMPAIGN is running through Nov. 30. Drawings for \$100 gift cards and paid time off will be held in early December for various levels of giving. Your gift will help support more than 100 programs and services in three focus areas – education, income and health.

If you choose to donate through payroll deduction, please note that the deduction will occur once a month, rather than being split into two deductions per month. The annual amount contributed will be divided into 12 equal payments, which will be deducted from the first paycheck of each month.



For more information about the United Way of Cumberland County, please visit [unitedway-cc.org/](http://unitedway-cc.org/).

### 2015 Campaign Nov. 2 – Nov. 30

## Drawings for Prizes

**\$100 VISA Gift Cards** and **Half-Day Off Vouchers**

All employees who give at least **\$10**  
**\$100 VISA gift card** One prize to be awarded

All employees who give at least **\$25**  
**\$100 VISA gift card** Two prizes to be awarded

All employees who give at least **\$50**  
**\$100 VISA gift card** Two prizes to be awarded

All employees who give at least **\$75**  
**\$100 VISA gift card** Two prizes to be awarded  
**Half-day off voucher** One prize to be awarded

All employees who give at least **\$100**  
**\$100 VISA gift card** Two prizes to be awarded  
**Half-day off voucher** One prize to be awarded

# County Manager's Message



Amy Cannon

## Working Smarter

As part of the budget process, County Management launched a new initiative called Business Intelligence, which is designed to look for efficiencies in our business practices in order to work smarter and more cost-effectively – with the goal of providing better customer service. The Enterprise Solutions Division of our Information Services Department is leading the Business Intelligence initiative and looking at all areas of our operations.

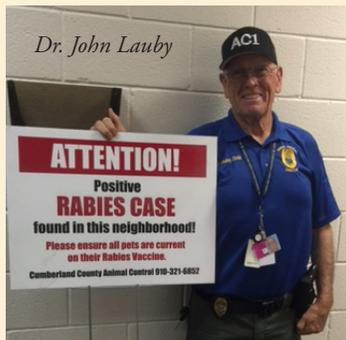
Before asking our departments to undergo a review of their business processes, I wanted to look within County administration. As one of our first projects, we moved the County's mailroom from the

Courthouse to the Print Shop and combined operations into the newly formed – Print, Mail and Design Services (PMD).

With advancing technology and the use of email, our volume of external and internal mail has decreased. On the other hand, the Print Shop has experienced a backlog of work due to manpower constraints. By consolidating operations and cross-training mailroom staff in bindery work and other print shop processes, we have been able to enhance our capabilities, turn jobs around more quickly and have already received great feedback on cost savings.

For example, Register of Deeds Lee Warren estimates his office will save time and about \$10,000 a year by having PMD order special watermark paper and printing his official, legal documents in-house. I look forward to hearing more success stories about efficiencies and savings from other departments.

PMD is looking for increased automation and helping departments eliminate tabbing, folding and labeling, especially if this has been done this manually. In addition, departments are able to pick up their mail quickly at the new facility, as well as any printed items ordered, without dealing with Courthouse parking, elevators or security.



PMD services purchased a plotter to create indoor signs, temporary outdoor signs, and vinyl banners and decals. These items were being outsourced, but can now be created in-house quickly and less expensively. For example, Animal Control ordered temporary yard signs to place at the entrances of neighborhoods during a rabies threat. These signs, created for minimal cost, are easily moveable and reusable.

Departments are encouraged to purchase their paper through PMD Services, which gets a discount rate due to purchasing in large volume. And, you will pay less for copies, including color, by using the print services copiers, which have a discounted rate.

The move and consolidation involved remodeling a part of the Building Maintenance Facility, transitioning two staff members and revising our mail operations. On Oct. 30, we held an open house to recognize the people and teams who worked hard to make sure we had a smooth transition. This was also a chance to showcase the various products our new Print, Mail and Design team can create for our departments.

The following teams and individuals were recognized:

Carpentry; Electrical/Mechanical ; Engineering and Infrastructure; Facilities; Mail Room; Print Shop; Sign Shop; Angie Cunningham, Printing & Graphics Supervisor; Carolyn Price, Executive Assistant, Office of the County Manager.

## WORKING SMARTER

*Our office* is required to purchase and maintain a paper of the highest standards of quality, weight, texture, percentage of cotton content, with a number of safety features built in to prevent fraud for the certified vital records documents that we generate for the public. This certified paper has to be purchased from one of a very few authorized vendors in the country and approved by North Carolina Vital Records in Raleigh. The paper has always been quite costly and takes several months from the time of ordering until it can be produced, sequentially numbered and delivered to our office. The office of NC Vital Records made a decision to change authorized vendors and award a new contract, making the availability of the approved certified paper even more of a time-sensitive challenge.

Knowing the excellent quality of work produced at the county's print shop facility, we began the arduous task of working with them to see if they could create a product of comparable quality and safety features that would pass the approval of NC Vital Records. They did not fail in working to provide an excellent product of the utmost quality and excellence, all in saving months of wait time coupled with a significant cost savings. We expect the savings to be approximately \$10,000 annually for our office. Thanks Angie and the Print Shop Team.

*J. Lee Warren Jr.*  
Register of Deeds

# Manager's Message

Continued from page 2

County Manager Amy Cannon presented Certificates of Appreciation to the following teams and individuals.



**Carpentry Department** (L to R) Amy Cannon, Joe Deaton, Teddy Williams, Ken Black, Shawn Curran and John Norton



Joe Deaton, on behalf of the **Facilities Department** employees



**Engineering & Infrastructure Department** - Wayne Dudley & Jeffery Brown



**Electrical and Mechanical Department** (L to R) Amy Cannon, Joe Deaton, Nic Barnes, Milton Zandiotis, Kenneth Jennings, Rodney Inman, Jason Vinson, Patrick Gaddy, Jason Bryant, Daniel Bryant, Ricky Hair, Lee Phillips, Ricardo Honrada and James McDaniel



**County Mail Room** - Deb Horton and Dennis Owens



**Printing Section** - Mike Hemrick and Leo White

Continued on page 4

# Manager's Message

Continued from page 3



*Sign Shop - Philip Molhall and Dwayne Bigler*



*Carolyn Price, Executive Assistant,  
Office of the County Manager*



*Print, Mail & Design Services  
supervisor Angela Cunningham*

## Giving Thanks, Helping Others

OUR UNITED WAY CAMPAIGN AND ANNUAL HOLIDAY FOOD DRIVE are taking place this month. United Way serves our citizens through wonderful community partners who provide emergency assistance, health and educational programs. For example, the American Red Cross provides disaster relief to families and individuals burned out from their homes or evacuated to shelters. Red Cross volunteers work alongside our Emergency Services, Social Services and Public Health staff in our emergency shelters and our emergency operations center.

I am thankful for your generous donations to the United Way and the food drive. I am very proud of your willingness to give. Each department has a United Way representative and I want to thank them for their enthusiasm and willingness to promote and coordinate each department's efforts.

Please look for the green Annual Holiday Food Drive boxes for your food donations that will go to Fayetteville Urban Ministry and the Salvation Army for distribution to families in need.

I wish each of you a safe, healthy and blessed Thanksgiving and Christmas.

**Look for the green food bins in your facility.**

**Thank you for your generous support of our 23<sup>rd</sup> annual food drive.**



## 23<sup>rd</sup> Annual Holiday Food Drive

*Now through Dec. 14*

Help families in our community by donating to the 2015 Holiday Food Drive. This community service project helps families who have signed up for the Fayetteville Urban Ministry and Salvation Army Christmas programs. The following items are needed:

- Canned fruits, vegetables, meats, chili, etc.
- Boxes or sturdy bags of rice, pasta, grits, dried beans,
- Flour, sugar, coffee, tea
- Peanut butter, jelly and condiments

No glass containers. Boxes will be picked up on Dec. 14 for delivery to local families.



# County Kudos

## Scales Receives Statewide Award At Register of Deeds Conference



*Scales*

**R**EGISTER OF DEEDS DEPUTY SENIOR ASSISTANT LISA SCALES received the Charles W. Moore Award from the North Carolina Association Registers of Deeds (NCARD) at the association's 63rd annual conference in September.

The Charles W. Moore Award is given annually to a register of deeds assistant or deputy in recognition for outstanding service to the association. Scales has served in the Cumberland County Register of Deeds office

for 30 years. Scales worked as a contractor, scanning microfilm for the Register of Deeds, in 1985 and joined the office as an employee in 1986. She earned her N.C. Association of Registers of Deeds certification in 1997 through the School of Government at the University of North Carolina at Chapel Hill. She was appointed Assistant Register of Deeds in 1998 and earned her advanced certification in 2009. Register of Deeds J. Lee Warren Jr. appointed Scales Deputy Senior Assistant in 2014.

Scales and her husband, Cumberland County Sheriff's Lt. Daryl Scales, have a son, Jamar. They are members of Covenant Love Church.

## Jenkins Named Bernstein Leadership Fellow



*Jenkins*

**D**EPARTMENT OF PUBLIC HEALTH Deputy Director Rod Jenkins has been selected as a Jim Bernstein Community Health Leadership Fellow for 2015-17.

The fellows program is administered by the North Carolina Foundation for Advanced Health Programs. Its purpose is to develop and prepare future leaders to work in and improve the health of rural and underserved communities in North Carolina.

Jenkins was notified of his selection in July and has already begun attending required leadership training. The core elements of the program are leadership, partnership, rural life and the N.C. health system. At the conclusion of the two-year fellowship, members are expected to:

- Have a clear understanding of rural and underserved community needs
- Demonstrate leadership skills to engage and collaborate with others to improve the health and economic status of a given community
- Be prepared and inspired to become a confident, highly-skilled and influential individual

"I am honored to have been selected as a 2015-17 Bernstein Health Leadership Fellow, and I will endeavor to learn all that I can and live up to the outstanding standards set forth by the late Mr. Jim Bernstein," Jenkins said. "His passion for rural health and his attention toward the underserved citizens of North Carolina sparked a national movement and I will admirably represent Cumberland County and surrounding areas."

Jim Bernstein was the first president of the N.C. Foundation for Advanced Health Programs. He and former Gov. Jim Hunt formed the foundation in 1982.

## Citizens' Academy Fall 2015 Class Graduates

FOUR COUNTY EMPLOYEES graduated from Cumberland County Citizens' Academy on Oct. 27. The graduates are Lisa Blausler (Sheriff's Office), Mary Campbell (Library), Debbie Horton (Print, Mail & Design Services) and Ana Mirabel-Bivians (DSS). Citizens' Academy is a seven-week program that helps participants gain a better understanding of what county government does and how the various departments play a vital role in the community. Congratulations graduates!



*Blausler*



*Campbell*



*Horton*



*Mirabel-Bivians*

## Court Honors Melvin For Work As Interim Sobriety Court Coordinator

ASSISTANT DIRECTOR FOR PRETRIAL SERVICES CAROLINE MELVIN received special recognition Sept. 2 for her work as the interim Sobriety Court Coordinator. In addition to her duties in Pretrial Services, Melvin served as the court's coordinator since last fall. Melvin, who was surprised by the honor, received a framed plaque and a gift card.

"When the need arose, she stepped in. I cannot pass up the opportunity to recognize how hard she worked and the results we can share because of her work," said Chief District Court Judge Robert Stiehl.

Cumberland County's sobriety court was the first of its kind in the state, and one of the first in the nation, when it began in September of 2010. It blends treatment and education with the enforcement power of the judicial system to stop repeat DWI offenders. When coordinator Kevin Hood took another job in late 2014, Melvin was asked to take over as interim coordinator.



*Chief District Court Judge Robert Stiehl hugs Caroline Melvin, assistant director for Cumberland County Pretrial Services, following a special recognition for her work as the interim Sobriety Court Coordinator.*

## Social Services Wins Four Best Practice Awards

THE DEPARTMENT OF SOCIAL SERVICES received four Best Practice Awards at the Social Services Institute Oct. 21-23 in Hickory. The awards recognize DSS initiatives in 2014-15.

The department won **Best Practice Award for Advancement in Staff Leadership and Development** for its annual "Job Swap – Is the Grass Greener on the Other Side?" event. The North Carolina Association of Directors of Social Services presented the award. The "Job Swap" began seven years ago and is held annually during County Government Week. The event allows DSS staff to vote management into their positions and to vote themselves or their co-workers into management or other positions throughout the agency for 25 cents per vote. The event provides an opportunity for staff to display their leadership potential, give management a firsthand perspective of the daily tasks of staff and help identify improvements and efficiencies. This year, DSS staff cast 2,880 votes, which raised \$720. All proceeds went toward the agency's Senior Health Fair and the March to Work job fair. A post-event luncheon was held for participants to share their experiences and lessons learned.

The Cumberland County chapter of the North Carolina Social Services Association (NCSSA) received three awards for efforts to empower others. The awards were **Best Practice in Membership Retention, Innovative Fundraising and Chapter of the Year**. The awards recognized the Cumberland County NCSSA for its efforts to help DSS employees have fun, relieve stress and strengthen morale. The activities included assistance with food drives, staff appreciation initiatives, support of foster care events, CARE Family Domestic Violence Center donations, sponsorship of County Government Week activities and continued sponsorship of the Cumberland County NCSSA Scholarship.

The NCSSA sponsors an awards program aimed at recognition of chapters and counties excelling in leadership, creative, innovative membership and development.



*The Cumberland County chapter of the North Carolina Social Services Association (NCSSA) received three awards at the state Social Services Institute in October. Front row, from left, Ebony Stevenson (secretary), Venkia Gooseby (executive adviser), Theresa Taylor (president) and Robert Hanley (vice president). Back row, from left, are NCSSA members Guendolyn Goetz, Dorcas Smith, Tiera Maynor, Tashima Wilson, Dwane Sezawich, Daphine Little and Nicholas Barrow.*



*Commissioner Jeannette Council, second from left, recognized Department of Social Services employees at the Nov. 2 Board of Commissioners meeting for winning a state best practice award. (Left to right) Crystal Black, Commissioner Council, DSS Director Brenda Jackson, Felicia Mitchell-McNeill, Makkita McKoy and Kristin Bonoyer.*



Council

## Council Receives State Association Member of the Year Award

COMMISSIONER JEANNETTE COUNCIL has been named Member of the Year by the North Carolina Association of Black County Officials. The award recognizes Council for her work to help the association’s scholarship committee meet its goals and her tenacity in making sure youth receive much-needed scholarships, said Northampton County Commissioner Fannie Greene, the association’s president. The Cumberland County Board of Commissioners recognized Council during their Sept. 21 meeting. Council is the immediate past president of the Women of NACo (National Association of Counties) Network.

## Cooperative Extension Receives Award For Military Outreach

COOPERATIVE EXTENSION has received the Local Government Federal Credit Union Excellence in Innovation Award for its programs that support military personnel and their families. The honor included a \$1,000 cash prize that Cooperative Extension will use for military outreach.

The award was presented in August at the North Carolina Association of County Commissioners annual conference in Pitt County, and the Cumberland County Board of Commissioners recognized the award-winning team on Oct. 19. Krissy Dubovec, representing the credit union, and Neil Emory of the state association attended the board meeting to congratulate the team, which included Extension agents, Fort Bragg officials and Master Gardener Volunteers.

Cooperative Extension serves military members and their families at Fort Bragg through 4-H Youth Development programs, agricultural training for active military service members and the Warrior Transition Battalion Tranquility Garden for wounded warriors and soldiers in transition.

The 4-H Youth Development program provides training, site visits, technical assistance and daily support to military youth centers in order to increase participation and youth engagement. As a result of the outreach, 42 4-H clubs were chartered at five sites; 65 4-H volunteers were trained and 517 youth enrolled as club members in 2014. Military youth took part in the Cumberland County Fair and earned top prizes in exhibits.

Cooperative Extension trained 60 Civil Affairs soldiers in basic agriculture production. The training, at no cost to the Army, focused on teaching indigenous populations how to rebuild or improve their quality of life in war-torn regions. Extension agents provided hands-on experience to include inspecting livestock for diseases and parasites and small-scale vegetable production.

The Warrior Transition Battalion at Womack Army Medical Center utilized the expert knowledge and services of the Extension Master Gardener Volunteer program to restore the Tranquility Garden. The garden is used as a therapeutic activity for wounded soldiers and soldiers in transition. The garden serves the purpose of rehabilitating and providing wounded service members with an occupational skill through their recovery.

Members of the award-winning team recognized on Oct. 19 were Lisa Childers, Extension Director; George Quigley, Extension Advisory Chairman; Liz Joseph Lahti, Livestock Extension agent; Jessica Drake, Youth 4-H Extension agent; Kenny Bailey, Horticulture Extension agent; U.S. Army Capt. Sarah Luciano, veterinarian officer; Amy Stidham, Extension Master Gardener volunteer; Amy Walker; and Army Lt. Col. Roy Walker, Warrior Transition Battalion commander.



Cooperative Extension Director Lisa Childers, pictured with County Manager Amy Cannon and Chairman of the Board of Commissioners Kenneth Edge, accepted the Local Government Federal Credit Union Excellence in Innovation Award in August at the North Carolina Association of County Commissioners conference in Pitt County.



[www.youtube.com/user/CumberlandCountyNC](http://www.youtube.com/user/CumberlandCountyNC)



## Senior Employee Program, County Observe ‘Employ Older Workers Week’

The Senior Employee Program observed Employ Older Workers Week Sept. 20-26 with an awards luncheon at Smith Recreation Center on Sept. 21. Gloria Barnwell, second from left, receives a desk name plate in honor of her volunteer services with the Senior Community Service Employee Program. Also pictured are Senior Employee Program Administrator Ann Johnson, Cumberland County Commissioner Glenn Adams, County Manager Amy Cannon and Assistant County Manager Tracy Jackson.

The Senior Employment Program provides on-the-job skills training to individuals 55 or older with limited financial resources.



## County, City Form Joint Economic Development Board

CUMBERLAND COUNTY and the City of Fayetteville are forming a new non-profit economic development corporation that will be funded jointly by the two local governments.

Through an interlocal agreement, the City and County have outlined the formation of a new organization that will be registered as the Fayetteville/Cumberland County Economic Development Corporation. The name of the entity may be revisited once the new Board of Directors is appointed and becomes engaged in re-branding the organization.

The City and County will each appoint two citizens and one elected official to the board. Members will serve three-year terms after initial staggered appointments.



## Cumberland and Bladen Conduct Hazmat Exercise

CUMBERLAND COUNTY and Bladen County emergency services departments held a full-scale hazardous materials training exercise Aug. 29 at the Chemours Fayetteville Works plant, formerly known as DuPont, on the Cumberland-Bladen County line at N.C. Highway 87. In addition to Cumberland and Bladen County Emergency Services, other participants included Cumberland County Department of Social Services, Public Health Department and Sheriff's Office; American Red Cross; Cape Fear Valley EMS; Bladen County EMS; Tar Heel Rescue; and Gray's Creek, Cotton, Pearce's Mill and Tobermory fire departments.

The exercise simulated the release of the chemical sulfur trioxide (SO<sub>3</sub>) from an overturned tanker at the industrial site to help test operational coordination, mass care services, communications, situational assessment and public health and medical services. "Any time you can bring together multiple agencies, from multiple jurisdictions, and include private industry to improve response, it is a win-win for the communities involved," said Cumberland County Emergency Management Coordinator Gene Booth.

The event was sponsored by the Cumberland County Local Emergency Planning Committee, which received an \$8,300 Hazardous Materials Emergency Preparedness Grant from the U.S. Department of Transportation.



*First Responders participate in the Aug. 29 exercise at the Chemours Fayetteville Works Plant.*



## Free Wi-Fi in the Courthouse

cumberlandwireless

## Free Wi-Fi In Courthouse

**F**REE WI-FI INTERNET ACCESS in the Cumberland County Courthouse went live Oct. 19. Each floor of the Courthouse has three or four access points to provide full Courthouse coverage. The Wi-Fi service is accessible on any laptop computer or mobile phone and can serve 25-50 users depending on what they are doing online. The wireless network is: cumberlandwireless. County employees use a separate Internet system.

The court system has posted signs reminding the public that all cell phones and electronic devices must be turned off and put away upon entering the courtrooms. Court officials do not allow cell phones and electronic devices to be held after entry into the courtrooms.

Providing wireless Internet service to the public in the Courthouse fulfills one of the County's strategic objectives of advancing the County's automation and technology capabilities. The equipment was installed and will be maintained by the County's Information Services Department. The installation followed a feasibility study by the County's Information Services Department.

## Health Department Receives \$350,000 FDA Grant

**T**HE DEPARTMENT OF PUBLIC HEALTH'S ENVIRONMENTAL HEALTH DIVISION has received a \$350,000 grant from the Food and Drug Administration to go toward the division's Food and Lodging Progress and Review of Program Standards.

The FDA grant will be distributed \$70,000 annually for the next five years with the intended outcome to advance efforts for an integrated food safety system by assisting the Food and Lodging Section to achieve conformance with the Voluntary National Retail Food Regulatory Program Standards (VNRFRPS).

The Retail Program Standards apply to the operation and management of the Food and Lodging Section as it focuses on the reduction of risk factors known to cause or contribute to foodborne illness and to the promotion of active managerial control of these factors. The funding will be used to support a new position focused on the implementation of the Retail Program Standards, support for specialized training of Environmental Health staff, as well as outreach and education to consumers and the retail food industry.

In December 2014, the Environmental Health Division received a \$10,000 grant from the National Association of County and City Health Officials for the VNRFRPS Mentorship Program, which ended in August.

"We look forward to implementing the new FDA standards; food safety is a priority to the citizens of Cumberland County and all the visitors that dine here," Environmental Health Director Daniel Ortiz said. "We are extremely excited to be selected as the first North Carolina County to be awarded this prestigious grant from the FDA."

## Flu Shots at Health Dept.

**THE HEALTH DEPARTMENT** is offering flu shots to children and adults. Free flu shots are available to uninsured children six months to 18 years old. Individuals with insurance may receive a flu shot at no out-of-pocket cost if they have Medicare, Medicaid, North Carolina Health Choice or Blue Cross Blue Shield.



Hours at the Health Department's Immunizations Clinic are Monday through Thursday from 8 a.m. until 5 p.m., Tuesday until 7 p.m. and Friday from 8 a.m. until 12 p.m. Friday afternoon service is limited and available by appointment only.

The Health Department is located at 1235 Ramsey St. For more information, call the Immunizations Clinic at 910-433-3633 or 910-433-3657.

While flu can have serious implications, even for healthy people, flu complications are most common among very young children and people over 50, as well as people with chronic health conditions and pregnant women.

In addition to vaccinations, you can prevent flu and other illnesses by:

- Covering coughs and sneezes with a tissue and then discarding the tissue properly.
- Washing hands frequently with soap and water or, if not available, with an approved hand sanitizer.
- Staying home when you are sick. Stay home until you are fever free for at least 24 hours.

# Retirements



**KENNETH PLANT**, Administrative Services Assistant V at the Department of Social Services, retired in October after 27 years with the County. Congratulations Kenneth!

*Plant*

**DEBBIE MILLER** retired from the Finance Department Oct. 30 after 24 years of service. She began working for Cumberland County in November 1991. Miller, who also had experience working for local governments in her native Pennsylvania, said she and her husband Eddie plan to travel in retirement and spend time with their three sons. “I’m going to miss Finance Family because we are like a family here,” Debbie said. Congratulations Debbie!



*Miller*

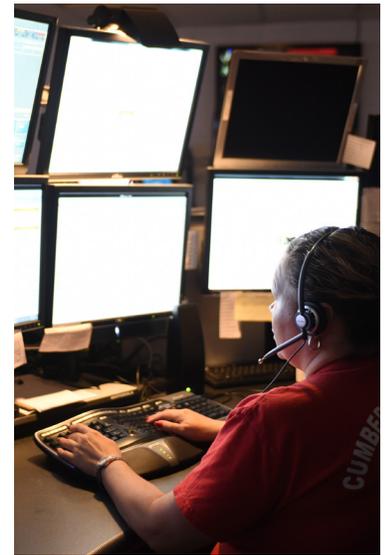
## DSS Honors Fayetteville Councilman For Foster Care Support



THE DEPARTMENT OF SOCIAL SERVICES honored Fayetteville Councilman William J. L. Crisp at the October DSS Board meeting. Crisp received a certificate of appreciation from Social Services Director Brenda Jackson for his long-term and dedicated support of the DSS LINKS Foster Care independence program.

## Kudos to 911 Call Center

In October, the Emergency Call Center received 10,678 calls for 911 assistance. For the fourth month in a row, the center answered 94.54 percent of the calls within or less than 10 seconds, which exceeds the 90 percent standard set by the National Fire Protection Association. Congratulations to the telecommunicators.



## DSS Employees Walk To Raise Domestic Violence Awareness

Department of Social Services staff wore purple on Oct. 7 in observance of October as Domestic Violence Awareness Month. The department’s CARE Center, which facilitates a Family Violence Program, also sponsored an event called “Walk in My Shoes.” Each participant received a picture of a pair of shoes with the story of a domestic violence victim written on the back. The stories reflected the impact of domestic violence from the viewpoint of children, teens, women and men from all walks of life. Participants were asked to remember that person throughout the work day. Approximately 100 employees participated in the event. The group of purple-clad walkers did a circuit around the DSS exterior walking trail to promote domestic violence awareness. Participants received promotional items in support of the cause. The CARE Center provided services to 398 victims of domestic violence in 2014. The CARE Center’s 24-hour crisis line is (910) 677-2532.

## Tax Administration Dedicates Team Spirit Day To Deputy Avery



Tax Administration Collections and Customer Service employees dedicated Team Spirit Day Sept. 21 to Sheriff's Deputy Damon Avery. Employees made special T-shirts with Deputy Avery's well-known greeting at the employee entrance security station of "Welcome to Team Courthouse!" Deputy Avery left the Sheriff's Office in October to join the U.S. Air Force. Left to right, (front row) are Sandra Napier, Gwen Izzell, Ashley Brewington, Melonie McLaurin, (back row) Ryan Davis, Melissa Davis, Maria Aguilar, Deputy Damon Avery, Pam Criscoe, Sue Johnson and Romona Russell.

## Tax Employee Creates Memorial Quilt

THELMA MATTHEWS of the Finance Department received a very special creation from Georgia Pate of Tax Administration. Pate made a quilt and pillow made entirely from clothes that belonged to Thelma's son – the late Deputy Christopher Brian Matthews. Deputy Matthews died in a line-of-duty car accident in 2005.



*Thelma Matthews of Finance accepts memorial quilt and pillow in Tax Administration from Georgia Pate. Also pictured are Michelle Babson and Tony Walters of Tax Administration.*



## CAPE FEAR VALLEY BLOOD DONOR CENTER

The Cape Fear Valley Blood Donor Center will hold a blood drive at the Courthouse on Dec. 9 from 12 noon to 3 p.m. To sign up, call Jon Soles at 321-6579 or visit [www.savingliveslocally.org](http://www.savingliveslocally.org). Search by sponsor code M25.

## County Employees Run in City of Oaks Marathon

JUSTIN SIMONSON (INFORMATION SERVICES) AND JEFFERY BROWN (ENGINEERING & INFRASTRUCTURE DIRECTOR) competed in the City of Oaks Marathon in Raleigh Oct. 31. The pair trained daily for many months to prepare for the grueling 26.2 mile race.



## Finance Department Shows Off Matching Shirts



*The Finance Department ordered matching blue shirts with the Cumberland County logo. Many departments are sporting shirts to show their Cumberland County employee pride.*



*There's no place like Finance. The Finance Department re-created 1939 film classic "The Wizard of Oz." County Manager Amy Cannon is Professor Marvel/the Wizard.*



*The dominoes fall in Human Resources. The HR employees dressed up like dominoes for Halloween.*



*Tax Administration's Customer Service and Collections Division came to work as a bag of colored M&M candies.*



*Tamika Avery of Community Development took flight on Halloween with her blue fairy wings.*



# Halloween Fun

*Tax Administration's Assessment and Audit Division used their super powers at work, dressed as some of America's favorite comic book heroes and heroines.*



# Employee Photo Contest

## 1<sup>st</sup> Place (Tie)



**Tonja Scott, Library**



**Denise Taylor, Tax Administration**

## 2<sup>nd</sup> Place



**Patty Hackworth, Tax Administration**

### Photos were judged on four criteria:

Composition, Focus, Color and General Interest

### Thanks to the judges

Johnny Horne, *The Fayetteville Observer*

Kristie LaMotta, Wellness Center Health Coach

These and many other entries will be on display at the Employee Wellness Clinic.

### See all contest entries

All contest photos may be viewed on the Public Information Office page on the Intranet. Look for the "Employee Photo Contest" link on right.



Eat Smart, Move More,  
Maintain, don't gain!

## HOLIDAY Challenge

Sign up at [www.esmmweighless.com](http://www.esmmweighless.com)

**November 16 - December 31**

This **FREE** seven-week challenge provides you with tips, tricks, and strategies to maintain your weight throughout the hectic holiday season.

*The 2015 Holiday Challenge includes:*

- Weekly newsletters
- Daily tips
- Weekly challenges
- Healthy holiday recipes
- Prizes and weekly winners
- Free webinar on stress

*Grab a friend, spouse, or coworker  
and sign up today!*

<https://esmmweighless.com/holiday-challenge-live/>

## Sign Up Now to Play Basketball

**Are you interested in playing basketball on a men's or women's County team?**

Complete the registration form at the end of this newsletter and send to Tammy Gillis, [tgillis@co.cumberland.nc.us](mailto:tgillis@co.cumberland.nc.us), by Nov. 25. We hope to have both men's and women's teams this winter.

Email or call Tammy at 678-7728 for more information.



## Join Group for Upcoming Run

The County's running group invites interested runners and walkers to join them in **Ryan's Reindeer Run** on Dec. 19. The more the merrier!

If you would like to join the group, you can sign up at [www.active.com](http://www.active.com). The \$25 registration fee increases after Dec. 1.

Also, to ensure you receive an official event shirt you need to register by Dec. 1.

Contact Tammy Gillis at 678-7728 for more information.



# Wellness Connection

## Ab Line Dancing

Tuesdays and Thursdays

12:15-12:45 p.m.

1:00-1:30 p.m.

E. Newton Smith Center  
2<sup>nd</sup> Floor

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

## Yoga

Wednesdays

5:30 – 6:30 p.m.

Massey Hill Recreation Center  
1612 Camden Road

## Zumba

Mondays and Thursdays

5:30 - 6:30 p.m.

Massey Hill Recreation Center  
1612 Camden Road

## Walking Group

Tuesdays & Thursdays

5:45 p.m.

Vanstory Elementary School  
400 Foxhall Road

## Running Group

Mondays & Thursdays

5:45 p.m.

Vanstory Elementary School  
400 Foxhall Road





# 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.

[co.cumberland.nc.us](http://co.cumberland.nc.us)



Coming soon!  
[cumberlandcountync](http://cumberlandcountync)

## Your Employee Assistance Program Can Help

Call for assistance with:

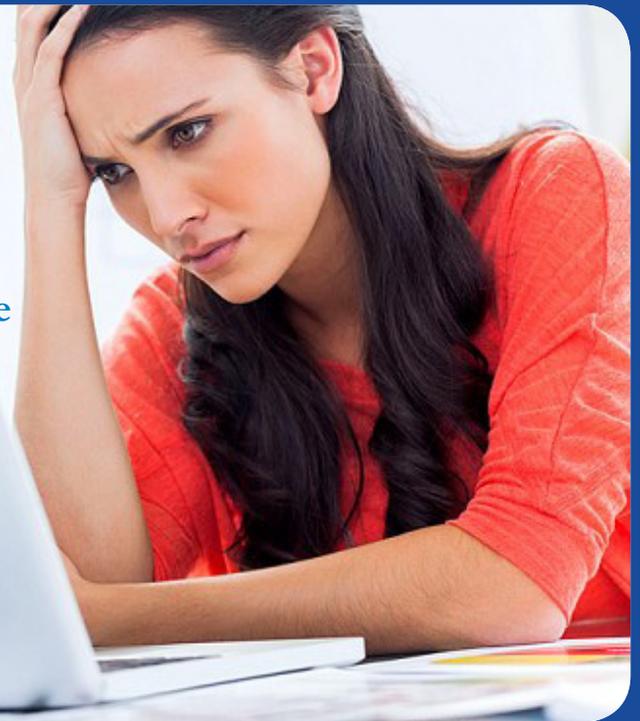
Depression • Finances • Alcohol/Drug Abuse

Conflicts • Stress • Parenting

Any Other Personal Concern

Call Our Toll-Free, Confidential Number

**1-800-326-3864**



## County Holidays

All County offices will be closed in observance of the following holidays:



Veterans Day  
Nov. 11



Thanksgiving  
Nov. 26-27



Christmas  
Dec. 23-25



New Year's  
Jan. 1

## ADULT SPORTS/ACTIVITY REGISTRATION

Last name \_\_\_\_\_ Sport/Activity \_\_\_\_\_  
First name \_\_\_\_\_ Team/Club \_\_\_\_\_  
Middle name \_\_\_\_\_ League \_\_\_\_\_  
Date of birth \_\_\_\_\_  MALE  FEMALE  
Month Day Year  
Street address \_\_\_\_\_ Email \_\_\_\_\_  
City \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_ Alternate \_\_\_\_\_

### Insurance

\_\_\_\_\_ I am covered by \_\_\_\_\_  
Company Name and Policy Number

\_\_\_\_\_ I currently do not have accident/health insurance and understand that payment of any medical expenses I incur will be my responsibility and not the responsibility of Fayetteville-Cumberland Parks & Recreation, the City of Fayetteville, its employees, officers, agents, elected officials, successors and assigns.

### Statement of Participant Responsibilities and Release

I hereby agree to abide by all rules, regulations and policies as established by Fayetteville-Cumberland Parks & Recreation (FCPR) to participate in any and all related activities during the current season/session. I understand that injuries may occur from participation, including transportation to and from activities, that FCPR cannot guarantee injuries will not occur, and I give this consent having informed myself of the inherent risks of participation. I do hereby waive, release, absolve, indemnify and agree to hold harmless FCPR, the City of Fayetteville, its employees, officers, agents, elected officials, successors and assigns, parent or local league organization, organizers, sponsors, supervisors, participants, and persons transporting participant to and from activities against any action, claim, cost, fee or expenses any of them may incur arising out of or defending any such action or claim related to such participation. I also grant permission to managing personnel or other department representatives, to authorize and obtain medical care from any licensed physician, hospital or medical clinic should I become ill or injured while participating in activities. I have received, understand and agree to abide by FCPR's Code of Conduct. I agree to return, upon request, any equipment issued to me in as good as condition when received except for normal wear and tear. I agree that photographs, recordings or any other record may be used for the purpose of promoting programs operated by FCPR and the City of Fayetteville and further agree to release any and all liability associated therewith. I understand that a fee paid by me to participate is not refundable and hereby waive my rights for redemption of said fee. I hereby take responsibility for the above information and its accuracy to the best of my knowledge. I also understand that if the information provided is not correct, I will be ineligible to participate. I have read and fully understand that these terms are not a mere recital and sign this agreement voluntarily.

Emergency Contact Name \_\_\_\_\_ Phone # \_\_\_\_\_

**KNOWN MEDICAL CONDITIONS** (asthma, allergies, etc) \_\_\_\_\_

Signature \_\_\_\_\_ Print Name \_\_\_\_\_ Date \_\_\_\_\_

**Athletic playing rules are available at [www.fcpr.us](http://www.fcpr.us) and each recreation center. Inclement weather – 910-306-7325.**

**RecTrac Receipt #** (if applicable) \_\_\_\_\_