



Connection

Cumberland County's Employee Newsletter

Health Plan Changes Approved

THE BOARD OF COMMISSIONERS approved changes in the County's health insurance plan that will be effective July 1, 2016. Deductibles will increase, but monthly premiums will not be affected.

If the health insurance plan remained unchanged for FY2017, the County would face an increase of \$4.1 million. Even with the plan changes, the County still faces an increase of \$1.5 million for the employer contribution to the plan.

Changes effective July 1, 2016, include:

- Visits to specialists will cost more. Once enrollees meet their deductible, they will pay 20 percent of each visit's cost. This is an increase from the current \$60 co-payment per visit.
- The in-network deductible will increase from \$1,500 to **\$2,000** per person.
- The family maximum in-network deductible will increase from \$4,500 to **\$6,000**.
- The coinsurance limit will increase from \$2,000 to **\$3,000** per person.
- There will be a **\$150** deductible on pharmacy costs, with the exception of prescriptions filled through the Employee Pharmacy. Employees are encouraged to take advantage of the in-house pharmacy located in the E. Newton Smith Center at 227 Fountainhead Lane. **There will be no deductible at the Employee Pharmacy. Pharmacy co-payments remain the same.** Additional details about the changes will be provided and informational sessions scheduled soon in preparation for the open enrollment period, which runs April 1-29.

Manager's Message

Some employees will notice a change in their paychecks on March 11 as a result of participating in the 2015 Employee Wellness Fair. If you met three of the four 'moderate' control categories, or the improvement comparison option, you will maintain or qualify for a \$30 per month reduction in your insurance premium.

Anyone who did not qualify for the \$30 monthly discount should have been notified by Novant Health. You will have another opportunity to qualify for the discount during the 2016 Wellness Fair if you meet the following controls:

- Waist circumference is less than 40 inches for males or less than 35 inches for females (or improved by 10%)
- Blood pressure is less than 140 / 90 (or reduced by 10 / 5 mmhg)
- Cholesterol ratio is less than 5.5 (or improved by 10%)
- Glucose is less than 199 mg / dl

The Wellness Fair is scheduled for **Oct. 24 – 28, 2016**. Employees should be mindful of not scheduling conferences, vacations or other activities that will require them to be away from work that week. Makeup appointments will be severely restricted this year.

Our Wellness Program is available to assist employees in becoming healthier. A Weight Watchers at Work program will soon start and run for 12 weeks. The cost to the employee will be \$156, which can be payroll deducted over three months. If you attend 10 of the 12 meetings, the County will reimburse the employee 50 percent (\$78) of the cost. Meeting days and locations have not yet been determined. If you have any questions, contact Tammy Gillis at tgillis@co.cumberland.nc.us or 678- 7728.

Changes in the County health plan, which include increased deductibles, will be effective July 1, 2016. Information about the changes will be provided during the annual open enrollment period, April 1-29. If you wish to speak to company representatives, plan to attend one of the enroller supported events being held April 11-22 at different County sites. I encourage you to review your personal information to ensure it is updated.

I hope you enjoy the Easter holiday and have a healthy and happy spring. Thank you for all you do every day to serve our county residents.



Amy Cannon, County Manager

**Heads
up!**

**A new tax form
is coming your
way**

We want to give you the scoop about a new tax form you'll receive by March 31, 2016, that's required by the IRS under the health care law (aka, Affordable Care Act, ACA, Obamacare). It's called the 1095-C.

Since no one likes surprise forms—especially ones that involve the IRS—we wanted to tell you the basics about what the 1095-C is and give you the info you need to file your taxes.

1. Know the lingo.

Our national health care law requires all Americans to have health insurance. The 1095-C is a tax form that proves to the IRS that you're covered. It's also how we show that the health insurance we offer meets government standards. The great news is that our plans exceed government standards—and we're proud to say so to the IRS!

2. Watch your mailbox.

You'll receive your 1095-C in the mail at home. Watch for it in an envelope marked as a tax document. When you get it—keep it!

If you don't receive yours by March 31, 2016, please contact us. We'll make sure it gets to you immediately.

3. Keep ALL documents.

Since all Americans must have health insurance, all Americans will get a 1095 Form! There are three different versions—A, B and C. The one(s) you get depends on where/if you work and where you got your health insurance in 2015. That means you, your spouse and other dependents may all get one or more versions of the 1095 Form. Keep them ALL. There are resources to help you use the forms to file your taxes accurately.

4. Check for accuracy.

When you receive your 1095-C, there are a few parts of the form you should double check:

- Your name, address and Social Security number.
- The name, dates of birth and Social Security numbers for anyone that you cover through your health insurance at work—yourself, spouse/domestic partner, children or other dependents. If you didn't cover anyone through work, the "Covered Individuals" part of the form should be blank.
- The months during 2015 that each person was covered by our company's health insurance.

5. Ask questions, find answers.

If you have general questions about the 1095, or specific questions about which version(s) to use when filing your 2015 taxes, contact the IRS at irs.gov.

If you see errors on your 1095-C Form or don't receive yours by March 31, 2016, please contact:

Name: Julie Crawford

Phone: 910-223-3327

Email: jcrawford@co.cumberland.nc.us

Do not hang up. Leave a message.

Find additional resources at:

- <https://www.irs.gov/uac/About-Form-1095-C>
- <https://www.irs.gov/pub/irs-pdf/i109495c.pdf>

Employee Benefits Open Enrollment

Web Open Enrollment: April 1 - April 29
On-Site Enroller Support: April 11 - April 22
Plan Year: July 1, 2016 - June 30, 2017



Date	Location	Time
Monday, April 11	1 st Floor Training Room E. Newton Smith Building 227 Fountainhead Lane	9 a.m. - 5 p.m.
Tuesday, April 12	Room 119 Courthouse, 117 Dick Street	9 a.m. - 5 p.m.
Wednesday, April 13	1 st Floor Training Room E. Newton Smith Building 227 Fountainhead Lane	9 a.m. - 5 p.m.
Thursday, April 14	Meeting Room A DSS, 1225 Ramsey Street	9 a.m. - 5 p.m.
Friday, April 15	Meeting Room A DSS, 1225 Ramsey Street	9 a.m. - 5 p.m.
Monday, April 18	Meeting Room A DSS, 1225 Ramsey Street	9 a.m. - 5 p.m.
Tuesday, April 19	1 st Floor Training Room E. Newton Smith Building 227 Fountainhead Lane	9 a.m. - 5 p.m.
Wednesday, April 20	Meeting Room A DSS, 1225 Ramsey Street	9 a.m. - 5 p.m.
Thursday, April 21	Meeting Room A DSS, 1225 Ramsey Street	9 a.m. - 5 p.m.
Friday, April 22	Room 119 Courthouse, 117 Dick Street	9 a.m. - 5 p.m.

Benefits

- BCBS Medical
- Flexible Spending Accounts
- Ameritas Dental (PPO & Non-PPO)
- Superior Vision
- Allstate Cancer
- AUL Short-Term Disability
- Aetna Term Life
- Unum Whole Life

Reminders

Please remember to obtain a confirmation of your benefit election as it will be the only proof of your election.

You must re-elect your FSA every year. It does not automatically renew.

This is the only time of year you are able to make changes to your benefits. Changes outside of the enrollment period will only be allowed if you experience a qualifying event outlined by the IRS (marriage, divorce, birth of a child, etc.).

How to Login

Go to mywecarebenefits.net/markiii
Case ID M206
Online ID Your social security number
Password Enroll16
Enter Security Code Shown on screen

Questions?

Julie Crawford (910) 223-3327
Cindy Horton (800) 532-1044 x210



Blackwell

Wellness News

Should you stay or should you go to work if you are feeling sick? Here are some simple rules to guide your decision.

By Connie Blackwell, FNP-C

Q. Do you have a body temperature of greater than 100.4, which is considered a fever?

A. If the answer is yes, then go back to bed until you are fever-free for 24 hours without taking any acetaminophen or Ibuprofen.

Q. What about an eye that is red with increased tearing, thick yellow discharge and crust over the eyelids?

A. If the answer is yes, stay home. Conjunctivitis is very contagious and your co-workers would rather you didn't share. Wash your hands every time they come near your eye so you don't spread it inadvertently to your other eye. Schedule an appointment for treatment.

Q. Do you feel queasy and are now experiencing vomiting and have diarrhea?

A. Stay home and please don't share! Stay home until you are symptom free for at least 48 hours. Continue small frequent sips of fluid, even if it comes back up because something is staying down. Make sure you are still urinating. Don't become dehydrated.

Q. I have a rash. Should I stay home?

A. You are encouraged to stay home and monitor the rash and, if it worsens, seek medical attention. If you don't want to miss another day of work, schedule an appointment to make sure it is not contagious.

Your health is very important to us and some tips to avoid illness include eating nutritiously which means lots of vegetables, getting enough sleep, exercising at least 150 minutes a week (30 minutes/5 days a week) and practicing excellent hygiene. Wash those hands, cover that cough, and stay hydrated.

If you have any questions or need to be seen and can't get in to see your primary care provider, visit the Cumberland County website to book your appointment, or call the Cumberland County Employee Wellness Clinic at 910-433-3847.



Keibler

New Clinic Hours Lead to Employee Pharmacy Growth

By Tami Keibler, RPh., Pharmacy Manager

Beginning its fourth year of operation, the Employee Pharmacy continues to serve County employees and their dependents, as well as insured retirees. The pharmacy has experienced significant growth since November 2015, when the newly reopened Employee Wellness Center Clinic extended its hours to accommodate more patients. Clinic hours are: Monday, Tuesday, and Thursday, 7:15 a.m. – 3:30 p.m.; Wednesday, 8:15 a.m. – 5:30 p.m.; and Friday, 7:15 a.m. – 1:00 p.m. The Employee Clinic, at 226 Bradford Avenue, is just one-fourth mile from the Employee Pharmacy, which is located at 227 Fountainhead Lane. The pharmacy hours are Monday through Thursday, 7:30 a.m. to 4:30 p.m., and Friday, 8:30 a.m. to 1:30 p.m.

The Employee Clinic is open to all full and part-time County employees, whether or not they are on the County's health plan, as well as retired employees and dependents, age 12 and older, who are covered by the County's insurance. The Employee Pharmacy serves the same population, extending reduced copays to insured employees, retirees, and dependents. However, unlike the clinic, the pharmacy provides services to children of all ages. Uninsured County employees may also use the pharmacy, but must pay the cost of the medication.

The clinic and pharmacy work hand in hand to deliver quality care and services to patients in a timely manner. When an employee is to be seen at the clinic, the supervisor should provide the employee with a Visit Authorization form, marking the time of departure from work on the form, so that the employee can present the form at the clinic. After being seen at the clinic, the employee should go directly to the pharmacy with form in hand to wait for prescriptions if they have been ordered by the nurse practitioner. Most prescriptions are sent electronically to the pharmacy from the clinic within 15 minutes of the patient's visit. The pharmacy also fills prescriptions for other providers, but prioritizes its preparation of clinic prescriptions above others so that employees may return to work quickly.

The employee's time at the pharmacy is only covered by the Visit Authorization form if the employee immediately reports to the pharmacy from the clinic, waits for the prescriptions to be filled, and picks up the prescriptions as soon as they are ready. A pharmacy technician will note the time that prescriptions are ready on the form as the employee's exit time from the pharmacy. Typically, employees are able to get their prescriptions filled in less than 30 minutes. An employee may not present the form to the pharmacy for validation if he or she has left the pharmacy and returned later for prescription pickup. Use of the pharmacy must be continuous with the employee's clinic visit in order for the pharmacy visit to be included on the form. The form should never be presented to the pharmacy if it is not in conjunction with a clinic visit. The employee should give the form to the supervisor upon returning to work.

Weight Watchers at Work

A **Weight Watchers at Work Program** for employees will soon begin. It will run for 12 weeks and the cost to the employee will be \$156, which can be payroll deducted over three months. If you attend 10 of the 12 meetings, the County will reimburse the employee 50 percent (\$78) of the cost.

If you have any questions, contact Tammy Gillis at tgillis@co.cumberland.nc.us or 678-7728.



Blackwell

Blackwell Named Interim Solid Waste Director

JIM BLACKWELL has been named interim director for Solid Waste Management. The Laurinburg native previously served as county engineer for Scotland County for 25 years. He earned a civil engineering degree from N.C. State University. Blackwell's hobbies are

training horses, traveling, hunting, fishing and spending time with his family.

Estate Planning Webinar March 15

The March "Wellbeing Essentials Webinar" on Tuesday, March 15, at noon, focuses on estate planning. The webinar explores 10 common mistakes related to estate planning. The tip sheet gives an overview of the key documents in an estate plan.



Estate planning is the gift that we give our families by letting them know about our legal/financial and medical desires ahead of time – so during a time of crisis, when emotions are running high, this

isn't an additional burden. And, if there's no will in place, the state of North Carolina uses a formula to decide who inherits property – which precludes leaving assets to friends or organizations, and most likely won't be what's desired. This is critical for everybody, regardless of income level of family or marital status.

Primary Election March 15, One-Stop Voting Underway

ONE-STOP EARLY VOTING for the North Carolina Primary runs March 3 through March 12, providing citizens a convenient opportunity to vote and avoid the long lines on Election Day, March 15. Residents who want to take advantage of early voting, but are not registered to vote, may do same-day registration during One-Stop early voting if they provide acceptable documentation.

One-Stop Voting will be available at five locations – Board of Elections, 227 Fountainhead Lane; Cliffdale Recreation



Center, 6404 Cliffdale Rd.; East Regional Branch Library, 4809 Clinton Rd.; Hope Mills Recreation Center, 5766 Rockfish Rd., and North Regional Branch Library, 855 McArthur Rd. For a complete list of hours, call 678-7733 or go to cumberland.nc.us/elections.aspx.

Registered voters will be required to show acceptable photo ID at the polls. Examples of acceptable photo ID include North Carolina driver's license or ID card, passport, military ID, Veterans Administration card and certain tribal ID cards. Information on required ID, or options for citizens who don't have or are not able to obtain an ID, can be found online at voterID.nc.gov or by calling toll-free 866-522-4723.

County Employee Basketball

Fun and Fitness on the Court!

Avery Graves, Charles McRae, Nakiesha Gaddy, Regina Mitchell, Dennis Shaw and Leland Davis enjoyed a fun season of basketball with the Generals.



Anyone interested in participating in Cumberland County Coed Adult sports can call Internal Audit & Wellness Services Coordinator Tammy Gillis at 910-678-7728.

Will McNeil, Stacey Merritt, Joe Simmons, Nicholas Barrow and Dwaine Goins enjoyed a fun season of basketball with the Patriots.

County Employees Show Panther Pride For Super Bowl 50



Department of Social Services employees showed their Carolina Panthers pride in full force in anticipation of the Panthers vs. Denver Broncos matchup in Super Bowl 50.



Child Support employees showed off their Carolina Panthers pride in anticipation of Super Bowl 50.



Register of Deeds Office Promotions

Four REGISTER OF DEEDS OFFICE staff members were promoted in February. Lisa Scales was promoted to the Senior Assistant Register of Deeds; Andra Brewington



Scales



Brewington



Thomas



Johnson

was promoted to Deputy Senior Assistant Register of Deeds; Jackie Thomas was promoted to Assistant Register of Deeds for Budget, Finance and Administration; and Krissy Johnson was appointed Assistant Register of Deeds for Vital Records. Congratulations!

Tax Employees Recognized For Pharmacy Support

Veronica Rodriguez and Rebecca Lemings, tax assistants in the Assessment/Audit and Collection Division, played a key role in providing support to the Employee Pharmacy when the pharmacy experienced a staffing shortage. They served the pharmacy from July through December. Thanks Veronica and Rebecca!

Tax Administrator Joe Utley presents Tax Assistant Veronica Rodriguez a certificate of appreciation for her service in the Employee Pharmacy from July through December.



Tax Administrator Joe Utley presents Tax Assistant Rebecca Lemings a certificate of appreciation for her service in the Employee Pharmacy from July through December.



Teamwork Helps Tax Mapping Department Meet Deadlines

TAX ADMINISTRATION'S MAPPING DEPARTMENT met the Feb. 12 deadline to have mapping for all deeds, surveys, plats, subdivisions, road right-of-ways, etc. The enormous task of completing all mapping every year is not always finished by the deadline, but this year the team worked very hard to meet the deadline. In recognition of their efforts, the team was treated to a cake on Leap Day, Feb. 29. Good work!



From left, Tax Administrator Joe Utley, Mapping/Records Division Manager Michelle Babson, Heidi Scheffler, Renee Burke, Lisa Smith, Phil Smith, Rob Schob, Timi Fleming, Lynn McGugan and Sharon Wheeler prepare to enjoy a cake for a job well done.

Childers Honored As Outstanding Extension Director

CUMBERLAND COUNTY COOPERATIVE EXTENSION Director Lisa Childers received the Carol Birkhead Outstanding County Extension Director Award in recognition of her leadership, citizenship and contributions to the County at the N.C. Cooperative Extension Annual Conference held in December.



Childers was nominated by her staff, peers, volunteers and County administration. The award was created in memory of former Hoke County Extension Director Carol Birkhead to honor directors for outstanding service and achievement. In 2006, Childers received the Lois Brit Outstanding Extension Agent award while working as a family and consumer sciences agent in Harnett County.

Childers has been Cumberland County's extension director since 2010, after previously serving as Harnett County Extension director. The Fayetteville native is a graduate of South View High School. She earned a bachelor's degree from Campbell University in 1999 and a master's degree in agriculture and extension education at N.C. State University in 2005.

Cooperative Extension Director Lisa Childers with N.C. Cooperative Extension Service Interim Associate Dean and Director Travis Burke.

Livestock Agent on Award-Winning Team

COOPERATIVE EXTENSION Livestock Agent Liz Lahti and other team members from the South Central District recently received The Grange Search for Excellence Award for their efforts to support the N.C. Farm School and Military Farm School.

The Search for Excellence Award promotes and identifies professional excellence within all facets of the N.C. Cooperative Extension Service. The N.C. Farm School is an outreach program for farmers or prospective farmers to teach them about farming, marketing and the business of farms. The program also helps military veterans or those who are about to separate from military duty to enter agriculture. Lahti was one of nine people on the 18-county South Central District Team to receive the award.

"I'm very honored to be chosen to work with these agents and I'm happy to be a part of this team and contribute," said Lahti, who has been with Cumberland Cooperative Extension since 2014.



Lahti

March to Work Job Fair March 23

THE DEPARTMENT OF SOCIAL SERVICES' annual March to Work Job Fair, featuring the Internet Job Café, will be March 23 from 9 a.m. to 2 p.m. at the Crown Expo Center. There will be about 100 employers representing sales, industry, manufacturing, education, finance, government agencies, hospitality, restaurants and more.



Cumberland County Department of Social Services

March to Work
JOB FAIR

Free transportation will be provided from 8:30 a.m. until 3 p.m. with pickups about every 15 minutes at the Department of Social Services' Hillsboro Street entrance; Job Link/Division of Workforce Solutions at 414 Ray Ave.; and the Crown Expo Center.

Job seekers are advised to dress professionally; bring plenty of resumes and black ink pens; and be prepared for short, on-the-spot interviews with potential employers. For more information, contact Toni Wright-Harris at 910-677-2151 or Robert Relyea at 910-677-2222.

Board of Health Named Outstanding Board of the Year

THE CUMBERLAND COUNTY BOARD OF HEALTH has been named the Outstanding Board of Health of the Year by the Association of North Carolina Boards of Health for their leadership in public health accomplishments. The award was presented to 2015 Board of Health Chair Chris Frank on Jan. 20 at the State Health Director's Conference in Raleigh. Throughout the 2015 year, the Board of Health focused on areas in legislative/government, collaborations/partnerships, innovation, health department activities, and volunteer efforts to support public health efforts throughout the community and to strengthen the Cumberland County Department of Public Health and its efforts to create a healthy community for everyone.



From left, are Deputy Health Director Rod Jenkins, Board of Health member Dr. Vikeki Andrews, Board of Health member Barbara Stelly, Board of Health Chairman Chris Frank and Health Director Buck Wilson. Not pictured are 2015 Board of Health members Dr. Heather Burkhardt, Dr. Oliver Hodge, Dr. Carl Creech, Dr. Jeannette Council, Dr. William Philbrick, Pamela Pollock, David Greysbock and Dr. Sanjay Shah.

Health Department Awarded Grants

\$300,000 For Adolescent Parenting Program

The N. C. Department of Health and Human Services has awarded the Health Department a \$300,000 grant for the Adolescent Parenting Program to help provide services for teenagers who are pregnant or are parents.

The Adolescent Parenting Program (APP) serves pregnant or parenting teens who are 19 years of age or younger at the time of enrollment. The goals of the program are to increase self-sufficiency; delay a subsequent pregnancy; increase graduation rates from high school or completion of GED; improve welfare and school readiness outcome for children of teen parents; increase incidence of positive parenting to support cognitive development and mental health of their children; increase children's physical well-being by establishing the child's medical home and creating a safe home environment.

The Health Department will be awarded \$75,000 annually for four years, beginning June 1, 2016, through May 31, 2017. Funding for Teen Pregnancy Prevention Initiatives are contingent upon the availability of funds as determined by the North Carolina General Assembly.

The program requires recipients to be enrolled in school or an equivalent educational program. Pregnant adolescents may be enrolled at any stage of their pregnancy and may remain in the program until they graduate from high school or complete a GED. The APP is a secondary teen pregnancy prevention program intended to help prevent a second or higher order pregnancy. A full-time staff member would be added to the health department for the program. Cumberland County was targeted for funding based on its five-year average teen pregnancy rate, which ranked 12th highest in the state.

\$2,000 for Dental Clinic

The Department of Public Health received a \$2,000 grant from Delta Dental Foundation's Smile for Kids program, which hopes to reduce children's anxiety about visiting the dentist and stress the importance of oral health and hygiene.

In an effort to put children at ease about visiting a dentist, the Health Department's Smiles for Kids program will offer tours of the dental facility to Head Start children, who will meet the dentist and his staff. In addition, educational materials will be provided to the children to stress the importance of a healthy mouth and reinforce oral hygiene care.

Environmental Health Adds Up Grant Awards

Environmental Health has received several grants since enrolling in the Food and Drug Administration's Retail Program Standards in September 2014. The latest tally of grants includes:

Training Manual Grant of \$3,000 From Association of Food and Drug Officials

Environmental Health division received a \$3,000 grant from the Association of Food and Drug Officials to fund the development of an Environmental Health training manual to enhance the division's ability to achieve greater conformance with the Food and Drug Administration's Voluntary National Retail Food Regulatory Program Standards. This will benefit employees in the division's Food and Lodging section.

Foodborne Illness Inspections Benefits from \$20,000 Grant

The Association of Food and Drug Officials awarded Environmental Health a \$20,000 grant to update the division's online data repository. This will help better capture, track, and report information from inspections, visits, complaints, and other contact with permitted establishments. Once this update is complete, Environmental Health will be able to share the additional capabilities with users across the State.

Health Department Kudos



Environmental Health Specialists Pass Exam

Environmental Health Specialists Nicole Thomas and Orlando Diggs passed the Registered Environmental Health Specialist (REHS) exam this year. The exam is designed to assure that Environmental Health Specialists are qualified, competent, and properly prepared to perform the duties and responsibilities of the position. This exam consists of three parts:

1. A multiple-choice test. The current test used is the National Environmental Health Association (NEHA) REHS exam.
2. An essay test. Subjects are varied and developed by the Board's Educational Committee.
3. An oral interview conducted by Board members.

Congratulations Nicole and Orlando!

Environmental Health Staff attend Southeastern Food Safety Seminar

Environmental Health's Program Specialists Charlisa Davis and Diana Blue and Processing Assistant III Rebecca Coates attended the Food and Drug Administration Southeastern Food Safety Seminar in Baton Rouge, La., in November and December. The U.S. Food and Drug Administration (FDA) and a \$3,000 grant from the Association of Food and Drug Officials (AFDO) funded the trip.

Representatives from the FDA, various states across the Southeast region, as well as presenters from across the United States attended this annual training seminar to learn about current Retail Food Safety information for the Southeast Region.

Cumberland County greatly benefitted from attendance at the Southeastern Food Safety Seminar by learning more about Norovirus and its impact on the public, updates to interpretations of the Food Code, as well as the use of Lean Six Sigma in conducting compliance reviews. This knowledge will provide the staff in Environmental Health with new and improved methods in protecting

Stay Connected With Cumberland County Social Media!

Check out the County's social media sites for lots of useful information, such as inclement weather announcements, employee news and links to other services and programs. Find Cumberland County on Facebook, Twitter, YouTube and Instagram.



Like us on Facebook: <https://www.facebook.com/CumberlandNC>

Follow us on Twitter: <https://twitter.com/CumberlandNC>

Subscribe to YouTube: <https://www.youtube.com/user/CumberlandCountyNC>

Follow us on Instagram: <https://www.instagram.com/cumberlandcountync/>

Animal Control Receives Grant, Donations

The American Society for the Prevention of Cruelty to Animals awarded Animal Control a \$5,843 grant to purchase surveillance and safety equipment for animal cruelty investigations.

In 2015, Animal Control investigated 28 cases of animal abuse or neglect that resulted in criminal charges. The department will buy five respirator masks with 10 cartridges; two ammonia readers; two video cameras; a surveillance pole camera and a laptop computer with the funding. The Sheriff's Office assisted in the grant application process.

"Animal Control is thrilled to receive this grant," said Animal Control Director Dr. John Lauby. "The new equipment will assist and better protect our officers while they are investigating cases, which will allow us to charge individuals who treat animals cruelly."

Donations

Cross Creek Animal Hospital and Dell donated \$2,345 to Animal Control's Injured Animal Stabilization Fund. Animal Control Director Dr. John Lauby accepted the check on Feb. 11 from Dr. Ryan Reid, Dr. Shannon Poole and Lisa Wade-Wellington of Cross Creek Animal Hospital and Ginger Swaggerty and Michael Adcox of Dell. The money was a portion of the proceeds raised from the Barks4Hearts event held in November. Dell was the primary organizer of the event.

Wellington invited Animal Control to participate in the event when she heard how the Injured Animal Stabilization Fund was used to help a stray Papillion dog mix that suffered a broken pelvis and leg after being hit by a car. The dog was taken to Cross Creek Animal Hospital by a good Samaritan and was later transferred to Noah's Ark Rescue in South Carolina.



Petsmart Charities donated \$4,815 to Animal Control in January. The department used the money to purchase animal crates and rent a tent and outdoor heaters for an adoption event held Feb.13-14 at the Petsmart on Ramsey Street in freezing weather. The charity also pledged to donate \$10 for every adoption and bonus money once 75 or more animals were adopted. Animal Control found homes for 81 animals at the event.

Animal Control Director Dr. John Lauby, second from left, accepts a donation from Cross Creek Animal Hospital Veterinarian Dr. Ryan Reid, Cross Creek Animal Hospital Practice Manager Lisa Wade-Wellington, Ginger Swaggerty and Mark McIntosh of Dell Inc., and Cross Creek Animal Hospital Director of Services Dr. Shannon Poole

Emergency Services Hosts Operations Center Training

CUMBERLAND COUNTY EMERGENCY SERVICES hosted an Emergency Operations Center training exercise Feb. 11 in the Law Enforcement Center. The scenario centered on the effects of "Hurricane Thor" hitting the County. The participants included various Cumberland County and City of Fayetteville departments, the Sheriff's Office, Fayetteville Police, Red Cross, Cape Fear Valley Emergency Management and PWC.



Community Tax Relief Presentations

TAX ADMINISTRATION Tax Deferment Specialist Marie Shelton and Collections Coordinator Sharon Ford visited the Salvation Army on Russell Street Jan. 20 to give presentations about tax relief at the weekly Senior Social event sponsored by The Salvation Army. Shelton's presentation focused on the homestead exclusion tax relief programs available for qualifying disabled veterans, elderly and disabled persons. Ford followed the presentation with tips on pre-paying the annual tax bill and establishing payment arrangements on delinquent accounts. Assistant Assessment/Audit Division Manager Chelsie Cornelius and Tax Assistant Ryan Davis also attended the social to assist.

The event, which drew 31 residents, was the first in a series of presentations targeting veterans and senior adults. The Salvation Army picked up some of the seniors who would normally be unable to visit the Tax Administration office. The outreach program is part of the tax department's efforts to achieve the goals and objectives outlined in the County's Strategic Plan. Through improved communication, the office is able to educate and inform County residents of the many programs offered. Additional tax relief presentations have been scheduled at senior centers in the County.

"Sometimes the public has a preconceived mindset that dealings with the tax office are bad and we want to show them we care about our citizens and are here to help," Shelton said. "It's good to remember the human element of what we do, instead of being oriented by goals or deadlines. I thoroughly enjoy working with our elderly taxpayers, and hope that getting those who qualify for the exclusion approved will mean the difference in that individual making ends meet each month."

"The outside visits are very important because we don't always have the opportunity to have one-on-one interaction with our citizens; these presentations afford us that opportunity," Ford said. "The turnout was great and I feel that the connections we were able to make improve the perception of the tax office. Visiting the community opens the door of communication in a way that sending out a brochure or information packet cannot."



Cumberland County Tax Administration's Tax Deferment Specialist Marie Shelton, Tax Assistant Ryan Davis, Collections Coordinator Sharon Ford and Assistant Assessment/Audit Division Manager Chelsie Cornelius held an information session on tax relief programs offered to qualified property owners on Jan. 20 at the Salvation Army.



Tax Administration Assistant Assessment/Audit Division Manager Chelsie Cornelius distributes forms during an information session at the Salvation Army.

Senior Games To Be Held April 6-23

The 30th annual Mid-Carolina Senior Games will be held April 6-23 at various locations in Cumberland, Harnett and Sampson counties. Early bird registration has already begun and anyone age 50 and above who is interested is encouraged to sign up. The deadline to register is March 16. To register, contact Local Games Coordinator Tracy Davis at 910-323-4191 ext. 27 or email tdavis@mccog.org. You can also register online at torch.ncseniorgames.org. The senior games provide athletic and arts activities to encourage fellowship, activity and good health. Games include racquetball, track & field events, basketball, softball, target shooting, swimming, table tennis, bowling, billiards, badminton, horseshoes, cornhole, croquet, bocce, pickleball, golf and other events. The Silver Arts categories include painting, writing, dramatic arts, woodcarving, crocheting, jewelry making, needlework, pottery, quilting, stained glass and even cheerleading.



Leadership Team Attends Crisis Communications Training

Senior leadership and public information professionals from the County, City of Fayetteville, Fort Bragg and municipalities in the region participated in crisis communications training Feb. 16-17 at the Iron Mike Conference Center on Fort Bragg.

Communications expert Mark Weaver led the seminars, which focused on crisis communication strategies, spokesperson training, interview techniques, press conference tips and social media strategies. The event was part of a training collaborative established between the County, city, and Fort Bragg.

Mark Weaver, left, gives tips to Cumberland County Sheriff's Public Information Officer Sgt. Sean Swain and Register of Deeds Lee Warren during a practical exercise held during training at the Iron Mike Conference Center on Fort Bragg Feb. 16.



NCDHHS Secretary Visit



N.C. Department of Health and Human Services Secretary Rick Brajer, center, visited the Cumberland County Department of Social Services Jan. 7. He met with (left to right) Social Services board members Betsy Bradshaw and Maria Velazquez-Constas, DSS Director Brenda Reid Jackson and County Manager Amy Cannon.

Just a friendly reminder...

If 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.



DSS Hosts Foster Care Holiday Celebration

The Children's Services staff at the Cumberland County Department of Social Services participated in an annual holiday celebration for foster children and parents. The event was held Dec. 17, 2015, at the Social Services building.

The children and their foster parents enjoyed dinner, playing games, and making holiday arts and crafts. Santa Claus made a special appearance and all of the kids were able to take a picture with Santa and give him their holiday wish list. All of the children received gifts through the generous donations of people and organizations throughout the County.

At the end of the night Santa provided each child with a stocking filled with Christmas treats. David Sippel of the DSS business operations staff was a great Santa Claus.

Sheriff Unveils Anti-DWI Car

THE SHERIFF'S OFFICE unveiled its new anti-DWI display car Dec. 30 in front of the Courthouse. The vehicle is being used to raise awareness about the "Booze It and Lose It" campaign. The car is painted to be half taxi cab and half sheriff's patrol car to emphasize prevention of impaired driving. The car's two halves are designed to show the high cost of money and loss of personal freedom caused by driving while impaired. The



Sheriff's Lt. S. Leake and Cpl. K. Phillips show off the eye-catching Anti-DWI car.

of the car also has a decal of the costs related to DWI, such as court costs, attorney fees, insurance rate hikes and vehicle impoundment. The vehicle was designed and implemented with no taxpayer money. The vehicle was no longer in service and had been set for auction when it was repurposed as a display car. The vehicle is endorsed by Mothers Against Drunk Drivers and features MADD decals. In North Carolina, statistics indicate that 9 out of 100,000 people will die in DWI collisions.

patrol car's front half looks and appears to be like any other Sheriff's Office vehicle. The rear half is yellow and striped to look like a taxi cab. This presents the question to potential drunk drivers as to whether to take a ride in a taxi or to jail, to court, and problems costing thousands.

The side of the car features the \$20 average cost of a taxi ride and the \$6,000 average cost of a driving while impaired conviction. The hood

Better Living Workshops

CUMBERLAND COUNTY COOPERATIVE EXTENSION'S Better Living Series will provide the workshop "Raw Food Dishes" March 31 from noon - 1:30 p.m. Suzanne Cardenas will teach participants how to prepare quick, healthy, meals using raw food techniques through an in-class demonstration. Workshop requires a \$5 fee, due on or before March 24. The workshop will be held at the Cumberland County Cooperative Extension Center, located at 301 East Mountain Dr., Fayetteville.

Visit the Cumberland County Cooperative Extension website cumberland.ces.ncsu.edu for a complete listing of the 2016 Better Living Workshops or for registration information. You may also contact Susan Johnson at 910-321-6405 for additional information.



Guardian ad Litem Program Needs Volunteers

YOU CAN BE THE VOICE FOR CHILDREN who are the subject of court cases in Cumberland County by volunteering for the Guardian ad Litem program. The number of cases involving children has doubled in the past decade and more trained volunteers are needed.

A Guardian ad Litem volunteer is appointed by the juvenile court and is paired with an attorney to investigate the case and to make recommendations about what solution is in the best interest of the child. Volunteers prepare written reports which are submitted to the juvenile court judge for review and include recommendations and the child's wishes regarding his or her needs.

Cumberland County Guardian ad Litem District Administrator Dwight Torrey said the caseload has doubled from around 300 children in 2004 to 716 this year. As the number of cases has grown, so has the need for more trained volunteers. Cumberland County has 140 volunteers.

Volunteers take a 30-hour training program where they learn appropriate ways to interact with community partners, schools, therapists and other individuals and agencies in gathering information.

"The best part of the Guardian ad Litem program is having the community stand behind the children to help them with what they need in the court," Torrey said. "Our job is to make sure that we don't stand still and that we continue to advocate for the case to be heard in a timely manner because we want permanence for a child as quickly as possible."

For more information, visit cumberlandcountync.gov or call 910-475-3021. An application is available online.



Citizens' Academy Accepting Applications



Applications are being accepted for the spring session of Cumberland County Citizens' Academy. The academy runs March 22 – April 26 for six consecutive Tuesdays from 6-9 p.m. at various county government locations.

Citizens' Academy helps people gain a better understanding of what county government does and how the various departments play a vital role in the community. Participants must be residents of Cumberland County. Class size is limited, and academy slots are filled on a first-come, first-serve basis.

The application is available online at www.co.cumberland.nc.us/public_info/citizens_academy.aspx. For more information, please call 910-321-6579 or email jsoles@co.cumberland.nc.us.



Dear Cumberland County staff,

The Emergency Assistance Program of Fayetteville Urban Ministry once again thanks each of you for your support and generosity in providing an abundance of donations during your holiday food drives.

We are very grateful to partner with you and because of your kindness, hundreds of needy families received holiday food bags. We could not do this without your help. Thank you so much.

*Janie Voter
Emergency Assistance Coordinator
Fayetteville Urban Ministry*

2016 RABIES VACCINATION CLINICS

NORTH CAROLINA LAW "The owner of every dog and cat over four months of age shall have the animal vaccinated against rabies." In Cumberland County, the owners of dogs and cats which have not been vaccinated in accordance with this law are subject to a civil penalty in the amount of \$100.

RABIES VACCINATION CLINIC SCHEDULE

Tuesday, March 29 4 p.m. - 6 p.m.

Stedman Elementary School
7370 Clinton Road (Highway 24), Stedman
Martin Edwards Auction Services
10335 Ramsey Street, Linden

Thursday, March 31 4 p.m. - 6 p.m.

Loyd E. Auman Elementary School
6882 Raeford Road
Rockfish Elementary School
5763 Rockfish Road, Hope Mills

Tuesday, April 5 4 p.m. - 6 p.m.

Massey Hill Classical School
1062 Southern Avenue
Melvin Honeycutt School
4665 Lakewood Drive

Thursday, April 7 4 p.m. - 6 p.m.

E.E. Miller Elementary School 1361 Rim Road
Spring Lake Middle School 612 Spring Avenue

Tuesday, April 12 4 p.m. - 6 p.m.

Warrenwood Elementary 4618 Rosehill Road
Alderman Road Elementary School
2860 Alderman Road

Thursday, April 14 4 p.m. - 6 p.m.

Benjamin J. Martin Elementary School
430 North Reilly Road
Clear Path Recycling Parking Lot
(formerly Monsanto)
3468 Cedar Creek Road

Tuesday, April 19 4 p.m. - 6 p.m.

Eastover-Central Elementary School
5174 Dunn Road at Highway 13
Northwood Temple Church
4250 Ramsey Street, 401 N. at Andover Road

Thursday, April 21 4 p.m. - 6 p.m.

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



\$10

Per dog or cat

No checks accepted
Please bring exact change
No rolled coins

Keep your dog on a leash.

Keep your cats in separate carriers or boxes or leave them in your car.

Owners may be held responsible for their pets and for any damage they cause.

To remain properly immunized a dog or cat must receive **two** rabies vaccinations one year apart, then **one** vaccination every three years thereafter. For more information, call Cumberland County Animal Control at 321-6852 or the Environmental Health Division of the Cumberland County Public Health Department at 433-3600.

CUMBERLAND
★ COUNTY ★
NORTH CAROLINA
CCPIO 2/16

CROWN COMPLEX

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MARCH

- 11 Fayetteville FireAntz vs. Louisiana Ice Gators
- 11 Boyz II Men
- 12 Fayetteville FireAntz vs. Louisiana Ice Gators
- 18 Big Top Out The Box Circus
- 24 Harlem Globetrotters
- 25 Fayetteville FireAntz vs. Columbus Cottonmouths
- 29 Fayetteville FireAntz vs. Macon Mayhem



APRIL

- 1 Fayetteville FireAntz vs. Mississippi River Kings
- 2 Fayetteville FireAntz vs. Mississippi River Kings
- 7 Alton Brown: Eat Your Science
- 9-10 American Girl Fashion Show
- 10 Lecrae Higher Learning Tour
- 12 Clifford The Big Red Dog Live!
- 15 Jay Leno
- 30 And Still I Rise Boxing & Kickboxing



MAY

- 6 KEM & Babyface
- 13 Daniel Tiger's Neighborhood Live!
- 28 The Color Run: Tropicolor



OCTOBER

- 15-16 Fayetteville Comic Con



Home To The Fayetteville FireAntz
& Cape Fear Heroes



For Tickets:
CapeFearTix.com
888-257-6208



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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.

Be sure to follow us on **facebook** & **twitter**

Visit us on the Web: [http:// www.co.cumberland.nc.us/](http://www.co.cumberland.nc.us/)

Employee Assistance Program

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 Holiday

All County offices will be closed in observance of

Good Friday

March 25, 2016