



BRUNSWICK COUNTY EMPLOYEE EDITION

Your Resource for Recent Happenings

Employee Newsletter
2009 Series, July Issue

A Message From Our County Manager, Marty Lawing:

Fiscal Year 2009-2010 promises to be very interesting for Brunswick County. The Board of Commissioners have adopted a budget that totals \$198.6 million for all funds. The budget is very lean and is approximately 11.5 percent or \$24 million less than last year's budget. Most departmental budgets are less than last year and there is very little capital outlay funding and less funding for capital improvement projects than in recent years. The poor economy has significantly reduced major revenue sources causing all levels of government to evaluate their organizations and focus on operating more efficiently.

Brunswick County is a goal oriented organization. Each department establishes goals to pursue during the fiscal year, and hopefully you have had the opportunity to participate in that process. The Board of Commissioners also adopts major goals for each fiscal year, some of which are ongoing in nature and may extend over multiple years with revised or updated objectives. The Commissioners' major goals for FY 2009-2010 are:

1. To develop and adopt a budget for FY 2009-2010 that includes no ad valorem property tax rate increase. This goal was accomplished with the adoption of the budget on June 15, 2009.
2. To improve customer service by creating an organizational culture driven by quality customer service through increased and improved interdepartmental communication and focused customer service and diversity training. (Marty Lawing, Team Captain)
3. To develop and implement a strategy to expand the County's water and sewer infrastructure and develop a marketing program with incentives to encourage a higher percentage of connections. (Jerry Pierce, Team Captain)
4. To enhance the County's employee safety program by establishing specific safety goals and performance standards and adopt the safety manual and incorporate incentives to improve the overall safety record to support the County's transition to a self-funded worker's compensation insurance plan. (Eileen Gardner, Team Captain)
5. To develop an Affordable Housing Strategy / Plan to define the County's role in identifying and effectively addressing the need for additional affordable/workforce housing opportunities in Brunswick County. (Steve Stone, Team Captain)
6. To develop ordinances and programs to include development incentives to encourage the incorporation of "green" development and construction practices in the county to reduce the impact of development on natural resources, energy and the County's infrastructure. (Leslie Bell, Team Captain)

A goal team captain has been appointed to manage the progress of each goal and team members have been assigned to assist. If you have interest in participating on one of the goal teams for FY 2009-2010 please contact the goal team captain and you will be added to the team. If you cannot or do not wish to serve on the goal team but have ideas information that would be helpful or beneficial to the success of the goal please share them with the team captain.

We are fortunate that the Board of Commissioners have approved a clear mission and core values and annually establish meaningful and progressive goals for our organization.

PRUDENTIAL 401(K) RETIREMENT INVESTMENT OPTIONS

Brunswick County's 401(k) Retirement Plan introduced new investment options at the beginning of 2009. Employees had the choice of allowing their investment options to automatically map to the new investment options or employees could pay a fee to keep their

balance in the old investment options. At this point each investment has accumulated information on performance. You can now research the performance for the past two quarters and possibly make the decision to transfer current balances to these new investment options.

As a reminder you can make changes to your 401(k) contribution amount and investment options at any time by calling (866) 627-5267, visiting Human Resources or by logging onto www.NCPlans.Prudential.com.

► Inside this issue:

Message from County Manager	1
Prudential 401(k) Investment Options	1
Heart Healthy Recipe for Brunswick Stew	2
Update on Cafeteria	2
LivingWell Health Solutions	2
Spotlight on Employees	3
Special Achievements	4

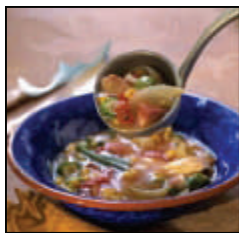
Brunswick County Mission Statement

The government of Brunswick County, North Carolina exists to promote and sustain a superior quality of life. In partnership with our communities, we pledge to deliver cost effective services in a personal, respectful and innovative manner, to our residents and visitors alike.

Core Values

- Accountability
- Customer Service/Trust
- Dignity/Respect
- Diversity
- Environment
- Integrity is Paramount
- Professionalism
- Safety
- Stewardship of Public Resources
- Teamwork

If you have any ideas, articles to submit or feedback you can e-mail mberardo@brunSCO.net



Heart Healthy Brunswick Stew Recipe

Serves 6

Ingredients

Vegetable oil spray	1 1/2 cups fresh or frozen baby lima beans
1 teaspoon olive oil	2 cups fresh or frozen whole-kernel corn
1 medium onion, chopped	6 ounce can no salt added tomato paste
1 pound boneless, skinless chicken breasts	3 tablespoons fresh lemon juice
3 cups fat-free, low-sodium chicken broth	1 1/2 cups chopped tomatoes
1 tablespoon very low-sodium Worcestershire sauce	

Cooking Instructions

Heat a deep skillet or Dutch oven over medium high heat. Remove the skillet from the heat and lightly spray with vegetable oil spray. Pour the oil into the skillet and swirl to coat the bottom. Return the skillet to the heat and cook the onion for 3 minutes, or until tender. Meanwhile, cut the chicken breasts into 1-inch cubes. Stir the chicken and remaining ingredients into the skillet. Reduce the heat and simmer, covered, for 1 hour.

Dietary Exchanges

1 1/2 starch, 1 vegetable, 3 very lean meat *American Heart Association Low-Fat, Low-Cholesterol Cookbook, Third Edition*

Copyright © 2005 by the American Heart Association.

UPDATE ON THE CAFETERIA

Construction is still underway for the renovations on the County Cafeteria. To the left are pictures of the new kitchen and to the bottom right is a picture of the newly added atrium. The new kitchen has almost doubled in capacity, allowing for more efficient service. The Grand Re-opening is tentatively scheduled for September 1st, with a new approach to servicing all patrons. One of the enhancements to the renovated cafeteria is an expanded salad bar. The intent is to have a self-service style lunch—both hot and cold menu items. There may be some additions to the current menu as well. Lean Cuisine has been invited to the re-opening for people to taste some meals that they can offer. This can be an exciting new approach to healthy eating! For those participating in Weight Watchers, the points are calculated for you. The entire staff appreciates all of your patience during this time. If you have any questions, comments or suggestions, please feel free to e-mail Brad Babson at bbabson@brunsc.net.



LIVINGWELL HEALTH SOLUTIONS

What is Melanoma?

Melanoma is the most serious form of skin cancer. It consists of a malignant tumor that originates in the pigment-producing cells of our skin, called melanocytes. If recognized and treated early, a case of melanoma is nearly 100% curable. The problem arises when it spreads to other parts of the body, making it hard to treat and many times fatal.

Risk Factors

Brief, intense exposure to the sun: a serious sunburn

Family history: Family members who have had melanoma in the past

Skin type: Skin that always or regularly burns instead of tans

Large number of big moles: Melanoma begins as an irregular mole

Did you know?

Melanoma accounts for about 3% of all skin cancer cases. Even so, it causes more than 75% of skin cancer deaths. Around 62,480 melanomas will be diagnosed this year, with nearly 8,420 resulting in death.

When caught early, the survival rate of those who get melanoma is around 99%. Once the disease becomes advanced, the rate falls to 15%.

Women under the age of 40 have a higher chance of developing skin cancer than any other cancer except breast cancer.

One serious sunburn during childhood or adolescence more than doubles your chances of developing melanoma later in life.

Make sure to always wear sun screen, during the summer and winter months. For more information visit www.skincancer.org

If you want to make an appointment at the LivingWell Clinic, you can call **1-866-959-9355**. If you have any problems or concerns with the Clinic please contact LivingWell Customer Service **1-866-634-4636**.



SPOTLIGHT ON EMPLOYEES!

During the last couple of months there have been several special Milestone Service Anniversaries. They are commended for their continuous service and loyalty to Brunswick County. What a special Achievement!

30 Years:

Donald Randolph, Operations Services

25 Years:

Bobby Ladson, Solid Waste

20 Years:

Vanessa Reaves, DSS-Administration

15 Years:

Kimberly Brown, Register of Deeds
Yolanda Potter, Revenue Collections
Hal Macon, Water-Field Operations
Steven Nagy Jr., Parks & Rec.
Charles Spencer, Cooperative Extension

10 Years:

Sylvia Ford, Family Health
Debra Ludlum, Central Permitting
Glenn Carpenter, NW Water Treatment Plant
Ronald Moore, Water-Field Operations
LaTonya Moore, Family Health
Carnal Pigott, Detention Center
Jacqueline Capps, DSS-Administration

5 Years:

Kimberly Minnick, Central Communications Center
Amber Earls, EMS
Andy Whitley, Central Communication Center
Kevin Walker, EMS
Debra McLean, Water - Customer Service
Kelly Howard, Register of Deeds
Deborah Cooper, KB Reynolds-Senior Health Pgm.
Donald Alderfer, Animal Control
John Winders, Emergency Management
Serena Bowman, DSS-Administration
Timothy Hewett, Operation Services
Aaron Formyduval, EMS
Ashley Tyler, Cooperative Extension
Lisa Cheek, Central Communications Center

Eugene Burckhalter, Parks & Rec.
Debra Lowman, EMS
Elizabeth Marlowe, EMS
Ingle Spaulding, EMS
Jana Berg, Legal
Jayne Mathews, Emergency Management
Shannon Hill, EMS
Amy Hester, Water-Customer Service
Richard Hewett, 211 Water Treatment Plant
Bobby Faircloth, Wastewater-Field Operations
Gene Kelly, Southwest Regional Wastewater
Sandra Tackett, Water-Customer Service
Steve Hlastala, Wastewater-Field Operations
George Granger, EMS

During the last couple of months there have been some New Additions to the Brunswick County staff... We welcome them and look forward to working together to provide superior customer service to our citizens!

- ◆ Richard Groover on May 3, 2009 in EMS
- ◆ Sherri Fenick on May 3, 2009 in EMS
- ◆ Arthur Sneed Jr. on May 3, 2009 in EMS
- ◆ Mary Riley on May 4, 2009 in Tax Admin
- ◆ Michael Neighbors on May 31, 2009 in Central Comm.
- ◆ Elizabeth Palmer on June 1, 2009 in Parks & Rec.
- ◆ Hugo Bryant on June 1, 2009 in Parks & Rec.
- ◆ Haywood Miller on June 1, 2009 in Family Health
- ◆ Norma Sholar on June 1, 2009 in Parks & Rec.
- ◆ Jan Coats on June 1, 2009 in DSS-Administration
- ◆ Yolanda Palmer on June 1, 2009 in Parks & Rec.
- ◆ Crystal Carter on June 15, 2009 in Family Health
- ◆ Carolyn Price on June 15, 2009 in Planning
- ◆ Erin Long on June 15, 2009 in Family Health
- ◆ Charles Carroll on June 15, 2009 in Family Health

Let's recognize our Brunswick County employees on their remarkable accomplishments!

- ◆ Congratulations to **Sheila Rivenbark** with Operation Services for graduating from Mount Olive College with an Associate's degree in General Studies!
- ◆ Cindy Hasiuk, the Nurse Practitioner at the LivingWell Clinic would like to share a story and offer a special thanks to **Ed Carter** in the Sheriff's Department. Cindy was on her way to work on the morning of Thursday, July 2nd and suddenly her tire went flat on hwy 17. Cindy tried to call AAA but could not get any network coverage with her cell phone. She then put up her hood and within 5 minutes a nice young man by the name of Ed Carter stopped to see if he could help. He was kind enough to change her tire and she was on her way to work within a few minutes. "Thank you so much for helping a scared woman on her way to work. I greatly appreciate your help and kindness."
- ◆ Andrea White in Administration would like to thank **John Conway**, Utilities Customer Service, for coming to her rescue one evening after work. "I had a flat tire and John, who I'm sure was ready to call it a day and head home, took the time to change my tire. I truly appreciate his assistance and kindness."
- ◆ Congratulations to the **Weight Watchers** members for losing a total of 241 pounds in 12 weeks! They should be very proud of themselves... I know that we are! The Weight Watchers at Work meeting is held every Tuesday from 12:30 to 1:30. New members are welcome to join!

SPECIAL ACHIEVEMENTS!

Connecting Parents and their Teenagers is what Connie Thompson does in Brunswick County. The Parenting of Teens Support Group has been meeting in the Brunswick County Courthouse for 8 years but few parents realize this resource is available and free of charge. Connie, along with John Hansen, holds parenting sessions on the 3rd and 4th Tuesdays of the month from 6:00 pm until 8:00 pm.

Families are a priority in Brunswick County and these parenting sessions offer resources for all family situations. Connie says, "some parents come to the group to prevent problems before they even occur while other parents come seeking answers for specific situations they are facing. Either way, we help to meet their needs." There are activities for the teenagers if they would like to bring them along. "During the five years I have worked with the program, I've seen parents take away new skills and feelings of confidence in their parenting abilities," states Connie. "Every parent can benefit from the materials presented."



The Parenting Support Group is facilitated by the Winds Counseling Center and is being sponsored by Brunswick County Teen Court which is a partnership program between Rex Gore, District Attorney and Communities in Schools of Brunswick County.

The Parenting of Teens Support Group addresses a variety of issues including communicating with your teen, current teen concerns such as drugs and violence, encouraging responsible behavior, and improving relationships. Parents meet twice monthly for a total of six sessions using the Active Parenting of Teens series. Participants will receive a certificate of completion on the sixth session.

Pre-registration is required and space is limited, so please contact Connie Thompson at 253-8223 or e-mail teen-court@brunscoc.net to register. Come join us, share common concerns, experiences and successes on your way to becoming the family you want to be.

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Bonnie Ansley, Victim Witness/Legal Assistant for the District Attorney's Office was recently sworn in as a Guardian ad Litem here in Brunswick County. The Guardian ad Litem Program volunteer is trained to represent the "best interest" of a child who has been removed from his/her home as a result of abuse or neglect. To determine what is in a child's "best interest", the volunteer must know the child well enough to identify the child's needs. The volunteer makes fact finding recommendations about appropriate resources to meet those needs and informs the court of the child's wishes, whether or not those wishes are, in the opinion of the volunteer, in the best interest of the child. Volunteers are needed and training and support are provided.

Bonnie is a graduate of UNC-Wilmington and has been working in the District Attorney's office in the special prosecution unit for Domestic Violence. The unit is funded by the Governor's Crime Prevention Council under a two-year grant. For more information about Domestic Violence in Brunswick County contact Bonnie Ansley at 253-8212. For more information or to volunteer for the Guardian ad Litem program, contact Jane Cassidy at 253-8242.

Mike Read is a Senior Programmer with our MIS Department and has been with the County since January of 1999. One of Mike's first accomplishments was creating the Brunswick County Permitting Software that integrated Planning, GIS, Inspections, Central Permitting, Tax, Storm Water and Fire Marshals into one platform to share data. This application streamlined the permit application process and eliminated redundancy of data input within these departments. Mike also created a web application of this program that is friendly and easy to use by the public. Internal and external users of the software say that it is much more advanced than other county permit applications and it is very well tailored to the needs of Brunswick County. Due to the software program's success, other counties had come to review it and to get ideas for developing their own software.

Among other software applications written, Mike has most recently created a Cash Receipt System to automate the flow of cash receipt information (bank deposits) from county departments that collect funds from their customers to the central collection system in the Revenue Collector's department and ultimately on to the Finance Department for recording in the County's financial system. The first departments that will soon begin implementation and utilization of this application will be the Tax, Utility Billing and Finance Departments. After this initial implementation, the program will become available to the other county departments this summer. The benefits of the system will be to save time, reduce errors and reduce paper flow for all phases of the cash receipting process.

Steve Randone, MIS Director, praises Mike for his commitment and work ethic. "Mike is an outstanding employee that has created and implemented many software applications for the County. These software program applications have resulted in cost savings across the board. Staff time and processing time has been reduced, work flows have been streamlined, printed materials have been reduced, and important data is utilized and shared across departmental lines. Also due to Mike's efforts, the services to our citizens have been improved and important County information is at their fingertips via the internet."

The entire MIS department, under the leadership of Steve Randone provides exceptional customer service in a conscience and caring manner to county departments and the public. We have all come to know Mike as an outstanding employee and individual. According to Ventzie Penev, Computer Information Specialist at the Finance Department, "Mike is easy to work with and is always very progressive and proactive in seeking out and learning new technologies and bringing them to use in the county." Brunswick County is very fortunate to have Mike Read on our team.

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Pictured L to R: Jane Cassidy, Director of Guardian ad Litem, District Court Judge Sherry D. Tyler, and Bonnie Ansley, Victim Witness/Legal Assistant for the District Attorney's Office.



Pictured L to R: Joel Ryan, Steve Harkey, Mike Read, Scott Keur, Ventzie Penev, Steve Randone

