



# BRUNSWICK COUNTY EMPLOYEE EDITION

Your Resource for Recent Happenings

Employee Newsletter  
2010 Series, November Issue



## A Message From Our County Manager, Marty Lawing:

As 2010 comes to a close, we can reflect on another successful year for Brunswick County Government. The year has passed quickly, but I am thankful for the things that the people of this organization have accomplished during this very slow recovering economy. We have proven, as a team, that when people dedicated to public service get creative in the pursuit of common goals good things can happen. In light of the economy and fewer resources we have made adjustments, changed the way we do things and maintained our services with little hardship. Overall, Brunswick County has fared well during the recession. You need not look far to see other local governments that have not been as fortunate. Many people predict that the economic recovery will continue to be very slow into the New Year. I have heard some say "it could get worse before it gets better" with regard to the economy. The State of North Carolina is facing a \$3.2 billion budget deficit for the upcoming year which brings concern to local governments that some of the burden will be shifted to us. Difficult times will make us stronger and I am convinced that in the end we will be a better organization. In these lean times we have been successful in the mission of the county by focusing on optimizing the resources that we have instead of wasting time worrying about the resources that we do not have. This is reality. This is the new normal. This is why we are in the business of public service, because we like challenges and opportunities to do good things for county residents and visitors. Local government is ever changing. People will expect more from their public servants and there will continue to be increasing levels of transparency and media scrutiny of everything we do. This is good. As long as we are mindful of our core values of accountability, customer service, dignity, diversity, integrity, professionalism, teamwork and continue to be good stewards of public resources Brunswick County will continue to be one of the premier local government agencies in the state. In this country and state, there are many people that do not understand everything that county governments do and the sacrifices that public servants make to make their lives better. On the other hand there are many citizens that do understand and appreciate what they get from county government. Although public servants do not look for or expect recognition for the good work that you do for the public, at the end of the day you can feel good about your contribution to make this county better for everyone. One of my colleagues has said of public service, "you will never get rich doing what we do, but you will be greatly enriched through the services that we provide to the community."

I hope this Holiday Season, a time for giving, finds you fulfilled with an appreciation for public service. Thank you for the key role that you have played in the success of our county government during the last year.

I would like to wish everyone a very Merry Christmas and a Happy and Healthy New Year!



**THE 3RD ANNUAL EMPLOYEE CHRISTMAS LUNCHEON!**  
**Thursday, December 16th on the Brunswick County Complex.**  
**There will be food, fun and lots of holiday cheer!**  
**Look for more details in the coming weeks!**



### Martin Luther King Celebration Event and Community Service Nominations

Plans are underway for the 2011 Martin Luther King, Jr. Celebration Event which will be held on Thursday, January 13<sup>th</sup> at 2:00 p.m. in the Commissioners Chambers located on the first floor of the David R. Sandifer County Administration Building. The Event Committee is currently seeking nominations for a community service award that will be given during the program. If you know of a fellow employee who has demonstrated out-

standing community service, please submit his/her name, department and a description of his/her service in the community to the Event Committee, c/o Andrea White, County Administration. Nominations may be submitted by interoffice mail or email at [awhite@brunscoco.net](mailto:awhite@brunscoco.net) and will be accepted through Monday, January 3, 2011.



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### 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.*

### VISION STATEMENT

*To provide essential services to support the development of a sustainable and prosperous community with limited bureaucratic intrusion.*

### CORE VALUES

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

## Employees Making a Difference By Focusing on Health



Pictured: Steve Stone at the LivingWell HRA Event

**HRA Turnout:** The employee turnout for the Health Risk Assessments which took place the week of November 15, 2010, was fantastic. Way to go Brunswick County employees! Al-

most 650 employees went through the LivingWell Health Risk Assessments. Not included in this number are the numerous others like the EMS team and those using their private medical providers who are sending their results in directly to LivingWell. Even the LivingWell onsite clinic, also not included in the 650 count, was seeing people that week and are continuing to have employees make appointments for a health risk assessment. So, if you did not get an HRA done that week and would like to get one, contact the LivingWell appointment line, 1-866-959-9355, to schedule an appointment in the on-site clinic. To date, we only have 12 employees who have declined to participate. If you declined and want to change your mind, it is not too late. Just get your HRA completed. When we get the final numbers, we will publish them in this newsletter. Once again, the turnout was fantastic and that is because of YOU.

**Flu Shots:** Our Brunswick County Health Department continued their collaboration and objective to help our employees remain healthy. They were present during each of the HRA sessions and provided flu shots for any employee wishing to have one. To date, approximately 250 employees have received their flu shot. If you still want one then please contact the health department. You can also speak with your department head and team mates about having the health department bring their flu shot wagon over to your department and make it a team event for those wishing to get one.

**HRA Improvements:** LivingWell Health Solutions came to the HRA sessions determined to renew everyone's faith in their program after receiving the feedback you gave during the focus group / orientation sessions. They came in at 6:00 am one morning and at 6:00 pm one evening to provide HRAs for employees working off shift hours. They performed HRAs at the Utilities Field Operation Center and at the EMS building to reduce work disruption and make it easier on employees working in those locations. For example, our 911 call center employees did not have to leave the building. They simply had to walk out of the call center area to take the HRA

and were able to return quickly to continue their support of our community. Every day, LivingWell tested their equipment to ensure everything was in working order. They even let me go around and check out each of their scales. Granted, seeing my weight that many times was not fun for me. Another quality check that LivingWell implemented was to ask people to validate their information as they were going through the assessment. The nurse would say, "does this look right to you" or something similar to ensure there were no big variations in each person's result. They are human so a nurse may have forgotten occasionally but based on feedback from people who spoke with me and others about their HRA experience, the responses confirmed overwhelmingly they performed this extra quality check. Another thing we heard constantly was that the nurse only had to do one stick for the blood draws. It was fun to hear grown men ragging on each other about getting a needle prick. The actual process went smoothly with most people in and out within 10 to 15 minutes. The longest time took approximately 30 minutes and was due to people being worked in without appointments as well as some employees needing to have theirs done earlier than their scheduled appointment. LivingWell was prepared for this type of occurrence and had an extra nurse who was able to jump in to reduce the time back to the 10 to 15 minute mark. Based on what we observed and what we heard from employees, this Health Risk Assessment was greatly improved over the one that occurred two years ago.

**What's Next?:** Now that the HRA event is over, what is next? For those that have not had their HRAs, please work with your medical provider and send into LivingWell your HRA package by February 28, 2011, or call LivingWell to schedule an HRA appointment in our on-site clinic. For those that have completed their HRAs, you have done all that is required to get the incentive waiving the \$30 per month insurance premium. While nothing else is required, please be on the lookout for your Health Risk Assessment report and life plan which will be mailed to your home. We believe in you, our employees / team mates, to take whatever actions you may need toward improving upon your health. You should receive your results in time to include some of the actions you may be wanting to take as part of your New Year's resolution if you so desire. Our goal is to help you be successful.

**Improvements already being made:** When the individual HRA reports are mailed to everyone, we will send out our survey to determine how we evolve our wellness program so please make sure you provide us with your anonymous feedback. In the meantime, we have some actions which we have already

addressed due to the focus group / orientation sessions. First, we ensured that LivingWell understood the feedback starting with the HRAs. Based on the HRA outcome, they heard us and are dedicated to improving their services. Next, employees may now stay on the clock to use our Health Department clinic or our on-site clinic. For example, we heard that some employees go to the Health Department to get their allergy shots or for other medical needs. We heard you and now you can stay on the clock to go to either clinic. The Health Department will need you to bring your insurance card. The LivingWell clinic does not require your insurance card. Our focus is all about helping employees to improve upon their health and to provide cost effective alternatives. Another improvement already addressed by LivingWell deals with the Health Risk Assessment report card. In the sessions, we heard from people who use to smoke that they received an orange bar on their report card. While the intent was to provide a reminder that if you developed a chronic cough or something similar to make sure your doctor knows you use to smoke, LivingWell is removing the orange bar from the smoking result completely. You will either receive a green bar for not smoking or a red that you do smoke. Next, we heard that you did not believe the health communications received from LivingWell were very valuable. Therefore, LivingWell will no longer be mailing health literature to you individually. When you get your results or know of something you are interested in, you can get information by going over to either our Health Department or our on-site clinic. Even our Parks & Recreation department carries information on nutrition and exercise programs. In addition, you can use the Blue Cross Blue Shield Blue Points program, and earn award points, or the BCBS HealthLine Blue phone number, 1-877-477-2424, to obtain health literature or a DVD, if available, at no cost. Another opportunity for improvement being addressed is to change the clinic hours. We have already addressed this with LivingWell and they will be making changes based on your survey feedback. Therefore, please make sure you complete the survey when it comes out so we know more specifically your views on the hours and other opportunities to improve the Wellness program.

Again, **THANK YOU** Brunswick County Employees for your participation. You do make a difference with the actions you take!

# 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!**

- Reecie Tate, Library—30 Years
- Lucinda Hendricks, GIS—20 Years
- Wanda Rogers, Revenue Collections—15 Years
- Donald Seeber, DSS Admin—15 Years
- Maurice Galloway, Operations—15 Years
- Betty Jo Reiss, Operations—10 Years
- Marjorie Rayle, Family Health—10 Years
- Julie Faulk, Building Inspections—10 Years
- Dale Ann White, Central Communications—10 Years
- Sandra Johnson, Register of Deeds—10 Years
- Lois Carroll, Library—10 Years
- Prudence Gaskill, Soil & Water—5 Years
- Benjamin Simmons, Detention Center—5 Years
- Beverly Adams, Engineering—5 Years
- Rene Tarquinio, BSRI —5 Years
- Penny Mayo, Family Health —5 Years
- Michael Quinn, Wastewater Filed Ops.—5 Years
- Adam Clemmons, MIS—5 Years
- Amber Moles, DSS Admin.—5 Years
- Marcia Gregory, Water Customer Service—5 Years
- Christopher Dixon, Wastewater Filed Ops.—5 Years
- Daniel Smith, Water Field Ops.—5 Years
- Juanita Stevenson, Community Alt Program—5 Years
- Oneitha Jackson, Community Alt Program—5 Years
- Sharon Elwood, GIS—5 Years
- Aimee Duncan—5 Years
- Michael Read, MIS—5 Years
- Pamela Coningsby, Library—5 Years

**During the last couple of months there have been some New Fulltime Additions to the Brunswick County staff.**

**We welcome them and look forward to working together to provide superior customer service to our citizens!**

- ◆ Joshua Pietrafeso on October 11, 2010 in Operations
- ◆ Perry Smith on October 17, 2010 in Central Communications Center
- ◆ Heather Spence on October 31, 2010 in Central Comm. Center
- ◆ Andrea Bernard on November 1, 2010 in DSS Admin
- ◆ Francisco Perez on November 15, 2010 in Wastewater Filed Ops.
- ◆ Tabatha Bell on November 15, 2010 in Community Alt .Prgram

## In Memory of Michael Johnston

Michael Eric "M.J." Johnston passed away suddenly on September 11, 2010 in a car accident. He was a part of the Brunswick County family, working as a Meter Reader in the Utilities Department. He will be missed by all that had the opportunity to know him. Our thoughts and prayers go out to his family.



**William Pinnix (pictured left) will be the new Director of Engineering beginning December 13, 2010.**

William Pinnix comes to Brunswick County from right across the river in Wilmington. He has had a varied and interesting career that includes service in the U.S. Navy Nuclear Submarine Force, working in the shipbuilding industry, the electric utility industry, operating his own engineering and contracting business, and most recently working for both the New Hanover County Water & Sewer District and the Cape Fear Public Utility Authority where he was the Engineering Manager of the Development Services Division within the Engineering Department. He is proud of having helped with the formation of the Cape Fear Public Utility Authority on July 1, 2008 with the merger of the City of Wilmington and New Hanover County Water and Sewer District water and sewer utilities and personnel.

He is a state licensed professional engineer and a member of the Professional Engineers of North Carolina (PENC) and the American Water Works Association (AWWA). In addition, he is also a licensed General Contractor and Electrical Contractor in North Carolina. His undergraduate degree is in Mechanical Engineering from North Carolina Agricultural and Technical State University and while working at Newport News Shipbuilding in Newport News, Virginia he completed his Master's in Business Administration at The College of William and Mary in Williamsburg, Virginia.

*"I am excited about joining the Brunswick County Engineering Department and being a part of the Brunswick County team. I lived in Boiling Spring Lakes for a while and have family that live at Oak Island so this feels like coming back home to me. I know that there is a lot going on in the County and am eager to join the team and contribute wherever I can. My goal has always been to provide excellent customer service both internal to the organization and externally to the public"*

## Holiday Greetings!

Please consider providing a little Christmas Cheer for a foster /needy child this holiday season.

Angel Trees have been placed in the Sandifer Building, Cafeteria and 2<sup>nd</sup> Floor of the court house.

Anyone wishing to donate stocking stuffers or other items can contact Nicole Smithers with DSS at 253-2109.



Brunswick County Government will be sponsoring a Blood Drive on Thursday, December 16<sup>th</sup> from 9:00 a.m. until 1:30 p.m. in the Training Room of the Cooperative Extension Building (Bldg. N). All blood types are needed.

To schedule your appointment, or for more information, please contact Andrea White at 253-2016 or [awhite@brunscos.net](mailto:awhite@brunscos.net). Walk-ins are welcome however, an appointment will reduce your wait time.

*All presenting donors are automatically entered into the American Red Cross drawing to win a pair of Delta Roundtrip Air Line Tickets.*

**Ready. Set. Give.**

The need is constant.  
The gratification is instant.



Worried holiday weight gain will weigh you down? Join the Holiday Challenge to get free weekly e-Newsletters that will help you maintain your weight during the holidays. In this newsletter you will find healthy recipes, tips and information to help you successfully navigate the holiday season. You don't have to do it alone. Stay motivated and support one another.

## Peach and Berry Crumble—A healthy holiday sweet treat from the American Heart Association!

### Ingredients

- Vegetable oil spray
- 1 pound frozen unsweetened peach slices, thawed and halved, or 12 ounces peach slices and 4 ounces frozen unsweetened raspberries
- 1/3 cup dried sweetened cranberries
- 2 teaspoons cornstarch
- 2 teaspoons fresh orange juice or water
- 1/2 teaspoon vanilla extract
- 1/3 cup uncooked quick-cooking oats
- 1/4 cup sugar
- 1 tablespoon flour
- 1/4 teaspoon ground cinnamon
- 2 tablespoons light tub margarine

### Cooking Instructions

Preheat the oven to 350°F. Lightly spray a nonstick 8x4-inch loaf pan with vegetable oil spray.

In a medium bowl, stir together the peaches, cranberries, cornstarch, orange juice, and vanilla until the cornstarch is dissolved.

Pour the peach mixture into the pan.

In a small bowl, combine the remaining ingredients except the margarine. Using 2 knives, cut the margarine into the oat mixture until it has a coarse texture and the pieces are about the size of small peas. Sprinkle over the peach mixture.

Bake for 25 minutes, or until the peaches are tender. Remove from the oven.

Preheat the broiler. Broil the crumble for 3 to 4 minutes, or until the topping begins to brown. Remove from the broiler and let stand for about 30 minutes to allow the flavors to blend.

