



BRUNSWICK COUNTY EMPLOYEE EDITION

Your Resource for Recent Happenings

Employee Newsletter
2010 Series, September Issue

A Message From Our County Manager, Marty Lawing:

Many of Brunswick County's employees have participated in the County's Wellness Program administered by Living Well Health Solutions for the last two years. Approximately 70% of our employees participated in the initial Health Risk Assessment in August 2008. Approximately 50% are continuing to take action to address the factors outlined in their individual Healthy Life Plan. Moderate success has been realized in reaching the goals of the program which are to improve employee health and well being, by detecting and addressing chronic disease and other health risk factors that may lead to heart attacks, stroke or other potentially debilitating events. By reducing major medical claims, the county should be in a position to maintain a very high level of group insurance benefits. This is a very important matter. With the costs of medical care historically increasing more than 10% each year, employers are implementing wellness programs in an attempt to reduce the number and severity of claims to offset this trend.

It is very important that the level of proactive participation in the county employee wellness program increases. Beginning the week of October 18th orientation sessions will be conducted to explain the details of the program for all employees and to seek feedback for ways to improve the program. In November, everyone will have the opportunity to have a new Health Risk Assessment (HRA) performed. Those that take the HRA will receive a Healthy Life Plan to serve as a guide for improving their health and will be eligible to utilize the Living Well Clinic here at the Brunswick County Complex at no cost.

Beginning on July 1, 2011 employees will pay a new health insurance premium for individual coverage of \$30.00 per month for the new fiscal year. For those employees that have a new HRA performed through the wellness program and deemed to be in compliance, the \$30.00 monthly premium will be waived. To be in compliance, the employee must sign up for and participate in the HRA, even if they had one in the past, and agree for Living Well Health Solutions to monitor their individual results and make recommendations to address any health risk factors that they may have. Employees that choose not to take the HRA will not receive a waiver of the premium and must pay \$30.00 each month through payroll deduction of \$15.00 for 24 pay periods during the year.

We want to receive your feedback regarding all facets of the program. One criticism of the program is the clinic schedule and limited hours. We will request expanded hours and staffing if the level of participation increases during the upcoming HRA session.

It is my hope that everyone will participate and do something positive for you and your co-workers as stakeholders in the group insurance benefit plan.

Make sure to check out the new INTRANET website available for County Employees at <http://intranet.brunasco.net/>

This web site is only accessible to Employees that have access to the internal network. If you work off-site and are unable to view or get to this site, please contact Computer Services at brunswick@brunasco.net.

Some of the features of the new INTRANET site are:

- Employee related News & Announcements—even the Newsletter!
- Capability for Employees to post Classified Ads
- Human Resources Forms, Insurance Information, etc..
- Phone Directory, Calendar of Events
- Many more features, and many more to come in the future.

Note: **On September 7th**, all Employees' homepages were updated to this new site. The intention is to eliminate, or significantly cut down the mass mailings that have been going out.

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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

Recent Legislation

As of October 1, 2010 a recent legislation has changed what personnel records are considered to be public information (N.C.G.S. 160A-168(b)). Please be aware that the following information is considered a matter of public record.

- Name.
- Age.
- Date of original employment or appointment to the service.
- The terms of any contract by which the employee is employed whether written or oral, past and current, to the extent that the county has the written contract or a record of the oral contract in its possession.
- Current position title
- Current salary.
- The office to which the employee is currently assigned.
- Date and amount of each increase or decrease in salary with that municipality.
- Date and type of each promotion, demotion, transfer, suspension, separation, or other change in position classification with that municipality.
- Date and general description of the reasons for each promotion with that municipality.
- Date and type of each dismissal, suspension, or demotion for disciplinary reasons taken by the municipality. If the disciplinary action was a dismissal, a copy of the written notice of the final decision of the municipality setting forth the specific acts or omissions that are the basis of the dismissal.

For the purposes of this subsection, the term "salary" includes pay, benefits, incentives, bonuses and all other forms of compensation paid by the employing entity.

Please take note of the designated smoking areas located throughout the Brunswick County properties. Again, as a reminder smoking is permitted, as approved by your supervisor, during two fifteen (15) minute breaks each day and only in designated areas located throughout Brunswick County properties. Below is a listing as well as a map indicating the approved areas.

Designated Smoking Areas

DRS Admin Bldg.

Right side of the building

Bldg. A – Health

Picnic bench located at the rear left of Building A near the DSS Parking Lot

Bldg. B - DSS

Rear sidewalk near the Annex

Bldg. C - EMS

Behind the building, outside of the rear employee entrance

Bldg. D - Cafeteria

Area in the back near the loading dock

Bldg. E - BSRI

The rear of Building E to the left of the rear exit where the bench is located Between the Exit door and the door marked E-110 Electrical Room).

Bldg. F – Veteran Services

Back side of the building

Bldg. G - Engineering

The benches at the rear corner of the building

Bldg. H – Board of Elections

Receptacles are located on the side of the building facing the rear of the Complex – picnic table located away from the building on the same side

Bldg. I - Utility Customer Service

Metal picnic tables between Building I back door and the old law enforcement center

Bldg. J - Code Enforcement

The alley between the building "J" and the new sheriff's office

Bldg. L - Operation Services

Behind the building at the table next to the vending machines

Bldg. M – Parks & Recreation

Picnic table that sits in the open green space about 30 feet from the building. Currently there are no smokers in the P&R office.

Bldg. N

Area between the Cooperative Extension Building and Board of Education

Bldg. S

Parking lot on the right side of the courthouse next to the fence of the detention center and the picnic area between the Courthouse and Building I

LEC

Back of LEC under the sally port

Public Utilities

Field Operation Center

Rear of the building at benches

NC 211 Water Treatment Plant

Near Tree outside of operations building

Northwest water Treatment Plant

Outside building near generator

West Brunswick WRF

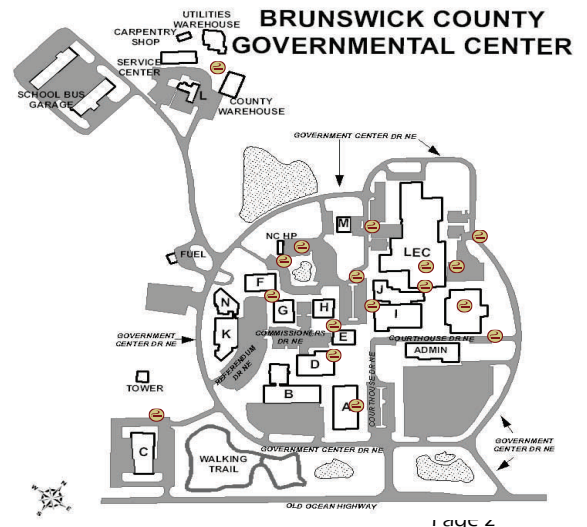
Outside building on head works side

Northeast WWTP

Outside building on head works side

Libraries

Behind each library building, completely out of sight of the front entrance



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!

- Rick Hickman Jr., Operation Services—35 Years
- Juanita Jackson, Food Services—30 Years
- Norris Brown, Parks & Rec.— 25 Years
- Juliet Stanley, DSS Admin— 25 Years
- William Sue, Building Inspections—20 Years
- Ken Caison, Solid Waste—20 Years
- Sherry Harris, DSS Admin, - 15 Years
- Donna Vance, DSS Admin.—15 Years
- David Stanley, Building Inspections—15 Years
- John Bolduc, Sheriff's Dept. 15 Years
- Larry Auman, School Resources Officers—15 Years
- George Brown, Operations Services—10 Years
- Stephen Lanier, Sheriff's Dept.—10 Years
- Steve Stone, Administration—10 Years
- Michael Grimes, NW Water Treatment Plant—10 Years
- John Yow, West Regional Plant—10 Years
- Matthew Hayes, School Resources Officers—5 Years
- Holly Sears, EMS—5 Years
- Katherine Noland, Revenue Collections—5 Years
- Tony Bolling, Criminal Justice Partnership—5 Years
- Jonathan Murray, Sheriff's Dept. —5 Years
- Patricia Rhyne, WIC Client Services —5 Years
- Lashonda Stanley, DSS Admin —5 Years
- Sherry Inman, Register of Deeds—5 Years
- Jimmy Cumbee, Service Center—5 Years
- Kenneth Kennedy, Building Inspections —5 Years
- Kelly Mansur, Sheriff's Dept.—5 Years
- Phillip Tysinger, EMS—5 Years
- Ventzie Penev, Finance—5 Years
- Miriam Jackowicz, 211 Water Treatment Plant—5 Years
- Brian Carlyle, Sheriff's Dept.—5 Years
- Sherri Garner, Water Customer Service—5 Years
- Jacqueline Morden, Water Administration—5 Years
- Ingrid Oliver, Finance —5 Years

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

- ◆ Nicholas Todd on July 25, 2010 in EMS
- ◆ Dayle Haselden on July 26, 2010 in WTD DV Court
- ◆ Tonya Pigott on August 8, 2010 in Central Communications Center
- ◆ Sandra Payne on August 30, 2010 in Family Health
- ◆ Gary Taylor on August 30, 2010 in EMS
- ◆ Kimberly Kidd on August 30, 2010 in EMS
- ◆ Amy Aycock on September 20, 2010 in Wastewater Administration

**Brunswick County Department of Social Services
invites you to join the
Southeastern Adoption Consortium for their annual picnic
In celebration of Adoption Awareness Month
Saturday, November 13th, 2010
11am-1pm
Hugh MacRae Park, Shelter 5
Wilmington, NC
Food, music, Games and Fun for the Whole Family!**

The Household Hazardous Waste collection event that was held on September 18th at the South Brunswick Middle School collected items from about 300 vehicles! If you missed this event, the Brunswick County Landfill does accept electronics, latex paint, used oil, oil filters, antifreeze, gasoline and batteries year round at no charge.

BRUNSWICK COUNTY'S SHERIFF'S OFFICE 3RD ANNUAL FALL FESTIVAL

October 29, 2010 from 6:00pm to 9:00pm
Located on the Complex Walking Trail
This event is FREE of charge!!

There will be several activities, including...
A hay ride, cake walk, pumpkin decorating contest,
Costume contest, fortune telling, games
A haunted trail and more...

Call 1st Sergeant Tommy Tolley at 253—2708 or Beth Boling at 253—2736

Brunswick County has provided an opportunity for anyone to submit ideas or suggestions for improvements by placing suggestion boxes throughout the county properties. Your ideas or suggestions can be made anonymously if you wish. Since the inception of these suggestion boxes in June 2010, there have been several suggestions that have resulted in a positive change. For example, the railings at the courthouse have been sanded and painted, a water fountain has been added to the complex walking trail, smoking areas were designated, benches have been ordered and will be placed along the complex walking trail and payment drop boxes have been moved to allow for drive up service. These are all examples of how your suggestions are being evaluated and put into action. If you would like to submit your idea, look for the suggestion boxes that are listed below!

At the Government Center:

Admin Building: In the lobby on the reception table
Building A: In the lobby waiting area, back wall beside the water cooler
Building B: In the lobby located on the reception desk
Building C: In the lobby located on the counter
Building D: In the lobby located on the back left side
Building E: In the lobby located on the left side
Building F: In the lobby located on the table
Building G: In the lobby located on the right wall
Building H: In the lobby located on the table on the right
Building I: In the lobby located on the front counter
Building J: In the lobby located on the back wall
Building L: Located in the main hallway on the right
Building M: In the entranceway, to the left of the time clock
Building N: In the lobby located beside the men's restroom
Building S: In the lobby located in front of the elevator
Sheriff's Dept.: In the lobby located beside the reception desk.

Libraries:

GV Barbee, Sr: Located on the table past the check out desk
Margaret & James Harper, Jr.: Inside the front door on table, right side
Hickmans Crossroads: Located inside, past books on post
Leland: Located inside on right, on brick wall
Shallotte: Located inside, down to the left

Senior Centers

Southport: Located in the main hallway on table

A special thanks goes out to all of the Emergency Personnel and others that provided Brunswick County with exceptional services during the recent heavy rains and flooding. Please be sure to provide your Department Head with current contact information in order to receive emergency notifications. As always, use extreme caution when traveling in flooded areas and be safe.

Flu season is in full effect and everyone should take precautions to help prevent the spread of the flu!

Vaccination is the best protection against contracting the flu. The Brunswick County Health Department offered flu shots to all employees and their families on September 24, 2010. A total of 167 shots were given. The health department would like to thank those employees for being concerned about the spread of the flu.

The Brunswick County Health Department is again offering flu shots to Brunswick County employees and their household family members on Tuesday **October 19th from 9:00am to 12:00pm**. Please bring your ID and Insurance Card.



Important Tips for Prevention include:

- Wash your hands often with warm soapy water or a hand sanitizer
- Avoid touching your eyes, nose and mouth.
- Disinfect your environment, at home and in the workplace.
- Try to avoid close contact with sick people.
- Stay home if you are sick until at least 24 hours after you no longer have a fever (100°F or 37.8°C)
- Follow public health advice regarding school closures, avoiding crowds and other social distancing measures.

