



BRUNSWICK COUNTY EMPLOYEE EDITION

Your Resource for Recent Happenings

Employee Newsletter
2011 Series, October Issue

A Message From Our County Manager, Marty Lawing:

Fall is here and it is again time for the County's United Way campaign. Typically, our campaign runs for a short period of time and is usually very low key and low pressure. Everyone knows what the Cape Fear United Way does, right? The Cape Fear United Way, although headquartered in New Hanover County provides much needed funding to resource agencies in Brunswick County. Historically, United Way has provided more funding to Brunswick County agencies than has originated from employer contributions in the county. Another positive feature is the ability to designate the charity or non-profit that you would like to benefit directly from your contribution. Most of us probably know someone that has received assistance from one of the United Way funded agencies in Brunswick County. As an employer, it is our goal to raise as much as possible during the campaign, but the focus is not on how much money you give, but more the idea that every employee make some contribution.

In my first job many years ago, I was charged with the responsibility of heading up the United Way campaign for my employer. I was instructed by United Way officials to encourage employees to consider giving just \$1.00 per pay period. As you know, a dollar does not go as far as it did over 28 years ago, but I still recommend the \$1.00 per pay period contribution level for those that have never given to United Way. We have employees at all pay grades that make significant contributions and we have many that do not participate. We have some large departments that have 100% participation and we have other departments with no participation. If every county employee would consider giving \$1.00 per pay period through payroll deduction, the campaign would raise more than \$24,000. Think about it. Make a contribution and do something good for a fellow Brunswick County resident.

Important Loan Policy Information for NC 401(k) and NC 457 Plans

Effective September 1, 2011, the following changes were implemented for the NC 401(k) Plan and the NC 457 Plan:

- ✦ Upon retirement, separation or termination of employment, members who have an outstanding loan balance with the Plan(s) will have the option to convert their loans to monthly coupon payments with an additional administrative cost of \$100.
- ✦ When the loan is converted to a coupon, the outstanding loan balance will be recalculated based on a monthly payment schedule, which will give the member a current next expected payment date. If the loan frequency was already monthly, the loan will still be recalculated, which will ensure that the member does not fall behind on loan payments.
- ✦ If the loan has NOT been converted to coupon payments, the loan will default either 90 days from termination date, the next expected payment date, or upon withdrawal from the Plan(s), whichever comes first.
- ✦ If the loan is converted to a coupon and a payment is not made, the loan will default 90 days from next expected payment date or distribution. The only exception is when an outstanding loan is approaching the five-year maximum duration, as default is automatic once the five-year duration has been reached. This policy is for all members, active and inactive, provided that the loan was not previously defaulted.
- ✦ If a full or partial distribution occurs while the member is terminated, the loan will default immediately, regardless of conversion to a coupon.

If you have questions about these changes, please call **1-866-NCPlans (1-866-627-5267)**.

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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.

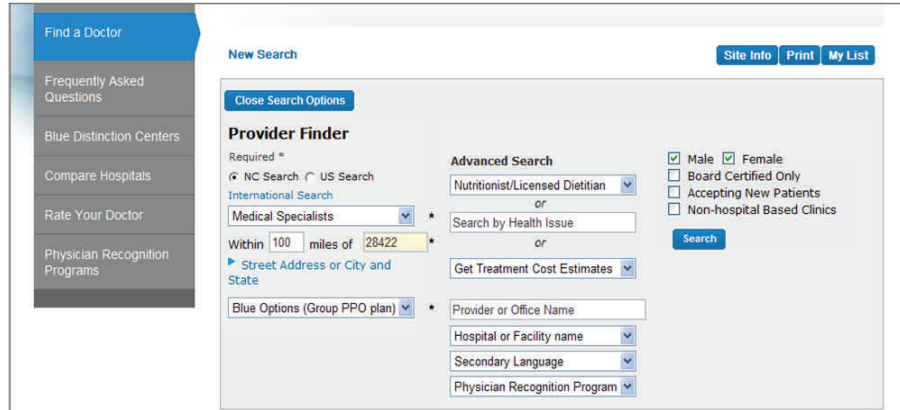
CORE VALUES

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

Did you Know...

Nutritional visits/counseling is a part of preventive care with Blue Cross and Blue Shield of NC. There is no limit on the number of visits either! All nutritional visits are covered at 100%. In fact, all preventive services are covered 100%, effective July 1, 2011. You can locate this information in the BCBS Membership Guide. This guide is located on the intranet under Human Resources, Health Insurance. If you need a printed copy you can contact human Resources as well.

In order to find a nutritionist in your area, you can call BCBSNC at (877)258-3334 or log onto the web site at www.bcbsnc.com, click on Find a Doctor, under International Search select Medical Specialists, under Advanced Search select Nutritionist/Licensed Dietician. This will provide results based on the zip code and distance that you provide. To the left is an example of the search on the BCBSNC web site.



Health Tips...

One of the primary factors impacting health insurance claims in this country is that many people are overweight. Controlling body weight comes easy for some people but most of us have to constantly work to maintain a healthy weight. To help avoid weight gain try practicing some of the following habits: 1) Eat an early dinner, 2) weigh yourself daily, 3) read diet and exercise tips, 4) eat breakfast, 5) take snack breaks, 6) drink water, 7) order a la carte, 8) choose whole grains, 9) eat spicy foods 10) get 6 to 8 hours of sleep 11) manage stress, 12) take the stairs, 13) chew thoroughly, 14) eat protein, and 15) walk after meals

Women's Weight Management

Dates: 9/15-12/8

Thursday's

No class 11/24

Time: 5:30pm -7:30pm

12 week program for women ages 18-64 with a BMI of +27 and who desire to lose weight.

Class minimum 12

Pre registration required.

Fee: \$65.00/person (**\$50 for County employees**)

For more information or to register please call:

Ruthie

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 27, 2011. The health department would like to thank those employees for being concerned about the spread of the flu. Everyone can still visit the Health Dept. without an appointment for this year's flu shot/flu mist. Just be sure to bring your identification and health 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.



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!

- Larry Jones Jr., 211 Water Treatment Plant—25 Years
- Glen Rourk, NW Water Treatment Plant—25 Years
- Gracie Varnum, Water Customer Service—25 Years
- Lee Curry, Community Alternative Program—20 Years
- Mildred Royster, DSS Administration—20 Years
- Beverly Hewett, DSS Administration— 20 Years
- Kathi Stanley, Title III In Home Care— 15 Years
- Samuel Rees, Detention Center—15 Years
- Twanda Williams, EMS— 15 Years
- Cherie Dilgard, Family Health—10 Years
- Marjorie Stephenson, Governing Body—10 Years
- Laurie Watson, Detention Center—10 Years
- Larry Price, School Resource Officer—10 Years
- Ursula McKoy, Tax Administration—10 Years
- Patrick Christy, EMS—10 Years
- Darlene Teeple, Environmental Health—10 Years
- Patrick Harrington, West Regional Wastewater—5 Years
- Julie Bass, DSS Administration —5 Years
- Ernest Flowers, Detention Center—5 Years
- Karl Scoggins, Detention Center—5 Years
- Beverly Coleman, Central Permitting—5 Years
- Boyd Vance, Tax Administration—5 Years
- Tracy Bynum, EMS—5 Years
- Harriet Gore, Title III In Home Care—5 Years
- Francine Hardy, Community Alternative Program—5 Years
- Brandy Lewis, Governing Body—5 Years
- Jeremy Long, Wastewater-Field Operations—5 Years
- Mary Cox, DSS Administration—5 Years
- Althea Scoggins, DSS Administration—5 Years
- Heather Heigl, EMS Progress Energy—5 Years
- Tamika Bethel, WIC-Client Services—5 Years
- Ronald Robbins, Building Inspections—5 Years
- Nathan Snyder, Service Center—5 Years
- Makeba Shaw, DSS Administration —5 Years
- Candace Blackwell, EMS—5 Years
- Robert Benya, Detention Center—5 Years
- Kyna Bryant, Planning—5 Years
- Laura Heavner, Legal—5 Years
- Ted Adams, Code Enforcement—5 Years
- April Stanley, Sheriff's Dept—5 Years
- Brigit Flora, Engineering—5 Years

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

- ◆ Jonathan Hughes on August 7, 2011 in EMS
- ◆ Charles Flowers on August 2, 2011 in EMS
- ◆ Kyle Goodson on August 8, 2011 in the Detention Center
- ◆ Moses Stanley on August 22, 2011 in the Superior Judges Office
- ◆ Rebecca Bigford on August 22, 2011 in Environmental Health
- ◆ Bobby Ladson II on August 22, 2011 in Operation Services
- ◆ Stacey Greer on September 6, 2011 in DSS Administration
- ◆ Richard Wilson on September 6, 2011 in Solid Waste
- ◆ Michael Lutz on September 6, 2011 in Wastewater-Field Ops.
- ◆ Kwabena Kelsey on September 6, 2011 in DSS Administration
- ◆ Jason Hamlett on September 6, 2011 in Central Communications
- ◆ Beth Jones on September 6, 2011 in DSS Administration
- ◆ Amber Huett on September 6, 2011 in DSS Administration
- ◆ George Green on September 12, 2011 in Wastewater-Field Ops.
- ◆ Brian Inman on September 15, 2011 in Wastewater-Field Ops
- ◆ Brandon Faircloth on September 19 in Wastewater-Field Ops
- ◆ Charles McAfee on September 26, 2011 in DSS Administration

Brunswick County appreciates all the hard work that the following people have contributed and will miss them in Retirement!!

- ◆ Susan Angelow in the Library Retired September 1, 2011
- ◆ Debra Harrison in Social Services Retired September 1, 2011

Immunization Team Receives Recognition

The Immunization Staff of the Health Department has received National as well as State recognition for their school based immunization program for flu shots. Cyndi Simmons, Director of Nursing, started the program 6 years ago by taking FluMist to the schools. "It just seemed like the logical thing to do, take the vaccine to where the children are" said Ms. Simmons. The first year they gave 33 vaccinations. Last year they did over 2300.

The makers of FluMist, MedImmune, have included the program in their "Teach Flu A Lesson" promotional materials. Jeanna Cheek, Nursing Supervisor, is now in charge of the program and recently presented the model program at the State Immunization Conference.

The team also received a Certificate of Recognition from Merck for Improving Adolescent Health by providing Hepatitis vaccinations. Other health department staff involved in the program pictured from left to right are Kolandra Gause, Erica Mee, Jeanna Cheek, Rachel Elkins, seated Barbara Beube, , not pictured Susan Stanley.



CURRENT EVENTS



United Way helps to support many in need. Below are some statistics that may surprise some people...

- The four-year graduation rate for Brunswick County is only 72.5%
- Brunswick County's juvenile delinquency rate is 45 per 1,000 youth aged 6-15, which is much higher than the state average of 32
- 23% of the children in the county live below the federal poverty level
- 24% of adults and 10% of children in the county are uninsured
- One in five Brunswick County residents live with a disability

Local results through United Way

Since its launch in late 2008, more than 600 Brunswick residents have used 2-1-1, a free referral service that connects people with the human services they need. A service of United Way, 2-1-1 is available 24 hours a day to every resident of the county. Last year, 270 students received academic support through tutoring, mentoring, life-skills training, enrichment classes, after-school programs, or enhanced parental involvement. Last year, the United Way Senior AIDES program impacted Brunswick County's economy with about \$115,000 in gross wages. And seniors in the program performed more than 18,000 hours of community service for local organizations and agencies. Nearly 1,300 Brunswick residents last year received emergency rental/mortgage and utility assistance, life sustaining prescriptions, or food as a result of United Way funded programs. 1,200 uninsured individuals were able to access preventative medical and dental care, obtain needed prescriptions, and receive valuable health education. Additionally, hundreds of other Brunswick residents have received vital services such as disaster relief, credit counseling, case management for domestic violence prevention, life skills development for the disabled and emergency shelter.

The United Way Community Impact Fund directly supports local programs that benefit the Cape Fear area in three focus areas: Education, Income and Health. Grants are awarded through a volunteer-run, competitive application process.

Brunswick County's United Way campaign, "The Power of One" will take place from November 2, 2011 through December 9, 2011. If each employee can contribute \$1 per paycheck in 2012 it could make a huge difference to many lives here in our area. Your contributions can benefit many people who are in need.



4th Annual Brunswick County Sheriff's Office Fall Festival

October 28th, 2011

From

6:00pm until 9:00pm

NO CHARGE

FREE TO EVERYONE!



Location: In the center of the walking trail in front of the Government Complex, Bolivia

Activities:

NEW! Haunted Hay ride, Cake Walk, Pumpkin Decorating Contest, Face Painting, COSTUME CONTEST ALL AGES, Bounceez House's, Fishing Booth, Duck Hunting, Corn Hole, Basketball, Fortune Telling, Minute to Win it, Mouse in the Haystack, Seat Belt Simulator, School Bus, Smoke House and many other's

We will also have FREE Hot Dogs, Drinks and Plenty of Candy!

