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A PUBLICATION FOR HARNETT COUNTY
LOCAL GOVERNMENT EMPLOYEES



Be Leaf It, or Not

Trinity J. Faucett, Human Resources & Risk Management Director

A for Attitude

By Pat Brans

Time is the ultimate equalizer. Everyone gets the same number of hours per week to accomplish their goals—168, minus seven to nine hours of recommended sleep each night. Yet some people seem to achieve more than others. Much of the difference comes down to how well you manage your attitude.

Think of underachievers you know. Are they afraid to work toward their dreams because they may risk revealing that they don't have as much talent as they—or others—thought?

Yes, says Stanford University psychologist Carol Dweck, who has studied the role that attitude plays in goal achievement. Dweck refers to two distinct attitudes toward goals: "Performance-oriented" people view positive outcomes as demonstrations of competence; "learning-oriented" people see an outcome as requiring competence but know competence can be acquired. Studies have shown that the latter mind-set will get you much further in life.

Upon hearing this revelation, some people argue that a person's attitude is set and there's nothing he or she can do about it. My research on top performers, however, reveals that overachievers consistently change and manage their attitudes by:

Challenging assumptions. For example, do you assume a stay-at-home mom with no business experience can't run a company? What assumptions are holding you back?

Rethinking perspectives. Do you view your work toward a given goal through the eyes of those around you? Does the goal need to demonstrate to other people that you possess certain skills? Or can you check your ego at the door and learn what you need to accomplish your goals?

Changing focus. Are you going to spend precious time agonizing about goals you didn't accomplish, or will you focus on those you did accomplish and will accomplish in the future?

Managing Your Attitude

Because attitude toward goal achievement is a major factor in determining how effectively you go after what you want, managing your attitude is a productive way to spend some of your 168 hours per week.

The more time you spend challenging assumptions, focusing on the learning aspect rather than the performance aspect of your goals and taking your ego out of the equation, the more goals you will achieve.

When you fail to reach a goal—and even when you do reach it—remember that ability has little to do with it. You won't beat yourself up for your next failure, and you won't be full of yourself after your next success.

The author, a corporate trainer, is based in Grenoble, France, and is founder of Master the Moment, an approach to time management and personal effectiveness. He can be reached at www.master-the-moment.com.



A for Attitude

Welcome to Harnett County!

Please join Human Resources in welcoming the following new employees who joined Harnett County during the months of August and September 2010:

[Human Resources](#) - Katy Aguirre

[Finance](#) - Cindy Parrish

[HARTS](#) - Tonya Robertson

[Public Buildings](#) - Steven Tart

[IT](#) - Luke Stewart

[Sheriff's Office](#) - Robert Tew, Joshua Vann, Robert Kimbrough, Jr., Cori Knight, Christopher Latta, Kristen Maynor, Will Moore, Ronald Murray, James Reagan, Amber Seasholtz

[Emergency Services](#) - Daniel Pope, Jason Aberegg, William Holt

[Animal Control](#) - Jeff Knight

[Economic Development](#) - Cynthia Minter

[Cooperative Extension](#) - Brian Parrish

[Workforce Development](#) - Gregory Ray

[Health](#) - Samantha Colville, Amanda Howard, Betsy Shoemake, Shirley Zimmer

[Social Services](#) - Donda Blake, Maria Broughton, Vejen Bruno-Lasanta, Ruth Burgun, Sonya Cissell, Morgan Gregory, Ashley Howard, Janie Jordan, Beverly Nicholas, Jeffery Silver, Steffani Taylor

[Youth Services](#) - David McRae

[Public Utilities](#) - Christopher Norris

Enjoy a Discount Getaway to Biltmore Estate

County employees now have the opportunity to experience the spectacular beauty of Biltmore Estate at a discounted rate! For discounted tickets for daytime admission to the Inn and Biltmore Estate, visit www.biltmore.com/encmunicipal. When prompted, use the code: encmunicipal. For assistance, call toll free 1-866-851-4661.



Board of Commissioners Approve \$5,000 Match for Employee Wellness Grant

At the September 20, 2010 Board of Commissioners meeting, the Board approved to appropriate \$5,000 as a match for a grant Harnett County received for an employee wellness program from the North Carolina Association of County Commissioners (NCACC). The goal of the wellness program is to help promote a healthier lifestyle among our county employees.

In anticipation of starting the wellness program, a wellness committee was formed with representatives across departments to garner support and gather feedback from all employees. The members of the committee are: Aaron Meredith (Sheriff), Beth Blinson (Economic Development), Beth Byrd (DSS), Brandy Bailey (HR), Cathy Gardner (Planning), Chris Johnson (Public Buildings), Debbie Williams (Health), Debra Hawkins (Health), Gary Pope (Emergency Services), Jenny Harrop (GIS), Jimmy Riddle (Fire Marshal), Melinda Bethune (HR), Ricky Denning (EMS), T.J. McLamb (Fire Marshal), and Trinity Faucett (HR).

To assist the Wellness Committee in planning the programs, a wellness survey has been sent out to department heads to distribute to employees. Please help us by completing the survey and submitting to your supervisor. It is important that we receive your feedback so that the wellness program can be designed with our employees needs and wants in mind. A copy of the survey can be found at the end of this newsletter.

News from the NC Retirement System

You are probably used to receiving your Annual Benefit Statements from Human Resources. A couple years ago, the state combined the statements with your 401(k) information and mailed to your homes. This year the state has posted the 2009 Annual Benefits Statements in active members' personal ORBIT accounts and will *not* be mailed. In order to view your information and start planning your financial future today, visit www.myncretirement.com to access ORBIT.

Upcoming Retirement System Conferences

October 12, 2010	Alamance Community College Auditorium-Main Campus 1247 Jimmie Kerr Road Graham, NC
October 20, 2010	Vernon James Center Conference Room 207 Research Station Road Plymouth, NC
October 26, 2010	Onslow Co Multipurpose Complex Rooms 1&2 NC Cooperative Ext. Center 4024 Richlands Highway Jacksonville, NC
October 28, 2010	Salisbury Civic Center 315 S. Martin Luther King Street Salisbury, NC
November 2, 2010	Historic Depot 58 Depot Street Marion, NC
November 3, 2010	City of Hickory Julian Whitner Municipal Building-Council Chambers 76 N. Center Street Hickory, NC
November 16, 2010	North Carolina Justice Academy Jones Auditorium 201 N. Fayetteville Street Salem, NC

Important Safety Reminder from the Risk Management Coordinator, Melinda Bethune

Please remember that cell phones should not be used while driving a County vehicle unless absolutely necessary. Texting and/or e-mailing while driving is illegal and should not be done in a moving vehicle at all. You are representing the County while at work and especially while driving a County vehicle. We should all be mindful of our reputation and behave in such a way that does not reflect poorly on our reputation.

Current Job Opportunities

Currently, Harnett County is recruiting for the following vacancies:

Community Social Services

Assistant

\$20,463-\$24,556

Closing Date: 10/13/10

EMT-Paramedic

\$38,887-\$44,719

Closing Date: 10/27/10

Income Maintenance

Caseworker II

\$29,892-\$46,333

Closing Date: 10/18/10

Social Worker II

\$35,374-\$42,449

Closing Date: 10/19/10

Transit Driver

\$7.25 hourly

Open Until Filled

For additional information or to apply for any of the above positions, please visit the Human Resources website at www.harnett.org.



2010 Health & Wellness Fair to Promote Total Wellness (Mind, Body, & Spirit)

The Human Resources Department and the Employee Wellness Committee are working hard to make this year's Employee Health and Wellness Fair the best production ever. Utilizing "The Wizard of Oz" theme, we are promoting total wellness: Mind (Scarecrow), Body (Tin Man) and Spirit (Lion). The Harnett County Public Health Department will be offering flu shots and other vendors are excited to provide employees information regarding benefits and programs to assist them on the "road to wellness". See below for more information.



2010
Employee Health
& Wellness Fair

Follow the (Yellow Brick) Road to Wellness

Journey to the Land of Oz to learn
more about total wellness – Mind
(Scarecrow), Body (Tin Man), &
Spirit (Lion)

Harnett County
Government Complex
October 14, 2010
Commons Auditorium
10 a.m. – 2 p.m.

*Employees enrolled in The County Health Plan
can receive a free flu shot provided by the
Harnett County Public Health Department.
Bring your insurance card & photo ID.*

**Other vendors include: Harnett Health,
Prudential 401(k), AFLAC, Local Government
Federal Credit Union, Hospice of Harnett
County, Benefit Services & Design, Harnett
County Emergency Services, The County Health
Plan/Cigna, Earthshare of NC, Veterans
Services, and more.**

Presented by the Harnett County Employee Wellness Committee

Important Notice

Public Personnel Records Act Changes

All employees of the County should be aware that the North Carolina General Assembly passed legislation during the 2010 session that impact the statutes governing public personnel records information. HB961 (Government Ethics and Campaign Reform Act of 2010) became effective Oct. 1, 2010 and increased the information about your employment that is consider to be a matter of public record and thus can be released to the media or any citizen upon proper request. Below is a chart shared by the North Carolina Association of County Commissioners that outlines the significant changes in the information between the old law and the changes made in HB961. The entire bill can be reviewed by going to the following website: <http://www.ncga.state.nc.us/Sessions/2009/Bills/House/PDF/H961v9.pdf>.

If you have questions, please feel free to contact the Human Resources Department.

PRIOR LAW	NEW LAW
<p>Personnel Records are protected from release except for the following, which is public record:</p> <ul style="list-style-type: none"> name of the employee age of employee date of original employment terms of any contract current position and title current salary the office to which the employee is currently assigned date and amount of <i>the most recent</i> promotion, demotion, transfer, suspension, or other change in position 	<p>Personnel Records are protected from release except for the following, which is public record:</p> <ul style="list-style-type: none"> name of the employee age of employee date of original employment terms of any contract current position and title current salary the office to which the employee is currently assigned date and amount of <i>each</i> increase or decrease in salary with that county date and type of <i>each</i> promotion, demotion, transfer, suspension, separation or other change in position classification with that county the date and general description of the reasons for each promotion with that county the date and type of each dismissal, suspension, or demotion for disciplinary reasons taken by the county for dismissals due to disciplinary reasons, a copy of the written notice of the final decision of the county setting forth the specific acts or omissions that are the basis of the dismissal

Upcoming Events & Holidays

- 10/14/2010 Employee Health & Wellness Fair
Flu Shots provided by the County Health Department
- 11/2/2010 Election Day
- 11/11/2010 Veterans' Day - County Holiday
11:00 a.m. Ceremony at Veterans' Park
1:00 p.m. Veterans' Day Parade, Town of Lillington
- 11/25 & 26 Thanksgiving Day & Day After—County Holidays



In Flander's Field

by John McCrae

In Flanders Fields the poppies blow,
Between the crosses, row on row,
That mark our place; and in the sky,
The larks, still bravely singing, fly,
Scarce heard amid the guns below.
We are the dead.
Short days ago,
We lived, felt dawn, saw sunset glow,
Loved and were loved and now we lie,
In Flanders Fields.
Take up our quarrel with the foe
To you, from failing hands, we throw,
The torch, be yours to hold it high.
If ye break faith with us, who die,
We shall not sleep, though poppies grow,
In Flanders Fields.



Wellness Program Interest Survey

Harnett County is implementing a Wellness Program to help you feel better and stay healthy. Please complete the following questionnaires (anonymously) about your interests in the following health promotion and health-related activities. Although some of the possible activities listed below could be based at our workplace, be assured that your participation, performance, or health results would never be recorded in your personnel file or made a part of your performance evaluation.

As you make your choices, please be realistic about what you're likely to take part in; do not check a box unless you are really prepared to attend the activity or event. We need to make program choices within a limited budget, so it is important for us to know both what you would and would not want to do. **Please return the completed questionnaire to your immediate supervisor for referral to the Human Resources Department by Tuesday, October 12th at 5 p.m.**

1. Which of the following activities would you likely join in, if offered, and how many times per week would you participate? (Make sure your totals are physically possible!)

- Yoga classes: ___ times per week
- Pilates classes: ___ times per week
- Tai Chi classes: ___ times per week
- Meditation or other stress reduction classes: ___ times per week
- Aerobics classes: ___ times per week
- Walking/Running event or club: ___ times per week
- Biking event or club: ___ times per week
- Sports team, such as baseball, basketball, or soccer: ___ times per week
- (Please state the types of teams in which you are interested: ___)
- Other regular activities (please specify): ___

2. Which of the following classes, seminars, or events would you join in, if offered, and how many times per year would you participate?

- Nutrition or cooking classes: ___ times per year
- Healthy foods potluck: ___ times per year
- Other health or wellness seminar: ___ times per year
- (Please state the types of health and wellness seminars in which you are interested: ___)

3. Which of the following health-related programs would you be interested in or willing to participate in? (Some of these might be off-site or offered on an individual basis. Check as many as apply):

- Smoking cessation program:
- Weight-loss program:
- Cholesterol screening:
- Blood pressure screening:
- Chronic disease management program:
- Other (please describe):

4. What is the best time and particular day of the week for you to participate in classes or group activities? ___

5. Would you eat fruit at meetings if it were available? yes no

6. Would you buy healthy snacks at work (such as granola, yogurt, or fresh or dried fruit) if they were available in vending machines or elsewhere? yes no

7. Would you be interested in taking breaks during the day to stretch, meditate, or take a short walk individually or as a group? yes no

8. Would you be willing to take part in a meeting held during a walk (rather than sitting down)? Yes no

9. Indicate any topics that you would like to learn more about:

Healthy eating

Appropriate amounts of exercise

Weight management

Stress management

Keeping blood pressure down

Keeping cholesterol down

Other: (please describe)

10. Have you seriously considered making some health-related lifestyle changes recently (such as becoming more physically active, losing weight, eating more healthy foods, reducing alcohol consumption, or stopping smoking)? yes no

11. Would you find it easier to get motivated about making lifestyle changes if you worked with a buddy or with a group of people from work? yes no

12. Are you interested in helping develop the County's wellness program?
yes no

If yes, do you have any health-related expertise? Please describe: ___

13. To receive information from our wellness program, which of these are you most likely to look at or listen to? (Check all that apply)

E-mails

Employee Newsletters

Printed fliers or letters

Website

Dedicated bulletin board

Presentations at staff meetings

14. Is there some other workplace-based health benefit or activity that you're particularly interested in? Please describe: ___

15. Would you be willing to contribute financially to wellness events if they cannot be fully sponsored by the County?
yes no

16. Please use this space for other comments/suggestions you would like to share: ___

**Thank you for completing this survey.
Please return to your immediate supervisor for referral to the Human Resources Department.**