



SCOTLAND COUNTY MONTHLY

APRIL 2002

A newsletter for Scotland County employees

Economic development assessment and action plan presented

Describing the area as an "extremely attractive rural location," two economic development consultants said the County must "tweak" its resources in order to be more competitive with other communities in attracting new business and industry.

Economic development consultants Bob Leak and Bob Goforth presented their findings after conducting a comprehensive tour of the County and personally interviewing more than 50 local leaders.

Economic development strengths include the availability of sites, low labor costs, the County's proximity to major markets and the willingness to discuss incentives.

"The County has some locational strengths it should be marketing heavily," said Bob Leak of Raleigh-based Leak-Goforth Company. "The Abbott facility is a strength and can be a magnet for a pharmaceutical/healthcare industry, provided it is properly marketed."

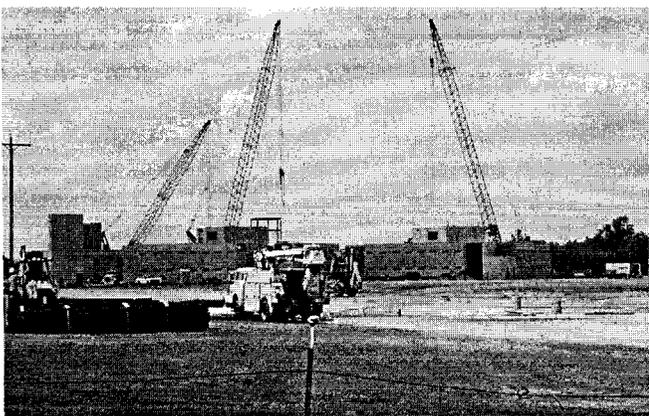
Leak pointed out, "Nearly every project we know of asks what the incentives will be, and the County's willingness to discuss incentives is an important attribute."

Additionally, Leak said, "As a rural community, Scotland County enjoys a nice quality of life. People love living here. The health care system is excellent and the public schools are making extraordinary progress."

On the downside, Leak said, "The County's number one weakness is the availability of a skilled workforce, and energy costs for large users are somewhat higher than in neighboring states."

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Prison construction on course



Six months after groundbreaking, construction work is proceeding smoothly at the new prison facility on McGirts Bridge Road. See story on page 3.

Home health agency purchased by Pembroke-based business

Scotland Home Health, Inc., will officially change hands June 1, after the Board of Commissioners approved the sale of the agency to Tender Loving Care, Inc.

The Board approved the sale at its April 8 regular meeting. Pembroke-based Tender Loving Care, which does business as



HealthKeeperz, entered a bid of \$807,697 for the home health agency and an additional \$110,271 earmarked for a year's rent on the agency's building and employee benefits.

The Robeson County health-care company is regional, operating in eight counties. Once the purchase is complete, the 54 on staff at Scotland Home Health will bring the number of Tender Loving Care employees to about 400.

Commissioner James "Sunbeam" Sutherland, Chairman of the Scotland Home Health, Inc. Board of Directors, announced the Board's recommendation to sell the agency's assets.

In making the motion for the Commissioners to consider approval of the sale, Sutherland said, "I would also like to recognize the staff of Scotland Home Health, under the leadership of Miriam Bounds, who have continually demonstrated their commitment to this community during times of transition and change."

He said to HealthKeeperz owner Howard Brooks, and his sons, Tim and William, "You will have the privilege of working with a dedicated and loyal team of professionals. Their expertise will certainly be an asset to your organization."

Scotland Home Health was created in 1974 as part of the Health Department. HealthKeeperz, a family business, began in 1966 as a pharmacy and expanded to in-home care in the early eighties.

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DSS says, "Go FISH!" page 2

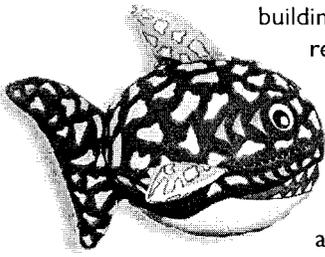
Injured dog in foster care page 2

County is StormReady page 3

DSS staff learn to *FISH* for fresh ideas

by Beckie Kimbrell and Joe Knott, DSS

There's something fishy at DSS these days. Fishnets, whales, octopus, rabs, smiley-faces, flowers and other objects decorate the walls and hang from ceilings.



This transformation, not only in the appearance of the building but also on the faces of the staff, is a direct result of *FISH*. When Joe Knott and Beckie Kimbrell attended a workshop six months ago, they were introduced to *FISH*.

They did not learn how to fish, but they did learn how to have fun at work through a book titled *FISH*, *Fresh Ideas Start Here*. After attending the workshop and reading the book, several things were realized.

First, the book provided a "remarkable way to boost morale and improve" the work place. Second, the book points out that "Work Made Fun, Gets Done!"

The *FISH* concept was introduced to the DSS Management Team, and each member was encouraged to read the book and to share it with members of their units. Additionally, the video was borrowed and shown to the entire staff.

The movie and the book sparked the interest of almost everyone in DSS. The Adult Services Unit was the first unit to begin decorating its hall with fish and, before long, the *FISH* frenzy began to "swim" throughout the building.

The *FISH* philosophy is changing the environment and creating energy and smiles at DSS.

The book, *FISH*, was written by Stephen C. Lundin, Ph.D, and Paul and John Christensen, and is based on Pike Place Fish in Seattle, WA, a world-famous market that is described as wildly successful, thanks to its fun and bustling joyful atmosphere and great customer service. The workers at the fish market have found a way to have fun and sell fish.

The next time you visit DSS you may have a desire to *FISH* yourself!

the Birthday list for May

1 Mary Cox (Health); 2 Sylvia Witmore (Home Health); 3 Kathy Medlin (Sheriff); 4 Tosha McQueen and Teresa Vick (DSS); 5 Rhonda Saffel (Tax) and Curline Fields (Home Health); 11 Nancy Bostick (Administration); 12 Crystal Norton (Register of Deeds); 13 Delera Brown Davidson (Home Health); 15 Tracy Ansley (Sheriff) and Jane Williams (DSS); 16 Barbara McRae (DSS), Jody Sellers (Sheriff) and Ola Lloyd (Health); 17 Dewey Oxendine (Public Buildings) and Scott Jacobs (Sheriff); 18 Rebecca Griffin (DSS) and Barbara Graham (Home Health); 20 Rosa Monroe (Home Health), Tony Smith (Jail) and Billie Jo Phillips (Tax); 21 Margaret Didier (DSS); 22 James McQueen (DSS); 23 Lisa Davis and Ida McGill (DSS); 24 Brandi Chavis (Landfill), Pearlene Leggett (Health) and Michelle Campbell (DSS); 25 Percell Quick (Landfill) and Gail Jackson (Sheriff); 26 Jennifer Taylor (Home Health); 28 Milton Ware (Jail); 29 Dennis Currie (EMS) and Myra Hill (DSS); 30 Terry Gainey (Soil and Water); 31 Wayne Mace (EMS) and Kinston Cummings (Landfill).



Animal Control Officer Vikki Sellgren plays with the recovering Shar-Pei.

Dog recovering in foster care

A nine-month-old Shar-Pei, the victim of a hit-and-run, is in County custody and recovering in the home of a foster family.

The dog underwent a four-hour surgical procedure, which used pins to rejoin the bones just above the knees in her hind legs. "She was walking on the second day, and a full recovery is expected," said Animal Control Officer Vikki Sellgren, who affectionately calls the dog "Baby."

Dr. Douglas Meckes, a Fuquay-Varina veterinarian, performed the procedure for half the usual \$2,000 price tag of the orthopedic surgery. Locally, the Lumberton-Laurinburg Kennel Club got involved in a fund-raising effort on Baby's behalf.

Dr. Bill Stroud, an optometrist and a club member, said the club would match dollar-for-dollar local contributions. Donations so far amount to \$1,040 without the match.

Sellgren said the donations will be used to cover the cost of the surgery, Baby's after care and the calcium-rich dog food, which will help her in the healing process.

The plight of the dog began in early April when the Shar-Pei was hit by a car. That was on a Saturday. On Sunday, neighbors carried the dog to the backyard of her alleged owners. Someone reported the incident to Sellgren on Monday.

"On hearing about Baby's accident, some people came forward immediately and volunteered to act as her foster family," Sellgren said.

"This is a wonderful dog," said Sellgren, who cared for the Shar-Pei during the week following the surgery. "She loves kids and other animals. She gets along well with everyone."

The foster family, who calls the Shar-Pei "Sweetie," wishes to adopt the recovering canine. Sellgren said that decision ultimately will be made in court by a judge.

Sellgren said the County filed animal-neglect charges against the alleged family. The case is expected to go to court some time in May.

Introductions & transitions

Welcome to the following individuals who have joined Scotland County Departments since February 16, 2002: **Charode Glenn and Margaret Didier**, DSS; **Pam Riemer**, Cooperative Extension.

New prison construction continues on schedule

Construction at the new prison site on McGirts Bridge Road continues on schedule with May 2003 as the target completion date.

"Placement of the precast structures continues," said Director of Inspections Tony McQuage. "Two of the buildings have the cells in place."

The prison, a 440,000 square-foot facility located on a 150-acre site, will have interconnected structures identified by letters A through N.

According to McQuage, about 160 people are now working at the site, and that varies depending on need. As more buildings are placed, the number of individuals working the site will increase.

The North Carolina Department of Correction and contractor Carolina Corrections/Centex are very pleased with the progress, said McQuage.

The County Inspections staff has been on call 24/7 since construction began in November, and McQuage spends several hours a day at the site.

The 1000-cell high security prison requires 11,000 tons of steel and 30,000 cubic feet of precast concrete. When complete, around 425 will be employed at the prison, which accounts for a payroll of around \$13 million annually.

Consultant team discusses area economic development

continued from page 1

The two noted additional areas defined as weaknesses — the number of abandoned structures and litter. Leak said that while residents no longer notice, "an outsider visiting for the first time sees this."

Speaking about the Chamber of Commerce, Goforth said the staff has an excellent reputation although budget restraints are a negative.

The two recommended that the Chamber of Commerce expand its involvement in workforce development. "Cooperation between high schools, Richmond Community College and St. Andrews in the area of skills development for manufacturing jobs would be a desirable outcome of this effort," they advised.

A full-time marketing director, who would be hired to work closely with a special volunteer marketing group, would conduct an aggressive direct-mail marketing campaign. "Additional funding of \$50,000 should be obtained from various sources to support the new marketing effort."

Goforth explained, "The most efficient way to use economic development money is the rifle approach rather than the shotgun approach. Don't shoot up in the air and hope a duck will fly by."

He added, "Pursue only those industries that are growing. Seek the industry that will fit in and match the culture of the area."

David Burns, Chairman of the County Commissioners, suggested that the group of local elected officials and leaders reconvene May 15 to discuss the next step.

Notes from the County Manager

Greetings. A few weeks ago, a consulting company provided area elected officials and leaders with an economic development assessment and action plan. The findings come after several months of research and personal interviews conducted locally by the Leak-Goforth Company.

Those interviewed were candid about what we are doing well and areas where we can improve. Some major strengths articulated include an excellent workforce, strong cooperation among leadership, schools that are improving, excellent medical facilities, strong spirit of volunteerism and a highly marketable airbase property.

Weaknesses discussed include not enough commercial and entertainment businesses, lack of a four-lane access to I-95, high property tax rate, high poverty levels, lack of semi and high skilled workers and lack of aggressive development plan. Improvement in these areas can be achieved, some sooner than others. Given the County's strengths, it's all possible.



Scott Sauer

County earns StormReady status



Commissioners Clint Willis and Nancy Shelley and EMS Director Roylin Hammond receive the StormReady certificate from National Weather Service meteorologist Joel Cline, second from left.

Scotland County is one of 19 in the State and 340 in the country that has been recognized as StormReady by the National Weather Service (NWS) in Raleigh.

EMS Director Roylin Hammond said that the Scotland County's StormReady designation took about 18 months to achieve.

EMS first had to create a Hazardous Weather Operations Plan and establish a 24-hour warning point (911 Center) and Emergency Operations Center (EOC). The 911 Center and EOC must have multiple ways to receive NWS warnings.



Other required criteria included developing the ability to monitor local weather and water elements, creating multiple ways to disseminate warnings and ensuring that all public facilities have weather radios. Weather safety presentations and co-hosting a spotter training session also are among the requirements.

"Scotland County met all the criteria," said NWS meteorologist Joel Cline. "It is well organized, and it has its act together."

Post Scripts



Interest in fitness, nutrition and health issues brought around 70 seniors to Scotland Place April 12 for a Wellness Expo. The Expo was sponsored by Parks and Recreation in partnership with Scotland Memorial Hospital, Healthy Carolinians, the Health Department and LRCOG.



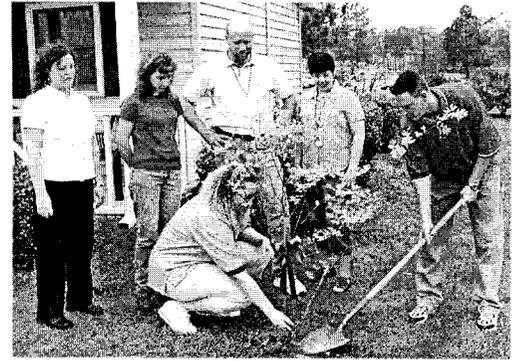
About 50 seniors at the Laurel Hill Community Center Nutrition Site employed some imagination and enjoyed lighthearted competition with an Easter Hat Contest.

statewide who has received all five Standard Level III Certificates. ☘ Congratulations are extended to **Gene Jackson** (Public Buildings) and his wife Sheila on the April 17 birth of their daughter, Madison Grace. ☘ Processing Assistant **Robin Quick** has been named Employee of the Month by the Health Department. Welcome back wishes are extended to **Mary Armstrong** and **Tina Hunt**, who returned to work at the Health Department following family medical leave. ☘ Best wishes to **Danny Sprouse** (Environmental Health) and his wife Anne on the April 20 marriage of their daughter, Mary. ☘ **Ola Lloyd**, Health Department billing support staff, this month will receive her BA in Business Administration from Gardner-Webb University. ☘ Best wishes for a speedy recovery are extended to **Sheila Jackson** (Tax Department).

Scotland County Monthly is published by the County Manager's Office to provide news and information to employees.

Comments, suggestions and story ideas are welcome. Contact 277-3191 or akurtzman@scotlandcounty.org.

Condolences are extended to the family of Mr. **Henry McRae** of the Public Buildings Department, who died suddenly April 25. "Mr. Henry" was a very hard worker and one of the truly positive faces in County government. "Mr. Henry" greeted everyone he met with a bright smile and a gentle wave each day during his 10 years of service to Scotland County. ☘ A computer technician protocol now has been established through work order requests. The work orders, stored on the the server, can be completed electronically and emailed to jnolan@scotlandcounty.org (**Joy Nolan**). Nolan will prioritize daily work plans with each of the two technicians. Also, the County now has the capability to repair computers in-house. Please report any repair problems to Nolan before going outside for system repairs.



Children's Services employees, left to right, **Charlotte Brooks**, **Christa Marciano**, **Jennifer Goff**, **Ron Wrazer**, **Pam Wood** and **David Inman**, plant a crepe myrtle in front of **Cynthia's Place** in recognition of April as **Child Abuse Prevention Month**.

☘ At 50 years, it's a milestone anniversary for **Robert Sanford** (Veterans Services) and his wife, Sarah. Congratulations! ☘ In Cooperative Extension, **Pam Riemer** and **Courtney Allen** recently received Parents as Teachers certification. **Hazel McPhatter** attended a nutrition boot camp. Congratulations to 4-H volunteer **Precious Byrd** on her appointment as a state officer. ☘ **Mandatory health plan open enrollment sessions** are scheduled for **May 28** in the Commissioners Chamber and **May 29** in the County Annex conference room. ☘ May 31 is the deadline for **4-H Summer Camp** registration. The camp, open to youngsters 9-12 years of age, is July 22-27 at the Eastern 4-H Environmental Education Center in Columbia, NC. Transportation, meals, snacks, medical insurance, educational programming, craft supplies and supervision of campers is included in the \$250 fee. Contact Cooperative Extension (277-2422) to registrar or for more information. ☘ The Health Department's **Nicki Peek** and **Mary Cox** completed the National Highway Traffic Safety Administration Standardized Child Passenger Safety Training. ☘ **Tony McQuage**, Director of Inspections, received his Fifth Level III Standard Certificate and received a special presentation at the April meeting of the North Carolina Code Officials Qualification Board. McQuage is among 106 of the 4,000 inspectors

Teddy Locklear, Environmental Health, is chef at the staff appreciation cookout at Scotland Place. The April 26 event, hosted by the Health Department senior management team

for its employees, recognized April as Public Health Month.

