



# SCOTLAND COUNTY MONTHLY

NOVEMBER 2002

A newsletter for Scotland County employees

## Communication crucial in crisis management plan

Communication would be crucial if health officials had only five-days to administer smallpox vaccinations to everyone in the County.

During a recent tabletop discussion, facilitated by the State Department of Health, area officials discussed the logistics of handling a communitywide smallpox vaccination procedure while keeping widespread panic at a minimum.

"Talking is the most valuable thing you can do in the event of an emergency," said Brian Combs, an industrial hygienist with the State Health Department.

Problem solving, resolving coordination procedures and assigning responsibilities also would be crucial to a communitywide response in the case of any terrorist attack.

Combs walked local officials through a tabletop scenario — firemen respond to an explosion at a Main Street home where chemicals, explosives, neo-nazi literature and empty vials marked "smallpox" are later discovered. Attendees discussed options, variables, potential complications and solutions to a variety of situations that might result in the aftermath of the event.

*see Vaccination, page 4*

## County initiates new EAP

A confidential counseling service designed to help employees and family members cope with a variety of issues is now available through the Employee Assistance Program.

EAP is offered at no cost to the employee. An appointment with a counselor can be scheduled by calling 800-384-1097 for assistance in areas such as legal issues, stress and anxiety, parenting, work-related issues, financial difficulties, depression, family problems and alcohol and drug use. The program is meant to assist people with personal problems before they become work problems.

If long-term or specialized counseling is required, EAP will coordinate with the County's Blue Cross Blue Shield Health Plan to provide an alternate extended service.

EAP became effective November 1.



*A traditional cask breaking ceremony signifies prosperity.*

## Manufacturing firm MSD breaks ground in Laurel Hill

With a May 2003 date set for full operation, area leaders joined MSD North Carolina officials for a ceremonial groundbreaking. A manufacturer of frames for all terrain vehicles and motor components for farming equipment, MSD will employ 100 at its site on Fieldcrest Road in Laurel Hill.

"This project has involved a lot of time, effort and commitment and most of all goodwill," said Chamber of Commerce President-Elect Andy Foshay. MSD President Toshikatsu Morita echoed Foshay's sentiments.

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***Additional economic development updates  
can be found on page 2.***

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"We have heartfelt appreciation for the hospitality, support and cooperation by the State and the County, who made our first venture into the United States possible," he said through an interpreter. "I look forward to being a part of your wonderful community and to foster friendship between the United States and Japan."

MSD is the second Japan-based manufacturing firm to set up operations in Scotland County. FCC (North Carolina) Inc.,

*see MSD, page 2*

### THERE'S MORE INSIDE

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## Biotch company eyes site

Scotland County's labor force, strong agricultural ties and access to major transportation corridors could prove attractive for Embrex, which has been selected as one of the 200 Best Small Companies in America by *Forbes Magazine*.

The company is looking to build a manufacturing facility at the Laurinburg-Maxton Airport Industrial Park.

The 15-year-old biotechnology company has selected Scotland County as its preferred site to build an \$11.6 million, 25,000 square-foot facility pending resolution of some incentive issues.

The Durham, NC-based company would employ 21 people initially with a potential to create 36 new jobs.

The facility would be used by Embrex for the manufacture of Inovocox, a vaccine that protects chickens from a parasitic disease that affects the digestive system.

The company develops patented biological and mechanical products that improve poultry health, reduce poultry production costs and provide other economic benefits for the poultry industry.

Embrex also is listed on the Fortune Small Business (FSB) 100 List of America's Fastest Growing Small Companies and the North Carolina Technology Fast 50, which honors the fastest growing technology companies in the state.

## MSD groundbreaking celebrated

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**The building similar to the one in the perspective drawing will be constructed by Japanese contractor Hazama.**



**State, County and MSD officials break ground on the site where the automotive manufacturing facility will be located.**

a manufacturer of automotive clutches located across the road from the MSD site, opened two years earlier and employs nearly 140 people.

Commenting on the excellent work ethic Scotland County citizens possess, Board of Commissioners Chairman David L. Burns said, "If MSD is successful, Scotland County is successful. We are

here to support MSD and play a major role in its success."

And Danny Caddell, Chamber Vice President for Economic Development, assured, "As a community, we will live up to your expectations and confidence in us."

Following the customary exchange of gifts, which included \$2,500 donations each to Hospice of Scotland County and the Literacy Council, the groundbreaking was topped off with a cask breaking ceremony, which denotes health, happiness and prosperity.



**FCC President Shizuka Nakamura and employees celebrate the expansion with a ribbon-cutting.**

## FCC facility expansion underway

As more than 125 employees gathered around, Shizuka Nakamura cut the ribbon to celebrate the 24,000-square-foot expansion now in progress at FCC (North Carolina) Inc. Completion of the expanded space is expected by the end of the year.

The expansion at FCC, manufacturer of automotive and motorcycle clutches, comes just two years after the Japanese firm located in Laurel Hill.

State Department of Commerce representatives, community leaders, elected officials and the Laurinburg/Scotland County Area Chamber of Commerce also were on hand to celebrate with FCC President Nakamura and his employees.

## Foster Cheer raises \$500

The \$500 raised by the Foster Cheer Program will ensure no child is overlooked during the holidays. The first time ever fund-raiser was developed by the A-Team, a group of staffers from each DSS department who discuss the issues and concerns of DSS employees.

Not to be confused with Christmas Cheer, where individuals and groups sponsor foster children at the holidays, Foster Cheer takes up the cause if there are not enough sponsors for all children.

The 2002 A-Team members include Katie Harris, who first presented the Foster Cheer idea, Marcia Coble, James McQueen, Tim Martin, Carolyn Isbell, Teresa Vick, Towana Harrington, Freda Locklear, Jan Elliott, Beckie Kimbrell and Joe Knott.

## Life insurance rates rise

A change in life insurance premiums effective November 1, 2002 will be recorded in the November 30, 2002 payroll checks.

The rate for an employee with supplemental coverage will increase from \$5.13 to \$5.33 per month. Employees with dependent coverage will see a rate increase from \$1.41 to \$1.66 per month.

Department Heads who have supplemental coverage will see a rate change from \$12.83 to \$13.33 per month.

## the **Birth**day list for **December**

**1** Lisa Faulkner (Tax); **2** Peggy Robinson (Health) and Kimberly Cheek (DSS); **4** Lloyd Goins (Jail); **5** Prentis Henegan (Parks and Recreation), Wendy Stanton (DSS) and David Newton (Sheriff); **6** Amy Ratley and Tracie Jacobs (EMS); **7** Eric Pate (Sheriff); **8** Heather Johnson (DSS); **9** Melissa Hunt (DSS); **10** Patrick Davis (EMS); **11** Kimberly Phillips (EMS); **13** Joe Wampler (Health); **14** Patricia Wells (DSS); **15** Sue McRae (Elections) and Morrison Lockey (EMS); **17** Sylvia Kolb (DSS); **18** Nicole Peek and Jeanette Cribb (Health); **20** Gail Wright (Administration) and William Stroud (Health); **22** Alice Holden (DSS); **23** Barbara McLean (DSS), Harold Smith (EMS) and Barbara Britt (Jail); **24** Anne Tindall (Administration), Esther Taylor (Health) and Sandra Leonard (DSS); **26** John Alford (Sheriff); **27** Martin Davis (Public Buildings) and Elfreda Locklear (DSS); **29** Cynthia Gibson (Health); **30** James Patterson (Transportation), Bunny Anderson (Soil and Water) and Betty McMullen (Jail); **31** Mary Ivey (Tax), Debbie McRae (Transportation), Angela Lassiter and Marcia Coble (DSS) and Mary Armstrong (Health).

## Holiday gift-giving ideas offered

Whether practical or sentimental, items available at Emergency Medical Services and the Board of Elections are worthy of holiday gift-giving consideration.

Reflective address signs are available at Emergency Medical Services.

Highly visible and fade resistant, the blue signs feature reflective white address numbers on both sides, and are available with pre-drilled holes.

"If we can't find you, we can't help you," said EMS Dispatcher Tommy Hatcher. "These signs may help save your life or the life of someone you love."

Two stocking-stuffer ideas are offered by the Board of Elections. Scotland County Centennial ornaments are available for \$3 and come in a decorative presentation folder.

Silver-plated Centennial coins with a bagpiper on one side and the County courthouse on the reverse are \$10.

Call 276-1313 to purchase the \$10 signs and 277-2595 to purchase Centennial items.



## Notes from the County Manager

**Greetings.** Change is constant, change is expected, and as public servants, we must be able to embrace change. This month ends the term of service for three County Commissioners: John Cooley, Lloyd Hinson and Sunbeam Sutherland.

I hope they will each remember their experience in a positive fashion. Yes, there were tough, aggravating and difficult decisions that come up with every term of service. But the current sitting Board has much to be proud of and numerous accomplishments achieved as a governing body.

Job creation has been a top priority, and with the prison construction, the sale of the "spec" building, recruitment of new industry (FCC, MSD and Embrex) and retention of KORDSA USA, this Board has done a great service to the citizens of Scotland County.

School construction totaling nearly \$35 million has been accomplished with the authorization of both State and local bond financing for Carver Middle, Laurel Hill Primary, Spring Hill Middle and numerous facility renovations and upgrades.

Water District I was completed in 1997 and Water District II should be finished in 2003. Projects such as these will enhance the quality of life for generations to come. For example, the construction of Water District II includes a water supply line that serves the Town of Gibson. Likewise, when the Spring Hill Middle School was constructed, the County invested in a larger capacity sewer line, which now connects the Town of Wagram and Wagram Primary School to sanitary sewer treatment provided by the Laurinburg/Maxton Airport Commission.

Too often we wait until there is a change or departure before we take time to express words of appreciation and gratitude. I am grateful for the entire Board of Commissioners and its willingness to set an agenda, provide the resources necessary, and support for the tough decisions in order to execute these plans. I am also indebted to the 300-plus County employees who give more than just an honest day's work to meet the goals, complete the projects and serve the public with eagerness and courtesy.

Lastly, I hope the taxpayers realize how hard the County Commissioners and staff have worked to stretch our resources in meeting our mission. Many of our County department heads and employees wear multiple hats and have assumed greater programmatic responsibilities in recent years. Likewise, the governing body has engaged itself with various community partners in order to fulfill its stated mission.

In particular, the Board of Commissioners worked cooperatively with the Board of Education to strike a compromise on school funding that was passed by the NC General Assembly in August. This achievement is the most significant financial development in the County's modern history, which demonstrates the delicate balance of support for education and the need for fiscal restraint on the increasing burden for our taxpayers.

The Board also made the difficult decision to sell the assets of Scotland Home Health, Inc. and approved plans for its dissolution. This change represents another significant organizational shift and transitioned these former County employees to the private sector.

Again, change will continue to have a constant presence in our lives. As we plan, adjust and embrace the changes to come, I am ever mindful of the many blessings I have working in and for Scotland County. I wish you and your families a safe Thanksgiving holiday.



**Scott Sauer**

## Longevity checks issued

Longevity bonuses will be issued as separate checks in November and will accompany the regular payroll checks.

"We have had employees ask for years if we could issue longevity checks separately," said Personnel Director Susan Butler. "It was not possible until we implemented this new payroll system this past year."

Employees who have elected direct deposit will receive an actual longevity bonus check because they are not included in the direct deposit program. Bonuses are still subject to Federal, State and FICA tax withholding as well as the 6 percent retirement deduction.

## Introductions & transitions

Welcome employees who joined County departments since September 16: **Jennifer Taylor**, Health; **Larry Williams**, temporary part-time in Parks and Recreation; **Richard Brown**, Sheriff; **Kary Bathea**, temporary part-time in Transportation.

## Officials study countywide smallpox vaccination plan

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"All of you will have to talk this out because you all have pieces of information that must be put together," said Combs. "We're here just to get you thinking about this."

Logistically, it is estimated it will take 234 volunteers, many of whom must be medical personnel, working 18-hour shifts to carry out the countywide vaccination plan.

EMS Director Roylin Hammond explained, "When we deal with a disaster, the consequences get smaller until we get back to normal. In this case, though, dealing with the consequences will take much longer, and it will dramatically change the way we look at manpower."

Although the threat of smallpox is very low, the outcome could be catastrophic if a person were to become infected. Smallpox pustules resemble chickenpox. Symptoms are flu-like and do not appear for 12 to 14 days.

With a 30 percent mortality rate, smallpox is a highly infectious virus that is easily spread. An infected person standing within six feet of another person can spread the virus because it is found in small amounts of saliva that can become easily airborne.

The Health Department will deliver a community response and vaccination plan to the State by November 15. Health Department Director Jane Murray will make a formal presentation at the regular monthly meeting of the Board of Commissioners December 2.

The following classes will be offered  
December 11 in Avinger Auditorium,  
St. Andrews Presbyterian College

8: 30 a.m. Opening Suspicious Mail and/or Packages  
10 a.m. Identifying Hazardous and Explosive Devices

## No tricks here, just treats!



Treats began early October 31 for clients of several Scotland County services. Residents visiting the Family Center, Health Department and DSS received a colorful reception from staff who dressed the part for Halloween. DSS even had a costume contest. It just goes to show that when a Halloween roles around, many of us still are kids at heart!

Those in the Health Department who "dressed" for the occasion are, bottom row, left to right, Carissa Gemar, Missy Collins and Michealle Reece; standing, Annie Malloy, Cindy Coble, Jennifer Taylor, Sylvia Hughes, Deborah Rogers, Debbie Maske, Lisa Tew and Esther Taylor.

## Post Scripts

Condolences are extended to **Jane Callahan**, Register of Deeds, on the death of her mother November 17. ☞ There's news at the Health Department. Congratulations to **Carissa Gemar**, Nutritionist, who was the September Employee of the Month and to **Donna Deese** RN, who was the October Employee of the Month. The flu vaccine campaign continues, and we encourage all county employees to **get VACCINATED!** The agency raised more than \$3,500 for United Way. Best wishes to **Vikki Sellgren**. We wish you much success in your future endeavors. Employees **Tina Hunt** RN, **Deloris McNeill** LPN, **Lisa Tew** LPN, **Missy Collins** RN and **Esther Taylor** RN have started training on Smallpox administration. The last vaccine administered to citizens in this country was in 1972. The agency also is working on a vaccine administration plan in order to vaccinate our County in 5 to 10 days if ordered by the President. We wish a speedy recovery to **Tina Hunt** and **Shirley Grooms**.

Scotland County Monthly is published by the  
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Comments, suggestions and story ideas are welcome.  
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