



HEAT WAVE: City Employees Beat the Heat

Heatwave 2019

With 102-degree weather on May 28 and temps well above 90 during the same week, Corporate Communications visited several job sites of employees who work outside. In this edition of *Frontline*, we feature a photo essay of Public Services and Parks & Recreation staff who are assigned to tough, sweaty jobs that have to be completed, no matter the weather. The photo essay serves as a thank you and a show of appreciation for their work to make the city a safer place to drive and a more attractive place.

Dylan Cain, a Traffic Signal Technician Level I for Public Services, attaches a high-visibility sign to a traffic signal line at the intersection of Grove and Green streets on a day that the temperature reached above 100 degrees. On hot weather and high humidity days, Cain uses cooling towels, drinks one bottle of water every hour, cools down when needed and uses sunscreen to battle the conditions.

Traffic Signal Technicians repair and maintain traffic signals across Fayetteville based on semi-annual, bi-annual and annual maintenance lists. They work on any signals that go out, replace bulbs, cut tree limbs to make the equipment visible and work on signal heads as needed. Staff recently finished installing high-visibility signs, like the one pictured, along Ramsey Street and are starting on Robeson Street soon.



Marvin Giddens, a Traffic Signal Technician Level II in Public Services, uses a cooling towel after assisting Dylan Cain at the Grove and Green street intersection by placing road cones out to caution traffic of their stopped bucket truck. The use of cooling towels, as well as air conditioning and fans, between job sites helps City employees continue to get their jobs done efficiently during warm months.

Giddens said: "Our staff feels really proud going through intersections when they all work and they're lit up at night brightly like Christmas trees. We make sure everything is where it's supposed to be and working right, helping people travel safely."

Walk Your Way to Good Health

With warmer weather comes an opportunity to get outside and get moving. Walking is a great way to improve your overall health. Just 30 minutes a day can increase cardiovascular fitness, improve mood, help with balance and coordination, strengthen bones, reduce excess body fat and boost muscle strength and endurance. It can also reduce risks of developing heart disease, type 2 diabetes, osteoporosis and some cancers. Not only is it beneficial, but it doesn't require any equipment, and it's FREE!

The first step in getting started is to plan a routine. Get the right gear. Most importantly, make sure you have proper shoes. Look for something with proper support. Choose your course. If you are looking for a place to walk around downtown, check out the accompanying map.

Warm Up. Especially if you have been sitting for a long period, get the blood flowing before you go in full force on your walk. Start off with a slow walk before picking up the speed. **Cool Down.** At the end of your walk, end with a slow pace to let your muscles cool down. **Stretch.** Any bout of exercise should be finished with some gentle stretching. This will help keep the soreness at bay.

Now that you are ready, get out there and move! Make it part of your routine and make it fun. Invite some friends along. Keep track of your steps and see if you can challenge yourself for a few more each day. Remember, just 30 minutes a day has tremendous benefits. The faster, farther and more frequently you walk, the greater the benefits. But if you can't manage 30 minutes, even a little is good.

Happy Walking!



Outdoor walking map is above.



Kristen Biedermann,
CHES®;
Wellness Coordinator;
433-1645

2019 Health & Safety Fair

In January, we had our annual employee Health & Safety Fair. It featured almost 40 vendors ranging from clinics, safety gear and health education to holistic wellness, and some fun fitness adventures. Look at the pictures and check out some of our employees getting to try the Air Born Aerial and Peloton! We even had employees save a life with the Cape Fear Blood Donor Center. And we can't forget about the prizes! Many vendors raffled off prizes and samples from their companies. Five lucky employees also won top notch prizes: An Instantpot, a Fitbit, a spa package, a Home Chef gift certificate and an elliptical! If you missed out, don't worry, we are already working on planning our next employee Health & Safety Fair for the end of this year. Keep your eyes and ears open and be well!



SAY YES TO SUN PROTECTION SAY NO TO SKIN CANCER

SKIN CANCER IS THE MOST COMMON CANCER IN THE U.S.

ONE in **FIVE** Americans will develop skin cancer in their lifetime, and one person dies from melanoma, the deadliest form of skin cancer, every hour.



THERE ARE TWO TYPES OF SUNSCREENS:

Since exposure to the sun's harmful UV rays is the most preventable risk factor for skin cancer, protect your skin by:



- **SEEKING SHADE**
- **WEARING PROTECTIVE CLOTHING**
- **GENEROUSLY APPLYING SUNSCREEN**



If you have concerns about certain sunscreen ingredients, use the information above to choose an alternative that works for you. As long as it's **BROAD-SPECTRUM**, **WATER-RESISTANT** and has an **SPF 30 OR HIGHER**, it can effectively protect you from the sun. Make sure you reapply it every **TWO HOURS**, or after swimming or sweating.

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PHYSICAL SUNSCREEN

This sunscreen **WORKS LIKE A SHIELD**; it sits on the surface of your skin, deflecting the sun's rays.

Look for the active ingredients **ZINC OXIDE** and/or **TITANIUM DIOXIDE**.

Opt for this sunscreen if you have **SENSITIVE SKIN**.



CHEMICAL SUNSCREEN

This sunscreen **WORKS AS A SPONGE**, absorbing the sun's rays.

Look for one or more of the following active ingredients: **OXYBENZONE**, **AVOBENZONE**, **OCTISALATE**, **OCTOCRYLENE**, **HOMOSALATE** and **OCTINOXATE**.

This formulation tends to be **EASIER TO RUB INTO** the skin without leaving a white residue.



If you have questions about how to protect your skin or choose a sunscreen, talk to a board-certified dermatologist or learn more at SpotSkinCancer.org.

18.075-CMM

Protect Yourself, and Your Dog, from the Sun

To the left are sunscreen tips for you and below are helpful sunscreen tips for your dog.

Did you know that dogs can get a sunburn, just like you? Plus, it also carries the same health risk for your pooch. Dogs with light-colored or thin coats are at particularly high-risk. According to Pet Life Today, the following five dog sunscreens are the best for your animal:



- **Chris Christensen Ice on Ice Conditioner with Sunscreen** (provides great sun protection while conditioning your dog's coat)
- **NaturalDog Snout Soother** (doubles as a natural sunscreen and a nose moisturizer)
- **Petkin Doggy Sunstick** (budget-friendly)
- **Handy Hound SnoutScreen** (formulated to protect and soothe your dog's sensitive snout)
- **Wolfe & Sparky Organic Dog Sunscreen** (gentle and natural protection for your dog)

For more information, log onto <https://petlifetoday.com/best-dog-sunscreen/> or www.petmd.com.

Parks & Recreation Keeps Children Busy During Summer

Children may be out of school for the summer but Fayetteville-Cumberland Parks & Recreation has plenty of opportunities to keep them busy.

Splash pads, which feature extended hours again this summer, drew over 24,000 people last summer in Fayetteville and Cumberland County and pools attracted approximately 64,000 patrons. Summer basketball participation was 1,210 and summer volleyball had 305 participants in 2018.

Summer camp participation last year was 6,416 with a daily average of 713 at 15 sites, with sports camps drawing 465 children. The following summer camps still have openings this summer:

- Summer Day Camp
- Summer Playground Camp
- Outdoor Adventure Weeks
- Shining Stars Cultural Arts
- Summer Adventures Week
- Little Picassos Art Camp
- Basketball, football, soccer, cheer, volleyball, softball, baseball, tennis, golf and swim camps.
- Growing Up Wild Days
- Survival Week
- Tiny Trailblazers
- Summer Camp
- Mixed Up Art Camp
- Masterpiece Art Camp

According to a study of camper outcomes conducted by Philliber Research Associates, 70 percent of parents report that their child gained self-confidence while at camp. Additionally, a study in the American Journal of Health Behavior shows that camps that offer wholesome foods are more likely to turn out campers who eat more fruits and vegetables.

For more information about summer camps, log onto <https://fcpr.us/programs-activities/summer-camps> or call 910-433-1547. Details about summer volleyball and summer basketball is located at <https://fcpr.us/athletics/youth-team-sports>. To register for summer camps or sports, parents should call their local recreation center or access the registration forms at www.fcpr.us by clicking on "Online Registration" at the top right. Hours and more information about splash pads and pools can be found at www.fcpr.us under Aquatics.

HEAT WAVE *Continued*

Park Maintenance staff for Fayetteville-Cumberland Parks & Recreation mow, weedeat, edge, plant flowers and provide horticulture services to City properties. To stay cool, employees wear hats, take 15-minute breaks when overheated, drink from water coolers, use the shade and work an adjusted schedule of 6 a.m. to 3 p.m.



Tony Archibeque



Eddie Williams



Brandon Arch

Cunningham Achieves Top-Level Certificates

City Inspector **Joseph Cunningham** has become one of the few code enforcement officials in the state to qualify for the highest certificates available in each of the five inspection fields.

Of a total of approximately 4,200 inspectors, Cunningham is one of only 280 code officials to achieve the maximum number of top-level certificates.



Certificates are given by the board at three different levels in the fields of Building, Plumbing, Electrical, Mechanical (Heating and Air Conditioning) Inspection and Fire Prevention Inspections.

Bill Thunberg, Chairman of the North Carolina Code Officials Qualification Board, acknowledged his achievement at the board's meeting in Raleigh recently.

The North Carolina Code Officials Qualification Board was created by the General Assembly in 1977 to establish an educational and licensing program for all state and local officials charged with enforcement of the State Building Code. Congrats Joseph!

Hume Honored For NCPTA Tenure

Randy Hume, FAST Director, was presented an award for his four-year tenure serving on the Executive Committee as the Vice President of Urban Systems on the North Carolina Public Transportation Association (NCPTA). Tyffany Neal, Assistant Transit Director, was also elected as a new board member at this year's conference. FAST was also recognized by the Secretary of Transportation for their outstanding work during Hurricane Florence.



Major Career Fire Chief of the Year

Retired Fire Chief **Ben Major** was presented the Career Fire Chief of the Year Award by the N.C. Association of Fire Chiefs. Congrats!



Wilkerson Receives Budget and Evaluation Officer Certification

Chris Wilkerson in Budget and Evaluation has received the Certified Budget and Evaluation Officer Certification from the North Carolina Local Government Budget Association (NCLGBA). Congrats Chris!



Corporate Communications Staff Wins 5 Awards

The City of Fayetteville was among 28 North Carolina governments to earn recognition in the 12th North Carolina City & County Communicators' (NC3C) Excellence in Communications Awards. The awards were presented April 11, 2019 at NC3C's annual Spring Conference in Durham. A total of 248 entries was received.

The City won the following awards:



- First Place, Crisis Communications, Cumberland County/City of Fayetteville Hurricane Florence Joint Information Center efforts
- First Place, Printed Publication, CAFR or Similar Financial Report, City of Fayetteville *Budget In Brief FY2019*
- First Place, Communication Technology, Digital External Newsletter, City of Fayetteville *City Happenings* Digital E-Newsletter
- Second Place, Communication Technology, Digital Employee Newsletter, City of Fayetteville's *Fayetteville Frontline* Employee Newsletter
- Second Place, Communication Technology, Other Technologies, City of Fayetteville's Mobile App



The purpose of North Carolina City & County Communicators is to encourage professional development and networking among local governmental communications professionals. The organization was formed in March 2007 and is made up of government professional communicators from around the state. For more information about NC3C, visit the website www.NC3C.com.

Zeigler Receives Pesticide Licence

Lee Zeigler, Equipment Operator I at the Airport, completed his class and exam for a lawn and ornamental pesticide license. Kudos Lee!





Wright-Lanier City's New Assistant City Manager

The City of Fayetteville has selected Angel Wright-Lanier as its new Assistant City Manager. Wright-Lanier comes to America's Hometown after serving in similar positions with the City of Goldsboro and Town of Mooresville. She was Assistant City Manager in Goldsboro from 2013 to 2015 and Deputy Town Manager in Mooresville from 2015 to present.

Wright-Lanier started her career as a Finance Department staff analyst with the City of Raleigh before being promoted to Intergovernmental Relations Manager in the state's capital city.

She earned a Bachelor of Arts from the University of Tennessee at Knoxville, a Master of Public Administration from the University of Tennessee at Chattanooga and a Master of Science in Management Information Systems from Strayer University. Wright-Lanier is currently earning a Doctor of Education doctoral degree in Leadership and Learning in Organizations from Vanderbilt University's Peabody College of Education.

Hill Named City's New Fire Chief

Michael Hill has been named chief of the Fayetteville Fire/Emergency Management Department. Hill had served as interim chief since March and as deputy chief since 2010.

Chief Hill began his career following a junior high school job shadowing program in 1987 with a Fayetteville Fire Battalion Chief. He started with the Wade Community Fire Department. Hill has served the Fayetteville Fire/Emergency Management Department for over 25 years, starting as a firefighter in 1993 and rising through the ranks to lieutenant, captain, battalion chief, deputy chief and now chief.

"It is a great honor and fulfillment of a life-long dream to be named Fire/Emergency Management Chief for the City of Fayetteville," Hill said. "I have dedicated the past 31 years as a public servant preparing for this opportunity and I look forward to leading the Fire/Emergency Management Department into the future."

Hill has managed or been assigned to every division of the department. As chief, he will head a staff of 331 and oversee a \$29 million budget for a department that is internationally accredited and has achieved an ISO rating of class 1, which is the best possible rating. ISO stands for Insurance Services Office and their rating describes how well a fire department can protect the community. Insurance companies also use the score to help set insurance rates.



Gibson's Daughter Receives Scholarship

Congratulations to Sidney M. Gibson, a senior at Douglas Byrd High School and the daughter of **Michael** and **Johniece Gibson**, on being one of 10 college-bound Cumberland County high school students recognized at the Fayetteville-Cumberland Human Relations Commission's 31st Annual Dr. Martin Luther King, Jr. Scholarship Reception. Each of the students received a \$1,000 scholarship towards their higher education financial needs.

The competitive selection process included panel analysis of each application across several areas. These included academics, financial need, leadership and an essay in which the nonviolent concepts of Dr. King were applied to current

social topics. With a 3.97 weighted GPA on a 4.00 scale, Ms. Gibson plans to attend North Carolina A&T State University, where her area of study will be in Economics Law and International Studies. Pictured from left to right: Commission Vice-Chair Eric Olson, Ms. Gibson, MLK Scholarship Committee Chair Milette Harris, and MLK Scholarship Review Panelists Commissioner Kevin Brooks and Air Force Staff Sergeant Leif Erickson Diel. Great job Sidney!



WAYS TO ENGAGE WITH YOUR CITY

DOWNLOAD THE CITY'S MOBILE APP

Residents are encouraged to download the app, which is available for free in the **Apple App Store** for iPhones and **Google Play** for Android devices.

GET ENGAGED WITH SOCIAL MEDIA

Join the conversation to learn about what the City does each day, and how you can become part of the discussion.



WATCH FAYTV

FayTV, is available to subscribers of Spectrum Cable and all content is available for viewing on the City's official YouTube channel on-demand.



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FayettevilleNC.gov



Free Training for Employees On Emerging Trends in Government Technology



Great news! As a part of our partnership with What Works Cities (WWC), City employees have access to FREE training from the Center for Government Excellence, which is a collaborative initiative based out of Johns Hopkins University in Baltimore. The Center for Government Excellence, also known as **GovEx**, offers training aimed at helping public employees embrace emerging trends in government technology, including data management, analytics, community engagement and more. The center features curriculum available online or through customizable onsite trainings. The mission of the training center is to really equip local governments, and their employees, with data skills to help them do their jobs better. The training is based on a range of topics from basic data literacy to advanced analytics, and behavioral insights, no matter your level of knowledge and experience. WWC Training offers you and your team an opportunity to grow your data skills and help Fayetteville advance toward WWC Certification.

To get started, visit the Training Academy at <https://wwc.govex.academy> and create an account using access code WWC18FayettevilleNC. Any Fayetteville employee should use this same access code. This code is also a coupon, which should be used when you register for courses, allowing you to access all content on the WWC Training Academy for free. You'll need this code to register and to sign up for each class.

This opportunity helps foster a high performance culture and bridges the gaps in skill sets needed for data analysis. It also provides an opportunity for professional growth. One of the gap areas the City experiences in the employee survey results is in professional training opportunities. Please take advantage of this FREE opportunity for employee development and encourage employees to participate, especially those who manage data.

SPA will recognize those employees who have completed GovEx training courses in conjunction with our Six Sigma graduates.

Broyles Receives Vogt Award from NCLGBA

Tracey Broyles, Budget and Evaluation Director, is the 2018 recipient of the A. John "Jack" Vogt Award for Outstanding Commitment to the Advancement of Local Government Budgeting and Evaluation. The award is the North Carolina Local Government Budget Association's most prestigious career award that recognizes individuals who have served as local government budget innovators and leaders and who have helped to advance budget and evaluation practices in North Carolina local government. Nominees must have 10 years of local government service in North Carolina. Way to go Tracey!



Wade Guest Speaker at Fort Bragg Observance



Human Relations Director **Dr. Anthony Wade** served as Guest Speaker at Fort Bragg for the 2019 African-American/Black History Month Observance. Dr. Wade's remarks involved "Leadership: Past - Present - Future," which was the theme of the observance at the largest military installation by population (50,000+) in the world. The invitation to be part of this year's event was received from Lieutenant General Paul LaCamera (Commanding General, XVIII Airborne Corps and Fort Bragg), Colonel John Melton (Commander, Womack Army Medical Center) and Lieutenant Colonel Julia Kobiska (XVIII Airborne Corps and Fort Bragg Equal Opportunity Program Manager; Fayetteville-Cumberland Human Relations Commissioner). The observance was held at the Iron Mike Conference and Convention Center at Fort Bragg.



ECD Hosts Hurricane Recovery Information Session

The City of Fayetteville Economic and Community Development Department hosted an information session for contractors ready to start repairing homes damaged by Hurricane Matthew. The North Carolina Office for Recovery and Resiliency (NCORR) conducted the workshop with 46 participants. Also present was David Cauthorn, Community Development Specialist - Hurricane Matthew Recovery at North Carolina Emergency Management.

For more information, go online to <https://www.rebuild.nc.gov/>.

Putting Out Fires: Fire/EM Awards Ceremony

The Fayetteville Fire and Emergency Management Department held a promotion and awards ceremony to recognize firefighters who serve our community. Four new captains and nine new lieutenants were promoted. **Firefighter Steven Reep** was recognized as the 2018 Firefighter of the Year, **Deputy Fire Chief Michael Hill** (new Fire Chief) was recognized as the 2018 Fire Officer of the Year, **Capt. Justin Nobles** was recognized as the 2018 Benjamin E. Nichols Haz Mat Responder of the Year and the 2018 Calvin E. Bishop Rescue Responder of the Year was awarded to **Capt. Hank Harris**. **Lt. James Riewestahl** received a Letter of Commendation. And finally, Silver Life Saving Awards were awarded to **Capt. Mike Reep**, **Capt. Adam Ferguson**, **Firefighter Stacy Ritchie**, **Firefighter Corey Sasser**, **Firefighter Stanton James**, **Firefighter Ryan Lockamy** and **Firefighter Zach Wages**.



City Seeks Citizen Input on Website Redesign



GRANICUS

The City of Fayetteville has partnered with Granicus to redesign the City's website, [FayettevilleNC.gov](https://fayettevillenc.gov), with the intent of better serving citizens who are seeking information about the City of Fayetteville.

Citizens are encouraged to visit <https://fayettevillenc.gov/websitesurvey> and take the short 10-question survey that will allow citizens to help shape the redesign and content placement of the City's website. The survey, in place until **June 14**, takes less than 10 minutes to fill out and is completely anonymous.

The website was last redesigned in 2015, resulting in an increase from 75,000 page views per month to more than 175,000 page views per month, with much of that increase attributed to making the site mobile and tablet-friendly. The new site, expected to be completed by the fall of 2019, will maintain its mobile and tablet-friendly design. Residents can expect to see a much-improved web experience when visiting the newly redesigned site.

TIME FLIES.

Why drive, when you can take flight from your own backyard?

TIME FLIES. WHY WASTE IT DRIVING? FLY FAYETTEVILLE.
flyfay.com

Fly
FAYETTEVILLE, NC
REGIONAL AIRPORT

City Employees Partake in Woodpeckers Baseball Fever



Sgt. Dylan Kettell was pretty happy about the Fayetteville Woodpeckers swag bag he won as part of a United Way raffle earlier this year. Sgt. Kettell contributed to a new incentive offered in the 2018 United Way campaign. Thanks Sgt. Kettell!



CVA Winners Honored

Jennifer Green, Bus Operator, and Mack Harter, Police Detective, were honored with the Core Values Award in January 2019. The Core Values Award recognizes employees for their valued service to citizens. The award is designed to create a culture of recognition, increase employee engagement, reinforce behavior that exemplifies the City's core values and to recognize and motivate higher performance.



Fayetteville Fans First Look volunteers. Pictured are (not in order): Kim Thomas, Andrea Tebbe, Tiffany Anderson, Terri Hale, Tracey Holder-Wallace, Dennis Miller, Anne Laurie, Gloria Swinson, Mary Anne Arata, Tacie Carter, Jennifer Baptiste, Virginia Small, Jacquie Kirton, Anthony Ramsey and Deborah Robitaille. **Those not pictured who volunteered include:** Jim Rutherford, Michael Autry, Elizabeth Rockwell, Ashley Bradshaw, Kathleen Ruppert, Barbara Hill, Jackie Tuckey and Jennifer Ayre.



Development Services staff present Barton Malow staff with the temporary certificate of occupancy for Segra Stadium.

EXPERIENCE THE DIFFERENCE

**MORE ROUTES
FASTER SERVICE
SHORTER WAIT TIMES**



505 Franklin Street
(910) 433-1747 | www.RideFAST.net



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Corporate Communications Department

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The Fayetteville Frontline employee newsletter is produced quarterly.

If you would like to contribute to Frontline, please email us at nwalls@ci.fay.nc.us.