



FROM THE TOWN MANAGERS DESK



Ben Baxley—Gibsonville
Town Manager

2015 has been a very busy year for the **Town of Gibsonville** and its **employees**. The Town's employees have worked extremely hard this year to provide excellent municipal services to its residents, business owners, and internal customers (other Town employees). The Town's employees are our organization's greatest asset and I appreciate the **dedicated folks** that we have on staff. Without our Town employees, nothing would get done and the Town could not function as it should. I would like to wish all Town employees a very **Merry Christmas and Happy New Year** and I look forward to what the Town employees will accomplish in 2016!



Gibsonville Fall Festival



OFFICER
KEVIN GRAVES

The 28th Annual **Gibsonville Fall Festival** was a great success! There was live entertainment and tons of fun activities and games for the kids. Vendors lined the streets offering unique items and the Garden Train was operating on the Town Greens. Many of our **employees and their family's** took part in this event.



COBLE & ROOF CHILDREN



GIBSONVILLE CHRISTMAS PARADE

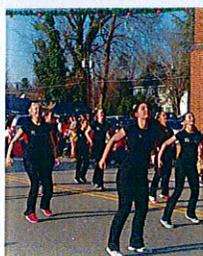


WFMY 2 Faith Abubey & Ed Matthews



Merry Christmas from Parks and Recreation,

We began advertising the parade and taking registrations in mid-October. A checklist of duties ranging from ordering parade floats to sending invitations to local bands and dignitaries followed to make sure nothing was left out; the list is updated as needed to ensure



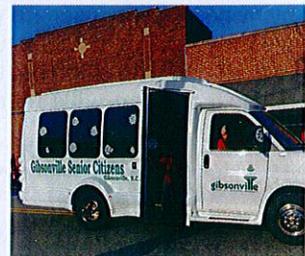
the next parade will be even better than the last. There were over 100 entries which translates to approximately

1000 parade participants. A database of participants was created to monitor the type and number of entries.

The parade could not take place without the cooperation of our Town depart-



ments... **Recreation Staff** clears leaves along the parade route, they make sure vehicles used in the parade are clean, they also help during the parade by collecting toy and food donations. **Gibsonville and Elon Police Depts.** block

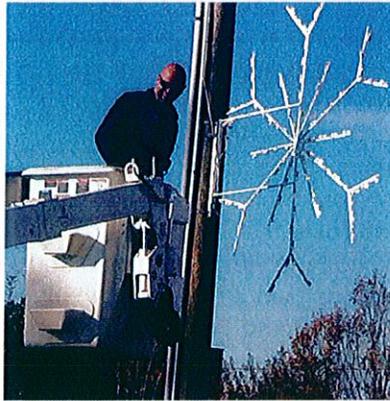


off the parade route prior to start time and **Public Works** staff assists with putting up barricades and detour signs as well as cleaning up after the parade. **Thanks to all departments** who help make this Gibsonville tradition a success.





Public Works Decorates Downtown for the Holidays



Streets Supervisor Ricky Wade

Public Works was hard at work preparing for Gibsonville's **Annual Lighting of the Green** which took place on November 20th. Many of the downtown shops were open, Santa & Mrs. Claus, Frosty the Snowman and Rudolph were also on hand. The Holiday musical entertainment along with the beautiful Town decorations made for a festive time. Kudos to the **Public Works Dept. employees** for such an outstanding job in decorating downtown Gibsonville for the Holidays!



PW Techs David Benton & Andy Sears

Open House at Gibsonville Library

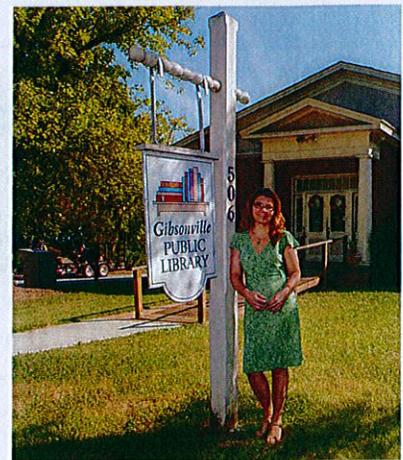


The **Gibsonville Library's Holiday Open House**, on December 3rd, was a great success! Close to 150 people

came through the Library during the event. Visitors entered into a drawing for door prizes, enjoyed hot cider and cookies, wrapped presents and made ornaments to take home and add to their Christmas trees. Library staff checked out a lot of books and movies, registered many new Library users, and had a great time visiting with the community. Thanks to everyone who came out that evening and to the **Gibsonville Library staff** for hosting this event!

Making It Modern

Burlington Times News recently published an article on **Gibsonville's Library Supervisor, Jessica Arnold**. The article discussed the painstaking cataloguing of every single book, DVD and periodical in the library's collection, and how these will feed into a computer to enable the creation of the first computerized catalogue system in Gibsonville's Library. Jessica does not think technology will eliminate the need for libraries because the library provides services, books and internet access to citizen's who may not have high speed internet in their homes. Jessica was quoted in the article as saying, "The public library has always been the great equalizer in our society." Congratulations to **Jessica Arnold and all the Library staff** for the hard work that is being accomplished in modernizing the **Gibsonville Library!**



Seniors Annual Myrtle Beach Trip

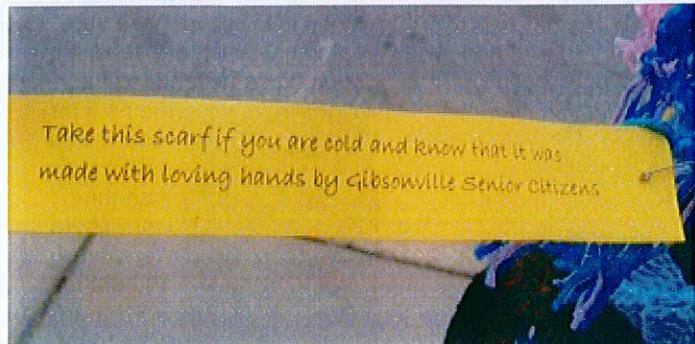
Heidi McBride in Gibsonville's Park & Recreation Department has been keeping our local children and senior citizens busy. Some of the fun and educational activities they've been doing are the Annual Seniors Myrtle Beach Trip and Veteran's Day coffee. There has also been a no bake cooking class where local children learn how to use kitchen tools to prepare simple recipes from things they have in their kitchen.



Kids in the Kitchen

Parks & Recreation Partner with Gibsonville Seniors

Gibsonville Senior Citizens have crocheted over 40 scarves, which our **Parks & Recreation** employees have been attaching to the poles, in front of their office, for anyone that needs a scarf as the cold weather sets in. So far about 15 scarves have been taken. Big pat on the back for this great outreach to our community!



Gibsonville Fire Department Assists Abbey Glenn Residents



Members of the **Gibsonville Fire Department** were on hand in November for several days to assist the Abbey Glen homeowners with changing their smoke alarm batteries. Thanks to the Gibsonville Fire Department for their **community outreach!**

401-K Plan Changes Taking Shape in 2016



Treasurer Cowell and the North Carolina Supplemental Retirement Board of Trustees have been working to enhance the NC 401(k) and NC 457 Plans in an attempt to assist North Carolina's public servants as they prepare for a secure retirement.

This effort has resulted in a combined overall reduction in the plans' recordkeeping and custodial fees, as well as enhanced services for plan participants. These actions are meaningful because they reflect the Treasurer's and the Board's commitment to retirement readiness among North Carolina's public employees.

These changes require no action on the part of your employees.

For details regarding the changes taking shape in early 2016, please refer to the letter which was mailed to your home address, which is being distributed to the NC 401(k) and NC 457 Plan members.

New Tax Exemption for Qualified Public Safety Employees in the NC 401-K Plan

On June 29, 2015, President Obama signed into law the "Defending Public Safety Employees' Retirement Act." This new law expands the exemption from the 10% penalty tax on early distributions to qualified public safety employees participating in defined contribution governmental plans.

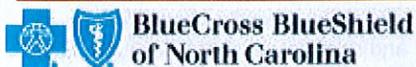
Currently, amounts withdrawn from the NC 401(k) Plan before age 59½ may be subject to a 10% federal income tax penalty, applicable taxes, and plan restrictions. The 10% tax penalty can be avoided if an individual retires or separates from service in the year they turn age 55 or older, and if they receive payments from the NC 401(k) Plan in substantially equal amounts over their life expectancy.

What is changing?

Starting January 1, 2016, the exemption from the 10% penalty tax on early distributions will also apply to distributions from governmental defined contribution plans-including the NC 401(k) Plan-made to qualified public safety employees if they retire or separate from service during or after the calendar year in which they attain age 50.

What is a qualified public safety employee?

Currently, a qualified public safety employee is an employee of a state or of a political subdivision of a state (such as a county or city) whose principal duties include services requiring specialized training in the area of police protection, firefighting services, or emergency medical services for any area within the jurisdiction of the state or the political subdivision of a state.



Healthy Outcomes Program

2015 Healthy Outcomes program is nearing the deadline to meet the **125 point goal**. Many employees have completed their annual bloodwork and Health Assessments and online programs offered through the BCBS website. Remember employees will receive a day of **PTO** for meeting the target of 125 points by **December 31st**. Flu shots are available on Tuesdays with Nurse Debra or at the ARMC clinic Monday, Wednesday and Friday 8am-1pm; Tuesday and Thursday Noon-5pm. New in 2016 is the **Healthy Rewards Program** which will award gift cards for achieving certain goals. More information will be forthcoming in the New Year.

Wellness Committee Update



The **Wellness committee** has been discussing 2016 plans. **Upcoming events** will include a presentation on Dental Health, and possibly a Town blood drive. Plans are to continue the free annual blood work and flu shots in 2016. BCBS Healthy Outcomes will be revamping their program and re-naming it **Healthy Rewards**, more information to follow. See a committee member if you have topics or ideas for Town of **Gibsonville Wellness** activities.

Cone Health/ARMC PA Clinic Holiday Schedule Changes

Holiday Schedule Changes for the Employee Clinic at ARMC are:

Christmas Eve, 12/24	CLOSED
Christmas Day, 12/25	CLOSED
New Year Eve, 12/31	CLOSED
New Year Day, 1/1	CLOSED

Cone Health/ ARMC January 2016 Community Events & Programs

There are several **classes and workshops available to our employees** and members of the community coming up in January: Smoking Cessation Program, Cancer Survivorship Series, Health & Nutrition, Prediabetes Class, Weight Loss Seminar, Bariatric Support Group, and No Time to Exercise wellness video. Please see the bulletin board at your location for details.

Reminder to turn in your Healthy Lifestyle Reimbursement Logs

Now is the time to turn your monthly **Healthy Living Reimbursement participation records** in to Nurse Debra in order to be reimbursed for your **Wellness Activity for the 4th quarter 2015**. Even if you have not completed the activity for a full three months, you can get credit for the months in which you did have participation in your chosen wellness activity. See Nurse Debra or May Hill if you need a new log for next quarter.



Fruit Day

Employees recently enjoyed some fresh bananas for fruit day. Please see May Hill or Debra Ross if you have a suggestion for an upcoming fruit selection.



Katie Kilgariff—Library Assistant / Part Time

Katie, our newest **Library Asst.**, lives in Gibsonville with her husband, three sons, and one big dog! She spends a lot of time at various practices, sporting events, and in carpool lines when she isn't working at the library.



The **Parks and Recreation Department** has a new part-time employee.

Vickie Baker will help drive on senior outings when multiple vehicles are necessary. Vickie and her husband, Rev. William Baker of the Gibsonville Christian Church, are residents of Gibsonville and have just purchased a home here in town. Vickie is a former school bus driver and enjoys singing, puzzles and spending time with her 3 children and 6 grandchildren. Be sure to give Vickie a wave the next time you see her behind the wheel of the senior van.



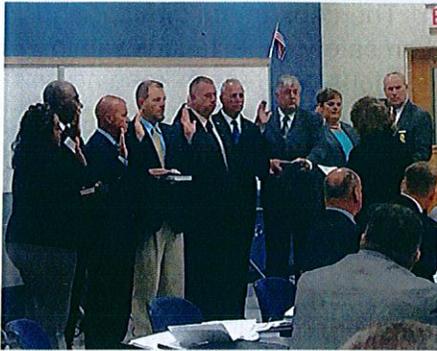
Vickie Baker—Recreation Asst. / Part Time



Officer Quincey Myers

My name is **Quincey L. Myers** and I was born and raised in Staten Island, NY. I moved to NC in 2003 and lived in Durham, NC for approximately 7 years. I was employed at the City of Durham as a Program Assistant for the Durham Teen Center for 3 yrs before moving to Graham, NC and pursuing a career in law enforcement and becoming a Deputy for the Alamance County Sheriff Department. I served as a Deputy for 3 years and laterally transferred to the **Gibsonville Police Department** where I am currently active as an officer. My goals as an officer are to help bridge the gap between law enforcement and the community and work closely with young children in the Public School system. I am a husband and father of 6 boys, two of which are step children. I love music, singing, song writing and spending time with my family.

Chief Parrish Appointed to NC Criminal Justice Education & Training Standards Commission



Chief Parrish 's Swearing in ceremony at NC General Assembly

The Town extends **Congratulations to Chief Ron Parrish** for his appointment to the **NC Criminal Justice Education and Training Standards Commission!** The Commission, through NCGS Chapter 17C, establishes minimum employment, training and retention standards for the State's criminal justice officers and plans for the effective implementation of innovations in the State's system of criminal justice employment, training and education. The Commission is comprised of 31 Members who represent the interests of law enforcement, corrections and juvenile justice personnel. Ron's term will continue until June 30, 2017. Gibsonville is proud of Chief Parrish's willingness to represent and serve in this prestigious capacity!

Gibsonville Firefighter, Michael Lynch, completed his **Technical Rescuer Certification** in October. Since technical rescues are usually high-risk events, training and pre-planning are stressed more than usual. Technical rescue team leaders have a huge responsibility not only to their communities, but to the teams they lead. Without a knowledgeable, experienced, highly trained leader, rescue teams are highly ineffective. **Congratulations Michael** on your hard work to attain this certification!



Ricky Wade, Gibsonville Public Works Supervisor, recently obtained his **C-Distribution Certification**. This is a great accomplishment for Ricky and a benefit to the Town as well. **Congratulations Ricky!**



Fair and Impartial Policing

Agencies are recognizing that even the best officers might manifest bias and, therefore, even the best agencies must be proactive to achieve fair and impartial policing. Members of the **Gibsonville Police Department** recently participated in training that presents what is known about human biases and provides guidance for promoting **fair and impartial policing** in the areas of policy, training, supervision/ accountability, leadership, recruitment/ hiring, outreach to diverse communities, and measurement.



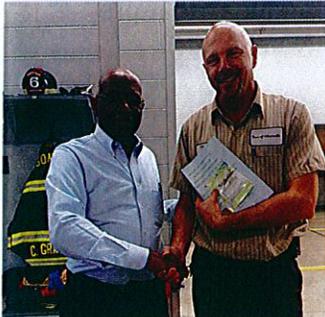
Public Works had an herbicide inspection by the **NC Dept. of Agriculture and Consumer Services** in October. This division of the State is responsible for regulatory and service areas covering, among other things, the structural pest control industry. The representative was pleased that **Public Works** had their herbicide stored safely out of view and in a part of the building that restricts public access. He also commented that the MSDS sheets were correct and accessible to Town employees. The representative explained that the type of herbicide being used by Public Works is not highly toxic and was a perfect choice for the application needed. **Rob Elliott and Ricky Wade** are doing a great job with their continuing training and credit hours for working with these chemicals. Congratulations to **Public Works** for passing this unexpected inspection with flying colors!

CONGRATULATIONS TO OUR 2015 SAFETY AWARD RECIPIENTS



Rob Elliott accepts PW Safety Award

2015 Safety Department of the Year: Public Works – Employees in the Public Works Department have shown great enthusiasm pertaining to safety inside its department and outside while performing day to day operations. The department director and supervisors have all stepped-up and really focused on safety expectations within their departments. The department has made tremendous progress in keeping all the public works buildings, equipment, and employees in compliance with safety requirements throughout the year. With the size of the department, keeping everything up to date can be a challenging task and the department has done a great job in doing so. The department exhibited the most strenuous effort in performing work safely.



2015 Safety Employee—Ricky Wade

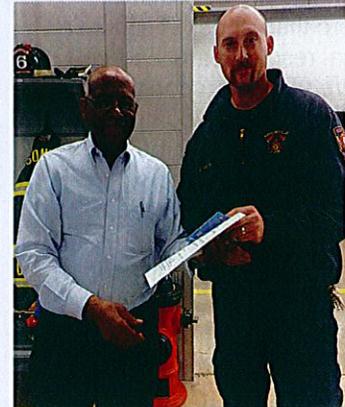
2015 Safety Employee of the Year: Ricky Wade – Ricky has gone above and beyond in making sure safety audits are completed. He has taken on added responsibilities as the vice chair for the safety committee. He has also used his flagger instructor certification to help employees from the public works and fire departments obtain their flagger certifications. Ricky has been given the task of blocking streets for all town events to ensure proper traffic control. On a daily basis he offers safety oriented suggestions and mirrors this through his work ethic. He takes on any challenge he is given with an eager and professional attitude. Ricky has done an excellent job by keeping the public works department in compliance with safety standards.



Jess Arnold—4th Quarter Safety Award

Safety Employee of the Quarter (Fourth Quarter of 2015): Jessica Arnold – Jessica is commended for all her hard work at the library while keeping safety in mind. She has worked very hard to clean out the work room at the library. She removed old materials that were trip hazards and created a safer environment for employees.

Safety Employee of the Quarter (Fourth Quarter of 2015): Jessie Nikitin – Jessie kept a cool head and remained calm during a situation involving a person that came to the fire department who was wanted by the sheriff's department. The situation could have been dangerous but was resolved without incident.



Jesse Nikitin 4th Quarter Safety Award



SAFETY COMMITTEE members are gearing up for 2016. Please be on the lookout for upcoming information to stay current on your training. The deadline for updated SDS sheets is December 31, 2015. We've had a busy year in 2015. Thank you to all the members of the Safety Committee for your dedicated service this year!

Christmas Luncheon

The Town's Christmas Luncheon was held on December 22nd at the Gibsonville Fire Dept. Delicious food and fellowship was enjoyed by all our employees. Congratulations to the door prize winners and a big thank you to **Laurie Yarbrough** for making the arrangements for a delicious luncheon and to our **Fire Dept.** for hosting our employees with food and fun!

