

Kent Connections



A Newsletter Published by Kent County Levy Court for its Employees

June 2005



Employee of the Month *Gale E. Maas*

The Kent County Employee Council has selected GALE E. MAAS from the Department of Administration as the June 2005 Employee of the Month.

Gale, a Kent County employee since June 2004, is a Clerk responsible for preparing copies for all departments, sorting and distributing mail. She has also earned the added responsibility of the courier mail service from the Administrative Complex to the Robert O'Brien building on a daily basis.

Gale is always willing to lend a helping hand to fellow employees. She offers her assistance on a daily basis without request. Her bright and energetic demeanor is welcoming to employees and patrons. Gale is praised constantly by fellow employees for her dependability and quick service.

Congratulations Gale on a job well done!

2005 GRADUATION ACCOLADES

Jessica Eisenbrey, daughter of MARY EISENBREY, from Dover High School on June 1st. Attending U of D in the fall.

Kris Hanggi, son of SANDY HANGGI, Associates in Criminal Justice from Del Tech on May 16th.
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COMING NEXT MONTH:

- > How did the County do at Leg Hall this year?
- > Results of employee picnic competitions
- > Some engineering staff moves into WWF digs

THIS MONTH'S ISSUE:

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Kent Connections is published for the employees and retirees of Kent County Levy Court using Microsoft Publisher® & Microsoft PowerPoint®. Comments, suggestions and story ideas should be addressed to: Kent County Personnel Office, 555 Bay Road, Dover, DE 19901, or given to Allan Kujala, Sophie Dear, Cathleen McLean, or Carissa Zeiter. Or, call the Personnel Office at 744-2310.

Employee Picnic features food and fun as "Thank you"

By Allan Kujala, Personnel Director

The sincere appreciation and high regard Levy Court Commissioners hold for each employee is demonstrated in a number of ways throughout the year by competitive salary and benefits, individual recognition, employee service awards, employee Christmas luncheon and the annual Employee Appreciation Picnic scheduled for Wednesday, June 8 from 11 a.m. to 2 p.m. in the open area (the so-called North Forty) located on the northeast corner of the Administrative Complex property. The rain date is Wednesday, June 15.



In addition, the Kent County Levy Court has declared June 5 -11, as "Kent County Employee Appreciation Week" and issued a tribute to all County employees thanking them for their service. It reads in part: "On behalf of the citizens of Kent County, the Commissioners express their sincerest gratitude and appreciation to each and every employee for his or her dedicated service."

The County employee-only event is organized by the Employee Council and features free hotdogs, hamburgers, fried chicken, and side dishes along with games, and the first ever "Department Head" competition.

The new Rely Array competition will feature teams of 4-employees in several heats positioned along the quarter mile paved walking trail located in the complex park. The competition will feature four different tasks including "Hockey Jockey", where the employee pushes a ball along using a hockey stick; the "EggTreme" event has the employee fast walk with an egg on a spoon positioned in one's mouth; the "Ballon Blowout", which has the employee run-

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Welcome to Kent County!



Name: KENNETH MCKENZIE



Job: Paramedic I
Date hired: April 4, 2005
Education: Associates Degree -- Emergency Medical Services
What I like most about my job: Being able to truly use my acquired medical skills to help others.
Future goals: I hope to complete my Bachelor's Degree

Family: Engaged to a wonderful woman named Amy and I have three children – Brandon, age 11; twin girls, Elizabeth and Kaitlyn, age 8
Most recent movie enjoyed: Mindhunters
Favorite sport: Baseball
Favorite meal: Prime rib and baked potato
Favorite music: Country
Favorite saying or slogan: "And you were the winner?"
Who has had the most impact on my life: My uncle
A dream I have is to: Be self-supportive at owning my own business
If I won a million dollars, I would: Pay off all my bills, help my family, and provide college funds for my children
You'd be surprised to learn that I: Nothing I do surprises people!
The most adventurous thing I've ever done is: Work EMS in a true urban inner-city environment where one wrong move, either intentional or unintentional, could get you into a lot of trouble.
Words that describe me: Funny, easygoing, truthful **1741**

A Monthly Contest

A free movie ticket will be given to the first two employees who find the last four digits of his/her Social Security number in the current issue of Kent Connections and contacts the Personnel Office at 744-2310. DAVID NESBIT in the Division of Emergency Medical Services was the only Emergency Services Building employee to find his number and claim a movie ticket in May. **0871**



EOM INSIGHT



Name: GALE MAAS
Job: Mail/Duplicating Clerk
Years with the County: One
Education: Dover High School graduate
What I like most about my job: I get to work with most Kent County employees
Family: Partner, David; son, Cameron; cat, Milo
After work I enjoy: Grillin' and chillin' on the back porch, gardening, reading, computer games, any type of games
Favorite new movie: Pirates of the Caribbean
Favorite old movie: Fried Green Tomatoes
Favorite TV shows: CSI, Survivor, the History Channel
Favorite TV show as a child: Mr. Ed
Favorite sport: To play: badminton; to watch: football
Favorite meal: Crabs, shrimp, corn on the cob, red potatoes, asparagus
Favorite music: Rock
Favorite Kent County restaurant: Shuckers Pier 13
Favorite Kent County event: All of them
People (living or dead) I'd invite to dinner: My parents
I'm most proud of: My son
Pet peeve: Rude people
Motto: "Bloom where you are planted."
If I've learned one thing in life, it's: Lefty loosey, righty tighty.
Who has had the most impact on my life: My family
A dream I have is to: Open a specialty shop
If I won a million dollars, I would: Pay off bills, help friends and family, travel
You'd be surprised to learn that I: Am afraid of bees
The most adventurous thing I've ever done is: Flying in a small plane with a friend, who had just received his pilot's license
Three words that describe me: Conscientious, organized, good-hearted **4248**

* * *

"Keeping score of old scores and scars, getting even and one-upping, always make you less than you are."
Malcom Forbes

Levy Court approves FY06 budget

By Allan Kujala, Personnel Director

It's final. The Kent County Fiscal Year 2006 budget was formally adopted by Levy Court on May 10 after an advertising timing oversight pushed the public hearing and formal consideration past the normal end of April approval date.

The approved \$58.2 million budget provides a 3.5% cost of living adjustment pay increase for most employees in addition to the normal 2% step increase for effective performance. Retirees will receive a 5% pension increase. The budget also includes a new funding method for dependent health care, with the County picking up 50% of the cost as opposed to contributing a flat amount as in the past. The wage and benefits increases may not apply to some collective bargaining units.

The new budget includes several staffing enhancements including the addition of six new positions. Specifically, two Parks Worker I positions in the Community Services Department, an Account Analyst in the Finance Department, a GIS Technician II, Heavy Equipment Operator, and Secretary positions in the Department of Public Works were added bringing the County's full time employee count to 291.

Two County positions had a rung added to
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National Guard recognizes Kent as patriotic employer

By Bret Scott, Communications & Research Assistant

Kent County Levy Court was recognized last month by the National Committee for Employer Support of the Guard and Reserve as a Patriotic Employer.

Lieutenant Colonel David Wuest, Commander of the 709th Airlift Squadron of Dover Air Force Base recognized the Levy Court for releasing Kent County employees to fulfill their obligation to the National Guard and Reserve components of the United States military. The award serves as a tribute to the Levy Court's long standing commitment to forging relationships with the military community.

"The Levy Court believes that maintaining relationships with the military community is an essential function of what we do," says Levy Court President DAVID R. BURRIS. "This award affirms our commitment to the members of the National Guard and Reserve forces."

Since the onset of the Operation Iraqi Freedom, two Kent County employees have been released from employment to fulfill their military obligation. MARTI STANSBURY, a Permit Technician in the Division of Inspections and Enforcement is also a Technical Sergeant and a C-5 Loadmaster with the 709th
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Stansbury honored with volunteerism medal

By Allan Kujala, Personnel Director

According to the old saying, "Volunteering has its rewards", but it also has a military medal and ribbon.



Part-time Air Force Reserve Technical Sergeant and full-time Kent County Permit Technician MARTI STANSBURY knows much about volunteering and was recently presented with her medal and ribbon at a special award ceremony held at a Levy Court

meeting last month. The formal military ceremony was conducted by Lieutenant Colonel David Wuest, Commander of the 709th Airlift Squadron of Dover Air Force Base in front of the Levy Court dais with the Levy Court Commissioners looking on.

Stansbury was nominated by USO Delaware President and Chief Executive Officer Joan Cote for the prestigious medal in recognition for her volunteer work with the USO, assistance with the Ruk March honoring Korean War Veterans, and providing assistance to honor units traveling with the remains of
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 ON THE MOVE. . .

Compiled by Carissa Zeiters, Personnel Technician II

New Hires

05/02/05 ANA ITURRIAGA, Custodian I, Grade 3, Public Works/Facilities Management
 05/16/05 NANCY WELCH, Deputy Receiver of Taxes, Slotted at Grade 9, Office of Receiver of Taxes
 05/27/05 ANDREW STINSON, Electrician I, Grade 9, Public Works/Wastewater Facilities

Resignation

05/18/05 JOSEPH STRACHAR, Parks Worker III, Grade 7, Community Services/Parks

Milestones

05/01/00 JOHN WEBB, Maintenance Mechanic II, Public Works/Wastewater Facilities – 5 years

MARK YOUR CALENDAR



June 1, 2005 - Blood Pressure Checks WWF

June 8, 2005 - Blood Pressure Checks Annex at 9 a.m., Kent County Administrative Complex Room 222 from 9:30 - 11 a.m., O'Brien Bdg from 11-11:30.

June 8, 2005 - Employee Appreciation Picnic at the Kent County Administrative Complex from 11:00 a.m. to 2:00 p.m. Raindate is June 15.

June 14, 2005 - L&W Rep. to answer health insurance questions from 1-2 p.m. in Room 222 at the Kent County Administrative Complex.

June 14, 2005 - Employee Training Session on Wills & Estates: What You Need to Know at 9:00 a.m. in Kent County Administrative Complex Room 220.

June 30, 2005 - Last Day of Fiscal Year 2005

In Memoriam

DONALD W. KNIGHT, a Kent County Levy Court retiree, passed away on May 19, 2005. Donald was the Director of Emergency Planning and Operations from 1991 to 2000, when he retired. Donald was well-known throughout the volunteer fire service in Delaware, Maryland, and Virginia.

Congratulations

Congratulations to FRANK and Kelly BENNETT from the Department of Planning Services/Inspections and Enforcement Division on the birth of their son, Colson Bennett who was born on May 15, 2005 at 1:17 p.m. weighing 7lbs. 13 oz. and 20.5 inches.

COUNTY BIRTHDAYS



JUNE

- 03 Barbara Schroeder, Finance
- 03 Danielle Lamborn, Planning Services/Planning
- 06 Steve Watson, Planning Services/Insp. & Enfor.
- 10 David Nesbit II, Public Safety/EMS
- 11 Kimberly Dixon, Tax Office
- 15 P. Brooks Banta, Levy Court Commissioner
- 18 Kathryn Gooden, Assessment Office
- 20 Daniel Dolphin, Public Safety/EMS
- 21 Dawn Jenkins, Finance
- 22 Michael Evans, Public Works/WWF
- 22 Mike Rigby, Community Services/Parks
- 23 June Gladden, Assessment Office
- 23 Richard Baker, Public Works/WWF
- 23 Catherine Brown, Tax Office
- 25 Robert Savage, Public Works/WWF
- 27 Darla Dempsey, Community Services
- 27 Gina Glanden, Finance
- 28 Joyce Melvin, Receiver of Taxes
- 29 Joe O'Connell, Planning Services/Insp. & Enfor.

JULY

- 01 Roland Carter, Public Works/Facilities Mgmt.
- 01 Angela Wise, Comptroller Office
- 03 Kristopher Connelly, Planning Services/Planning
- 05 Wallace Wootten, Public Works/WWF
- 05 Kenneth Glanden, Public Works/WWF
- 05 Lisa Schlauch, Public Safety/EMS
- 06 Pat Piazza, Public Works/Facilities Mgmt.
- 07 Shawn O'Toole, Public Works/WWF
- 07 Lori Short, Planning Services/I&E
- 10 Jim Welsh, Assessment Office
- 11 Lisa Cooper, Tax Office
- 14 Sharon Bean, Assessment Office
- 15 David Grygo, Public Safety/Emergency Comm.
- 17 Anita Lloyd, Planning Services/Planning
- 17 Teresa Carter, Finance
- 19 Michael Harrington, Public Works/WWF
- 23 Charlotte Donnelly, Sheriff Office
- 23 Scott Tanner, Planning Services/I&E
- 25 Wayne McCarty, Community Services/Parks
- 25 William Vincent, Public Works/WWF
- 25 Cindy Grygo, Public Safety/EMS
- 26 Marti Stansbury, Planning Services/I&E
- 27 Dick Dempsey, Public Safety/Emergency Comm.
- 28 Ronald Smith, Levy Court Commissioner
- 29 Ruby Farmer, Tax Office
- 31 Jack Peterman, Levy Court Commissioner
- 31 Naomi Galloway, Planning Services/I&E
- 31 Stella Padilla, Public Works/WWF
- 31 Wade Paugh, Planning Services/Planning

Higher dependent benefit costs deducted in June

By Allan Kujala, Personnel Director

With Open Enrollment completed, all the desired changes to dependent health care, dental coverage, supplemental life insurance, etc. will become effective July 1, but since health and dental insurance premiums are charged one month in advance the bill comes due in June.

Many employees making no changes, but retaining current levels of dependent health care coverage will feel the average 26% rate hike beginning with the first pay check on June 3. Retirees saw the impact in their June 1 pension checks. However, some rates actually decreased due to the new 50 percent dependent health care cost sharing contribution approved by Levy Court as part of the Fiscal Year 2006 Budget.

The monthly premium for dependent dental insurance coverage remained the same at \$26, deducted in two equal \$13 payments each month.

A total of 15 employees made changes during the month-long open enrollment period with most taking the opportunity to add dependents to the County's dental insurance plan.

Premiums for additional supplemental life insurance or AFLAC coverages will be deducted beginning in July. Internal Revenue Services rules only permit changes to medical/dental and AFLAC during open enrollment, except for qualifying events. Contributions to the 457 deferred compensation plan can begin or be adjusted at any time.

The new monthly rates for dependent health insurance are effective July 1, 2005, but deducted from pay beginning June 3 as illustrated below.

For more information about County benefits, contact the Personnel Office at 744-2310.

FY 2006 Monthly Dependent Health Insurance Premiums

Coverage	Spouse	Child(ren)	Family
PPO	\$296.34	\$242.46	\$549.57
HMO - High	\$231.26	\$183.58	\$455.36
HMO - Low	\$201.22	\$137.79	\$411.87
Medigap	\$98.91	N/A	N/A

Information Officer group elects Scott as Vice-President

Kent County Communications and Research Assistant BRET SCOTT was recently elected 2nd Vice President of the National Association of County Information Officers. In his new position, Scott will join NACIO's executive board and support the functions of the President. In addition, he will be in line to ascend to the position of President. Scott will serve a two year term as 2nd Vice President beginning in July.



"I am happy to accept this new position. NACIO has played a role in my professional development with Kent County. I consider it my obligation to serve NACIO in any capacity possible," said Scott.

A member of NACIO since July 2001, Scott has been very active having served as Region 1 Director, the 2004 Programming Committee Chair and the 2005 Awards of Excellence Competition Chairman.

NACIO strives to create a better understanding of the duties of county government and to improve the communication skills of NACIO members and all other county officials.

Students mock Levy Court! Reject raise and dress code

By Bret Scott, Communications & Research Assistant

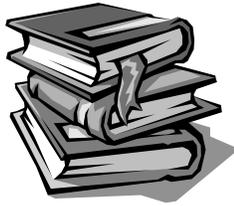
Fifteen area high schools students joined Levy Court Commissioners and staff for the annual Youth in Government Day on May 19. During their day long visit, students were schooled on the history and the role of the Levy Court by taking part in a mock Levy Court meeting.



During their debate, the student Commissioners denied a motion to institute an employee dress code, denied an employee pay raise to avoid a forty percent property tax increase, and denied a conditional use application for a dog grooming business.

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FROM THE STACKS



By Sandra Hanggi, Library Technician

A Deadly Game

By Catherine Crier & Cole Thompson

Anyone who followed the Laci Peterson murder, and trial over the last two years will know who author Catherine Crier is. She is an anchor on CNN as well as a lawyer and judge so she knows her murder trials. I was so glad to see she had written a book on the subject and could not wait to read it. Catherine Crier added little known details and little known facts concerning this case which made the reading riveting.

Some of the info we didn't hear is the wiretapping done on the phone with Scott Peterson's parents and Sharon Rocha, Laci's mother. Hearing those conversations is almost paramount to having Scott confess. It was also interesting to see all the mistakes and bad decisions Scott made during his planning of the murder and after the murder, yet no-one actually saw him take Laci and dump her body in the bay. The book tells you how Laci grew up, met Scott and how Scott grew up and met Laci. Even though they both grew up with loving families, it's obvious that Scott was always spoiled by his parents and could do no wrong and his parents always had an excuse as to why Scott did things, never made him own up to anything.

There is a lot of good information about the families of Scott and Laci Peterson and the ripple of effects that hurt so many lives because of one sociopath. This book includes photos, including photos of evidence not seen in the media before and an appendix of evidence. This is an organized, tightly written book and will no doubt convince you (if you had any doubt) that Scott Peterson did murder his wife and unborn son and could have cared less. Interesting read, you won't put it down. My score on a scale of 1-10, I give it a 9+. **4800**

High Praise



Congratulations to GEORGE DeBENEDICTIS and DALE HAMMOND of the Inspections & Enforcement Division for recently passing the ICC Certified Permit Technician examination. Way to go!!!

Recipe of the Month

By Sophie F. Dear, Personnel Technician II

GRILLED MUSTARD-DILL BURGERS

This recipe can be prepared in 45 minutes or less.

3 tablespoons sour cream
3 tablespoons Dijon mustard
1½ tablespoons chopped fresh dill
10 ounces lean ground beef
Salt and pepper
2 hamburger buns, split
2 tomato slices
2 Bibb lettuce leaves

Prepare barbecue (medium-high heat). Mix first three ingredients in medium bowl. Transfer three tablespoons sauce to small bowl and reserve. Add meat to remaining sauce in medium bowl and mix gently. Divide meat mixture into two equal portions. Flatten each to ½-inch-thick patty; sprinkle with salt and pepper.

Grill cut side of buns until toasted, about one minute. Grill patties to desired doneness, about four minutes per side for medium. Spread bottom half of buns with reserved sauce. Top each with burger, tomato slice, lettuce and bun top.

Serves 2; can be doubled.

Recipe from *Bon Appétit* "30-Minute Main Courses", August 1999

2005 GRADUATION ACCOLADES

(Continued from Page 1)

William Domm, nephew of SANDY HANGGI, Bachelors in Pre med from Rutgers University on May 19th. Amanda Kling, niece of SANDY HANGGI, Bachelors in Forensic Psychology from University of Maryland College Park on May 19th.

Crystal Gauen, daughter of WENDY HAYWOOD, Masters degree in Art Therapy from the School of Visual Arts, New York, N.Y. on May 11th.

William Bradley Lewis II, son of KAREN LEWIS, from Kindergarten at Calvary Christian Academy on June 6th.

Jessica Johnson, granddaughter of ANITA LLOYD, from Caesar Rodney High School on June 4th. She will attend Elmira College in New York.

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Wills & Estates What you need to know!

By Sophie F. Dear, Personnel Technician II

As part of Kent County Levy Court's effort to help its employees strike a balance between their work life and personal life, the June voluntary training session will be "Wills and Estates: What You Need to Know." The guest speaker will be THOMAS E.



WEYANT, Register of Wills for Kent County.

One session will be held on Tuesday, June 14, at 9:00 a.m. in room 220 of the Kent County Administrative Complex. To sign up for this session, contact me in Personnel at 744-2312, by e-mail (if you have a list), or in person.

In May, the topic was time management and was presented by Inspections & Enforcement Division Manager LESLIE PERSANS. County employees who received credit for this session were SHERRY BARKER, KAREN COOPER, SOPHIE DEAR, MARI FABRES, KATHY GOODEN, MARTY HAYES, JILL JOHNS, EVELYN JOPP, KAREN LEWIS, ANITA LLOYD, GALE MAAS, WAYNE McCARTY, CHRISTINA MORTON, SHEILA ROSS, KATHY SKINNER, CARL SOLBERG, MARC ST. JEAN, LESLIE VASQUEZ, PATTY VIRDIN, and CARISSA ZEITERS.

Congratulations to G. WAYNE McCARTY, who completed his second set of 15 CEU's for another one percent pay increase!

Thank you for your continuing interest in the County's voluntary training program!

Stansbury honored

(Continued from Page 3)

military servicemen and women.

With almost 14 years of service to her Country, including nine years in the Reserves, Stansbury calls her duties as a C-5 loadmaster "the best part-time job in the world."

"We are all proud of Marti's service to our country and to the County," said County Administrator ROBERT S. McLEOD. "The Commissioners were especially honored to have been included in Marti's medal presentation ceremony."

May was busy, but June looks to be exciting as well

By Sgt. Dave Mick, EMS Operations Support Officer

Hi everyone. Here are just a few notes on happenings around the Department of Public Safety.

Open House:

Hosted by the Delaware State Police dispatchers, the Public Safety grounds were open to the public and particularly local elementary school groups who were given tours and demonstrations. The new Incident Command Posts were accompanied by a fire engine, rescue truck, ambulance, the DSP "Kick Butt" car, DSP SCUBA Dive Team, and many more. The complex was packed for the entire event and visitors were treated to Italian Ice and Grotto's pizza.

Dover Downs WMD Exercise:

Paramedics and Dispatchers participated in a large disaster exercise at Dover Downs Raceway. The event was part of the ODP (Office for Domestic Preparedness) program of training, drills, and exercise. More than a dozen agencies participated including the volunteer fire service, DNREC, Public Safety, State Police, and Bay Health. The rainy day didn't make operations go any smoother, but no one gave up on the exercise. Lessons learned and improvement actions will be defined with an after action report which is currently under development.

NASCAR Nextel Cup Race

Friday, June 3—Sunday, June 5 at Dover International Speedway. Kent County paramedics and dispatchers will be on hand keeping everyone safe.

Safe Summer Day:

Saturday, June 25th (10:00 AM – 2:00 PM) at Brecknock Park. Come visit the many displays and demonstrations as this annual event makes it's 7th appearance. The day is highlighted with a dedication to emergency service personnel, DSP K-9 demonstrations, car rescue demos, and firefighter games. The weather is always great for this event, so come on out and enjoy the day !!

Flashback:

Please review last month's article. Sadly, the news has recently carried a story about a child losing a foot to a riding mower accident. Keep safety in mind with all your activities. Please do not fall into the trap of thinking "It won't happen to me."

EMPLOYEE COUNCIL NEWS



By Jennifer Graham, Employee Council Secretary

Hopefully, Mother Nature will cooperate with us on Wednesday, June 8 for the Annual Kent County Employee Appreciation Picnic.

The picnic will be held on the "North 40" area of the Kent County Complex, which is located directly behind Air Base Carpet Mart, from noon till 2pm. The menu for the picnic includes fried chicken, hamburgers, hot dogs, mac-n-cheese, potato salad, fresh fruit, cookies, and assorted beverages. There will be plenty of fun activities for those with the competitive edge such as "Pass the Noodle", "Sack Race", and "Tug of War".

In last month's edition of *Kent Connections*, the Employee Council asked for ideas on a "Devious Deed" in which the Managers and Dept. Heads could participate in to replace the dunking booth activity. Thanks to all the creative employees of Kent County, we had quite a few great suggestions! Be sure to attend the picnic to find out what "Devious Deed" was selected. The Employee Council would like to thank all employees who have volunteered their time to help with clean up after the picnic. We are still in need of volunteers to assist with cooking. Please contact JASON MILLER if you are able to lend a helping hand. Hope to see you all at the picnic!

Congratulations to GALE MAAS of the Kent County Levy Court Administration office for being selected as the June 2005 Employee of the Month. Those selected as Employee of the Month are rewarded with a paid day off during the selected month, a reserved parking space near the employee entrance of the Complex, and a \$100 cash prize.

The Employee Council members would like to thank DAWN JENKINS for serving as treasurer on the Employee Council. Dawn will be leaving the County in June, and moving to Arizona. Best of luck to you and your family, Dawn! We would like to welcome KATHY SKINNER of the Department of Planning Services, who was the next highest vote getter in the February elections.

Your Employee Council members are: CATHLEEN McLEAN—President, JASON MILLER—Vice-President, JENNIFER GRAHAM—Secretary, NYLE CALLAWAY, MICHELLE LAPINSKI, MELISSA McNATT, and KATHY SKINNER. **4855**

Tech Talk



By Joe Kurtyka, Director of Information Technology

Some tips to make your work life easier:

1. *Phone tip*

How to retrieve your voice mail from an outside phone:

Dial 744-2488

Enter *

Follow the instructions to enter your phone number and password

2. *Word® tip*

Inserting the total number of words into your document:

Ever need to know/record how long your document is?

A. Position the cursor where you want the number of words to appear

B. Choose insert from the tool bar

C. Select FIELD from the drop down menu; a list appears

D. Choose DOCUMENT INFORMATION as the field category

E. Select NUMWORDS from the Field names list

3. *Word® tip*

Controlling automatic indenting:

Are you tired of pressing TAB at the beginning of a line, only to have your whole paragraph indented? Here is one way to turn off that feature

A. Select tools from the tool bar

B. Select Autocorrect Options from the tools menu

C. Select the tab: Autoformat as you type

D. At the top line item in the bottom of the 3 categories, make sure the LEFT- and FIRST-INDENT WITH TABS and BACKSPACE is cleared.

E. Click on okay.

2005 GRADUATION ACCOLADES

(Continued from Page 6)

John David Newton, son of JIM NEWTON, home schooled High School graduate on April 1st. He will attend Del Tech majoring in Biotechnology and then continue at U of D to pursue a degree in Marine Biology.

Stacy Orona, daughter of PAT ORONA, Bachelor of Arts from Wesley College on May 14th.

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Furniture auction at O'Brien bldg. bids up great deals

By Allan Kujala, Personnel Director

It could have been billed as the "Worlds Greatest Yard Sale", but everything was inside; or it could have been advertised as a "Bargain Hunter's Paradise", but most everything was junk with no useful life left. We will just call it the end of an era—several eras.



The long awaited sale of surplus office furniture dating from the 1950s to 1990s and left at the Robert W. O'Brien building when the County moved to the new Administrative Complex in April was held on May 21 with a number of County staff members on hand.

Employees turned up for a variety of reasons. One wanted to purchase office furniture for his wife and adult sons, another wanted a favorite chair or a desk he had admired for years. Some were nostalgic or just wanted to know what value the old stuff had. Apparently not much, since a whole lot of items had no bid, many things sold for one dollar, and a few fetched hundreds of dollars. Overall, the sale brought in just over \$7,000, according to Facilities Management Division Manager DICK MacDONALD.

The highest priced item was an old high chair displayed in the former Levy Court office for a number of years. Some said the chair was used as a dunce's chair in an old County school house, while others said it was used by clerks at the turn of the century. It sold for \$210. Following close behind was a hallway parson's bench which was sold to the highest bidder for \$150. An old oak desk used by JAN MORRIS for 13 years also sold for \$150.

Some things sold for ridiculous prices such as an old lockable file cabinet in the Personnel Office, which sold for \$65, while all the others in the room sold for \$10. On the other hand SOPHIE DEAR's desk sold for one dollar, even with two small filing cabinets, a two shelf metal bookcase, wooded printer stand, and floor mat thrown in. The oh so comfort-

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Welcome to Kent County!

Name: NANCY R. WELCH

Job: Deputy Receiver of Taxes

Date hired: May 16, 2005

Education: High school

What I like most about my job:

The people are all so friendly and helpful!

Greatest accomplishment: Raising two children by myself after my husband died

Greatest challenge or obstacle: Trying to move on after the death of my husband

Future goals: Live life to the fullest and learn as much as I can about my job so I can be a help to everyone

Person/event that most inspired me in my career: My Pastor

I'm most relaxed and happy when I'm doing this: Going on cruises

Family: Two children, David and Tina. David is a psychologist and Tina works in clinic research.

Most recent movie enjoyed: Interpreter

Favorite TV show: Dr. Phil

Favorite sport: Baseball

Favorite meal: Thanksgiving (turkey dinner)

Favorite music: Classical (soothing) and some Country

Favorite saying or slogan: "If God brings you to it, He'll bring you through it."

Who has had the most impact on my life: My family

A dream I have is to: Travel and visit my children in Pennsylvania and California, and family in Florida. Also, cruise.

If I won a million dollars, I would: Help my family, share with my church, and travel

You'd be surprised to learn that I: Can't dance!

The most adventurous thing I've ever done is: Go snorkeling and "bobbing"

Words that describe me: Friendly, helpful, caring



High Praise

Kudos to KAREN COOPER of the Tax office for a glowing Constituent Comment Card praising her for her assistance and friendly smile. *Outstanding!!!*

CAT BOX



By Cathleen McLean, Payroll Administrator

When will I see my raise?

Every year about this time employees start asking me, "when will our raise show up in my paycheck." My first inclination is to say, "what raise?" Levity aside, I'll try and explain.

The rate of our increase is 3.5% for cost of living and if you get a step increase, due to being evaluated as an "Effective" or better employee, there will be an additional 2% step increase.

Timing is everything in payroll and the first day of our Fiscal Year 2006 pay rates falls on Friday, July 1. The paycheck on July 17 will have 4 days at the FY05 pay rate and 6 days at the FY06 pay rate. The paycheck on Friday, July 29 will be the first pay period that includes entirely the new FY06 pay rate.

However, remember "Timing is everything," and in this instance July 29 is the third Friday of the month. The paycheck scheduled for the third Friday of the month has no deductions made for insurance premiums and any medical cashback is not paid.

So, the very first paycheck that can be considered "typical" as all inclusive of the new dependent health insurance rates and the new pay rates will be on August 12, 2005.

Want to know what your specific pay rate will be? Don't call me, because during the month of June your Department Head, Division Manager or supervisor is supposed to inform you of your pay rate. If don't hear anything by June 30, give me a call and I will clue you in.

The Personnel Director has completed the pay rate calculations and forwarded the new rates to your Department Head for review, questions, and comments. Once all parties are satisfied, then you will get your new hourly rate (annual salary rate for exempt employees). **4857**

BENEFIT BLURBS

By Sophie F. Dear, Personnel Technician II

Many employees have asked, "Which is the best Mid-Atlantic option for me?" Usually, I honestly have no idea. Factors that employees should consider are whether the member (employee or dependents) wish to have the freedom to use a specialist without consulting their primary care physician (PCP) and how much of a financial cushion they have for medical expenses not paid my Mid-Atlantic Health Plan (MAHP).

The Preferred Provider Option (PPO) allows members to consult a physician outside of the local network. However, if a non-participating provider is used, there is a minimum deductible of \$500, preventive care and chiropractic care are not covered, and the portion paid by MAHP to non-participating providers is much less than the payment to participating providers.

The Advantage High Option and the Advantage Low Option (HMO plans) do not cover non-participating providers unless you are traveling in an area not covered by our network, and you become ill or injured. With the HMO plans, you must designate a PCP, use that physician for all medical care, and have authorization from your PCP to use another PCP or a specialist. If you wish to change PCPs, you must complete a MAHP Enrollment/Change Form and receive a new identification card from MAHP with the name of the new PCP on the card.

The Advantage Low Option is the plan that I suggest to employees that they not use unless they absolutely cannot afford one of the other plans, or they have back-up insurance through a spouse (or in the case of children, another parent). It is essentially an 80 percent plan – MAHP will only pay 80 percent toward hospitalization, surgery, anesthesia, and maternity benefits. Additionally, co-pays in this option are higher. Unless the employee has a secure financial cushion, paying the other 20 percent of hospitalization, surgery, anesthesia, and maternity benefits can be very painful. **7625**

2005 GRADUATION ACCOLADES

(Continued from Page 8)

Amie O'Toole, daughter of SHAWN O'TOOLE, Associates in Criminal Justice from Del Tech on May 16th.

Ben Petit de Mange, son of MIKE PETIT de MANGE, from Fairview Elementary School. He will be

moving up to William Henry Middle School in the fall.

R.D. Davis, brother of MELISSA McNATT, from Smyrna High School on June 4th. He will begin the University of Delaware Parallel Program in the fall.

Steven Palmer, son of DEBBIE PALMER, Bachelor of Science from University of Mary Washington on May 7th.

(Continued on Page 11)

Dress for summer with eye toward guidelines

By Allan Kujala, Personnel Director

Many employees are beginning to look forward to summer's heat and adjusting the work wardrobe as temperatures soar - but don't go too far. Four years ago, County department heads decided to tackle the sensitive employee dress code issue themselves, rather than have the Levy Court impose a policy. The result of several meetings was the development of Work Attire Guidelines, that each agreed to enforce in their respective departments.

The guidelines eliminated "Casual Friday" for a more relaxed work environment every workday.

Employees are permitted to wear blue jeans, but they must be clean and in good condition. Shorts are not permitted unless part of a matching short suit set or uniform. Tee shirts are prohibited as are all attire with messages, characters, or advertisements - except Kent County related logos and messages.

Other examples of unacceptable attire include tight or form fitting clothing, revealing, sheer or see-through clothing, dirty, faded or torn clothing, jogging suits, micro mini-skirts, skorts, leggings, culottes, overalls, sweat pants, capri pants, flip flops, sneakers, slippers, spike heels, visible body piercing (excluding earrings), hats, caps, etc.

Employees may deviate from the guidelines only with the expressed approval of the department head, but the failure of supervisors to achieve uniformity in attire could put the issue back in the hands of Levy Court - and the seven Commissioners might go further than some employees would want.

For more information ask your department head or call the Personnel Office at 744-2310.

2005 GRADUATION ACCOLADES (Continued From Page 10)

Erin Elizabeth Donoway, daughter of LESLIE PERSANS, from Caesar Rodney High School on June 4th. She will attend U of D in the fall.

WILLIAM ROBERT PIERCE II, Bachelor of Science in Geography from U of D on May 28th.

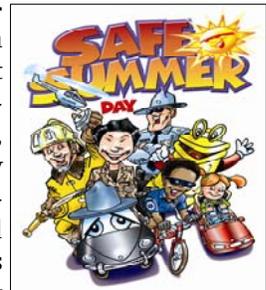
Jason Pfeiffer, son of LINDA PFEIFFER, Associates in Criminal Justice from Del Tech on May 16th.
(Continued on Page 12)



Brecknock hosts 7th annual Safe Summer Day

By Wayne McCarty, Park Facilities Specialist

Kent County Levy Court will host the seventh annual Safe Summer Day on **Saturday, June 25, 2004** from **10:00 a.m. to 2:00 p.m.** at Brecknock Park. Safety professionals from several county, state, federal and community organizations will conduct interactive demonstrations and distribute information at this event aimed at promoting safety awareness for all ages.



A patriotic presentation at noon will honor our military members and our civil servants who have and are willing to give so much - even their lives for our freedoms and our safety.

One of the many highlights of Safe Summer Day is the child safety seat check event. Nationally certified Child Passenger Safety Technicians will be on hand to inspect child safety seats for proper installation and use. Common mistakes parents make include not securing the seat tightly enough in the vehicle, not securing the child properly in the seat, and not recognizing when it's appropriate to move a child from a backward facing position to a forward facing position. Approximately 87% of child safety seats inspected in Delaware are found to be improperly installed. State law requires that children through age six ride in a properly secured car seat or booster seat.

Activities include an interactive safety and environmental displays, fire extinguisher demonstration, a K-9 demonstration, a visit by the Delaware State Police and U. S. Army helicopters (if mission available), an Explosive Ordnance Disposal (EOD) Demonstration by Dover AFB Personnel, and the Delaware State Police Rollover. The Rollover is a pickup truck crew compartment on a trailer which simulates a rollover accident, and demonstrates the type of injuries that can occur when individuals don't wear seat belts.

Live remote radio broadcasts, pony rides, stage shows, moon-bounce, prizes, giveaways and
(Continued on Page 14)

Employee Picnic fun

(Continued from Page 1)

ning with a water balloon between the knees; and finally the "Ball Fall" for which the employee must pitch a bean bag to knock a ball off a safety cone. Sign your team up with JASON MILLER at 744-2425.

Each member of the winning 4-person team will choose between a variety of valuable gift certificates and claim the coveted title of "North 40 Champions."

Afterward, department heads or stand-in Division Managers (or Deputies) will compete for the his/her department for a year's worth of Picnic bragging rights as the "Boss Toss Champion."

The picnic is always a popular activity for employees, but County business continues to operate as staff members work in shifts to cover offices. The food will be served from 11:00 a.m. to 2:00 p.m.

If you would like to volunteer to flip hamburgers, please call any Employee Council member.

Patriotic employer

(Continued from Page 3)

Airlift Wing. Stansbury was activated from February 2003 to November 2004 and was responsible for nominating the County for the award.

JOHN WITZKE, a paramedic in the Department of Public Safety is a Master Sergeant and C-5 Flight Engineer with the 512th Airlift Wing. Witzke was activated from February 2003 to September 2004.

Students mock Levy Court!

(Continued from Page 5)

Following the Levy Court meeting, the students took a tour of the Kent County Administrative Complex and the Kent County Emergency Communications Center. The day concluded with a mock wedding and reception in the atrium officiated by Clerk of the Peace LORETTA WOOTTEN.

The day was a huge success due in large part to the participation of the following individuals: Commissioners Allan F. Angel, David R. Burris, P. Brooks Banta, Donald A. Blakey, Richard E. Ennis, and Ronald D. Smith; Row Officers Betty Lou McKenna, Joyce Melvin, and Loretta Wootten; staff members Roy Augustine, Michael Bundek, Susan Durham, Jean Fabi, Sarah Keifer, Mark Kennedy, Allan Kujala, Dick MacDonald, Jan Morris, John McDowell, Jean Orsinger, Kathy Phinney, Lorri Tanaka, Harry Vansant, John Willson, and Carissa Zeiters.

FY06 budget ok'ed

(Continued from Page 3)

the respective career ladder with a new single position Tax Clerk III in the Office of the Receiver of Taxes and a single position Maintenance Worker III in the Public Works Department. Three positions were reclassified including the Property Specialist Supervisor in the Assessment Office from Grade 10 to 11 and a Secretary (Grade 6) position to a Senior Secretary (Grade 8) in the Department of Community Services/Division of Recreation and the Department of Planning Services/ Division of Planning. Another nine positions were converted from 35 hours to 40 per week beginning July 1, including the five Appraiser I and II positions in the Assessment Office, and the Administrative Secretary, Senior Secretary, Secretary, and Account Specialist II positions in the Department of Community Services.

The document incorporates an \$831,000 pension fund contribution, a \$370,000 post-retirement benefits fund contribution, as well as normal operating cost increases. No tax increase was included. **8583**

2005 GRADUATION ACCOLADES

(Continued from Page 11)

Brian Poore, son of DOUG POORE, from Lake Forest High School on May 27th. He will attend U of D in the fall.

LIZ SNYDER – Graduated Magna Cum Laude with a Bachelors of Education from Wilmington College on May 16th.

James Staats, son of RANDY STAATS, from Polytech High School on May 27th.

Jazmyne A'niya Stanford, granddaughter of AUDREY STANFORD, from Kindergarten to 1st grade at Towne Point Elementary School on June 2nd. She has also received the citizenship award.

Mai Tanaka, daughter of LORRI TANAKA, from Kindergarten at The Little School on June 3rd. She will be attending 1st grade at Star Hill Elementary.

Brittney Brown, daughter of LESLIE VASQUEZ, from Groves High School on June 1st. Plans on attending Del Tech in the fall.

Laurie Williams Coventry, daughter of GEORGETTE WILLIAMS, Graduated Magna Cum Laude with a Bachelors in Behavioral Science from Wilmington College on June 16th. She was inducted into Delta Epsilon Rho.

Brenda Wootten, daughter of LORETTA WOOTTEN, Bachelor of Science in Paralegal from Wesley College on May 14th.

(Continued on Page 14)

Need something to do this summer? Think Parks & Rec

By Carissa Zeiters, Personnel Technician II

Are you searching for some fun activities for the family this summer? Pick up a brochure at the front desk of the Parks and Recreation office in the Kent County Administrative Complex. Take a glance at some of the programs offered for Summer 2005.



Schools out! What will the kids do while you are at work? Summer Day Camps are a great way to get your children involved in activities for the summer. They run Monday-Friday, 7:30 a.m.-5:30 p.m., \$75/wk. Registration forms must be completed. First-come, first-served, so sign-up now!

There are activities for Tiny Tots too. TOT AND PARENT BEGINNER SWIMMING will be held at the Maple Dale Country Club, Saturdays, 10-10:30 a.m. beginning July 9 for 5 weeks.

There are two NEW Youth Programs this summer. DRYLAND HOCKEY SKILLZ, ages 7-18 at Polytech High School Inline Rink, Mondays, 7-8:30 p.m. beginning June 13 for 8 weeks. INLINE HOCKEY – INSTRUCTIONAL, ages 7-14 on Tuesdays and Thursdays beginning June 14 for 8 weeks.

Check out the following NEW Camp programs. Learn about the history of space discovery. SPACE EXPLORATION CAMP, ages 8-13 at the Howell Mill Nature Center, Brecknock County Park from 9 a.m.-3 p.m., July 18-22. PLANET DISCOVERY CAMP, 9 a.m.-3 p.m., July 25-29. Want to learn about acting and singing techniques? Sign-up for SUMMER MUSICAL EXPERIENCE, ages 8-13 at the Howell Mill Nature Center, 9 a.m.-3p.m., August 8-12.

Take a break and relax. SUMMER YOGA SUN SALUTATIONS will teach you new yoga poses while in an outdoor setting at Brecknock Park, Picadilly Stage, Mondays, Wednesdays and Fridays from 8-8:30 a.m. beginning July 18 for 7 weeks.

The popular NEW YORK CITY (MIDTOWN MANHATTAN) trips are beginning this month.

Discount Amusement Park Tickets are available at the Parks and Recreation desk for Hershey Park (depending on age) \$21-\$31, Dutch Wonderland \$21-\$25, and Six Flags America \$24.



Welcome to Kent County!

Name: DAVID NESBIT II

Job: Paramedic II

Date hired: April 4, 2005, but worked here before (hired in 1998)

Education: Degree in General Sciences

What I like most about my job:

Helping to save a life is always a plus

Greatest accomplishment: My children are healthy and well-adjusted

Greatest challenge or obstacle: Medical school – still trying!

Future goals: Medical school

Person/event that most inspired me in my career: My parents

If I had it to do over, I would have done this differently: Went to class and NOT lost my scholarship, or made USMC a career

I'm most relaxed and happy when I'm doing this: Fishing

Family: Wife, Liz; son, Dalton; daughter, Nia; and one in the oven

Most recent movie enjoyed: Revenge of the Sith (outstanding)

Favorite TV show: 24

Favorite sport: Football

Favorite meal: Porterhouse, baked potato, and broccoli

Favorite music: Hip-Hop, R&B

Favorite saying or slogan: I can't say it here, but ask me, I might tell you.

Who has had the most impact on my life: My dad

A dream I have is to: Sit on a black sand beach in 78° weather without a care

If I won a million dollars, I would: Sit on a black sand beach in 78° weather without a care

You'd be surprised to learn that I: Play several different instruments and write books and poetry

The most adventurous thing I've ever done is: Rappelling out of a Huey into a hot zone

Words that describe me: Compassionate, passionate, professional

* * *

"I have never seen a monument erected to a pessimist."

Paul Harvey



County Complex display cases to feature employee interests/hobbies

Are you a connoisseur of a collectible? Got a box of



interesting stuff and no one to show it to? How about a unmatched collection of autographed baseballs and a few signed cards as well?

Yes? Then you now have an outlet for your obsession. Two locked display cases in the new Kent County Admin-

istrative Complex have been reserved exclusively for County employees to demonstrate their unique talent for collecting the odd, the interesting, and the unusual, or the not so unusual as the case may be.

The loaned items will be displayed for 30 to 45 days in either the large case facing the elevator near the main lobby or a smaller one on the second floor near the Levy Court chamber.

To kick off the "Employee Obsession" displays, Personnel Director ALLAN KUJALA will exhibit his collection of "alebrijas" figures purchased on several trips to Mexico. The colorful wooden animals are said to depict the horrible nightmares of their crafters, who believe the wooden personification will prevent the nightmare's return.

If you would like to show off your stuff, contact the Personnel Office at 744-2310. The specific items and dates of display will be determined solely by the Personnel Office.

Safe Summer Day

(Continued from Page 11)

other entertainment will allow one and all to enjoy Safe Summer Day 2005. Food and refreshments will be available for a small nominal fee.

Initiated by the Delaware State Police in 1998, Safe Summer Day is a joint effort of the Kent County Division Parks and Recreation, Kent County Department of Public Safety, the Delaware SAFE KIDS Coalition, Delaware Solid Waste Authority, 512th Civil Engineering Squadron of Dover AFB, and the Delaware Office of Highway Safety. **9382**

Furniture auction

(Continued from Page 9)

able customer chairs in the Inspections and Enforcement Division could not even get a one dollar bid—and that was for all 8 of them.

The extra large safe in the Tax Office pulled in a \$60 bid, and a wood table in the Comptrollers office got \$65, but the Levy Court President's desk could only muster a five dollar offer. The old Windsor back chairs in the Assessment office pulled in \$32 a piece, but not a single dollar could be had for the office refrigerators. An absent minded Planning office employee forgot (or maybe not) a viney plant on the office windowsill, so it was sold—for what else, a dollar.

Some County employees left disappointed, but most left with something. How could they resist grabbing a little piece of Kent County work history for a buck or two. Curious County employees observed at the sale of the century included: Commissioner ALLAN ANGEL, ALBERT BIDDLE, BRIAN COSTA, RAYMOND HANNUM, ALLAN KUJALA, CYNDI LAIRD, DICK MacDONALD, CAT McLEAN, JOYCE MELVIN, ELIZABETH PERRY, SCOTT TANNER, ALAN TYSON, CARISSA ZEITERS, and retiree MARTY MYERS. **9334**

2005 GRADUATION ACCOLADES

(Continued from Page 12)

Douglas Zeiters, father of CARISSA ZEITERS, Cum Laude with a Bachelors in Environmental Biology from Wesley College on May 14th.

Erika Zeiters, sister of CARISSA ZEITERS, ranked 35 out of 345 from her graduating class at Caesar Rodney High School on June 4th. She will be majoring in Music Education at U of D in the fall.

David Burris II, son of Levy Court President DAVID BURRIS, graduated from St. Thomas More Academy on May 21st. He will attend DeSales this fall.

Jamie Lynn Harman, granddaughter of CONNIE BUTLER, will graduate on June 4 from Smyrna High School. She will be attending Del Tech in the Fall.

A.J. Brooks, nephew of CONNIE BUTLER, will graduate on June 2 from Sussex tech. He will be attending Clarion University in PA specializing n Special Education of Developmentally Disabled Children.

High Praise

Shout out to MELISSA McNATT of the Inspections & Enforcement Division for a Constituent Comment Card praising her friendliness. High five!!!

Atlantic Hurricane season blows in June 1st

By J. Allen Metheny, Sr., Asst. Director of Public Safety,
Emergency Management Division

June 1st is the beginning of the 2005 Hurricane Season. We already have been watching a tropical storm that is threatening southern Mexico and possibly the Gulf of Mexico. Hopefully, this is not an indication of the summer and fall ahead of us.



The National Weather Service Climate Prediction Center indicates a 70% chance of an above-normal hurricane season, a 20% chance of a near-normal season, and only a 10% chance of a below-normal season for 2005. Scientists at the National Oceanic and Atmospheric Administration's (NOAA) Climate Prediction Center (CPC), Hurricane Research Division (HRD), and National Hurricane Center (NHC) produced this outlook.

Just what does this mean in numbers? The

outlook calls for 12-15 tropical storms, with 7-9 becoming hurricanes, and 3-5 of these becoming major hurricanes. The major hurricanes include hurricanes rated at categories 3, 4, or 5 on the Saffir-Simpson scale. This prediction reflects a very likely continuation of above-normal activity that began in 1995.

According to NOAA, the vast majority of the tropical storms and hurricanes in 2005 will form during August-October. Many of these are likely to form over the tropical Atlantic and Caribbean Seas in the region between 9°N-21.5°N, which is typical for above-normal seasons. These systems generally track westward toward the Caribbean Sea and/or United States as they strengthen. Historically, similar seasons have averaged 2-3 landfalling hurricanes in the continental United States and 1-2 hurricanes in the region around the Caribbean Sea. However, it is currently not possible to confidently predict at these extended ranges the number or intensity of landfalling hurricanes, and whether or not a given locality will be impacted by a hurricane this season.

Let's all hope for a "quiet" hurricane season.



Welcome to Kent County!

Name: ANA ITURRIAGA

Job: Custodian I,

Date hired: May 2, 2005

Education: High school graduate

What I like most about my job:

The peace and quiet, no one to bother or distract me from my work. I also like my co-workers.

Greatest accomplishment: Being married for 25 years and seeing my three children and two grandsons grow up

Greatest challenge or obstacle: Moving from Pennsylvania to Delaware and starting over

Future goals: Always try to do the best at my job and always try to upgrade myself

Person/event that most inspired me in my career: My husband, Joseph, who always stands by me and never forgets to tell me I can do anything

If I had it to do over, I would have done this differently: Go to college, then get married and raise my kids



I'm most relaxed and happy when I'm doing this: Sitting on a chair listening to my music

Family: My husband and I have three children and two grandsons. My oldest daughter is married with two boys. My son is in the Navy; my youngest is in high school.

Most recent movie enjoyed: Star Wars

Favorite TV shows: *Everybody Loves Raymond*, *CSI*

Favorite sport: Football, but only during Super-Bowl

Favorite meal: Ribs and potato salad

Favorite music: R&B, Salsa, and Yanni

Favorite saying or slogan: "What goes around, comes around."

Who has had the most impact on my life: My family, who is always there for me

A dream I have is to: Be in the front row and see my two favorite Latin singers sing my favorite songs

If I won a million dollars, I would: Pay all my debts, give my kids a nice trust fund, and take my husband on a very long vacation

You'd be surprised to learn that I: Am a Latina woman who speaks very little Spanish

The most adventurous thing I've ever done is: Get on a plane and go to Jamaica

Words that describe me: Kind, thoughtful, respectful

SOME ANSWERS TO THOSE NAGGING QUESTIONS

By Allan Kujala, Personnel Director

Q. *Our management team recently completed interviews for a vacant position and was not impressed with any of the candidates. Can we go out and recruit someone we know would be perfect for the position?*

A. No. If you did not like the first group of 3 or 4 applicants forwarded by the Personnel Office for interview, you can request additional applicants for an interview, or you can request that the position be re-advertised. At that point you can ask the “perfect” candidate to submit an application for the position. If that individual scores high enough on the position examination or the application scoring criteria used by the Personnel Office, it could very well be that match made in heaven. Good luck with your search!

Q. *If my supervisor is away from the office, can I sign her name on routine memos and correspondence?*

A. Our Department Directors and Assistant Directors are awfully busy people, but they need to take the time to review and sign off on all their correspondence sent out for the County. This would go a long way in preventing common paperwork errors. If, however, your supervisor instructs you to sign her name, then you should sign your own and write “one behalf of ...” and your supervisor’s name.

Q. *A co-worker recently transferred to another department for more money and I have been approached about transferring as well. I really like my current position, but the extra money would be great too. What should I do?*

A. This question makes me feel like “Dear Abby”, so I suggest some counseling. Just kidding. The transferring co-worker received the same pay rate but now works 40 hours, so the annual pay is greater than his former 35 hours salary. If you really like where you are, I recommend you stay put and wait for next year when all positions are expected to be converted to 40 hours. That way you are happy with your work and getting a higher salary. This raises a good point about internal recruiting. Employees should not scout out and recruit staff from other departments. One department should not be the training ground for another. Interested employees should only apply for open internal positions, if they are honestly interested in getting the job and committed to transferring.

Q. *Why are we receiving discount coupons with our paystubs? We were told County Policy prohibits us from accepting free and discounted items.*

A. There is no policy which addresses this issue specifically, so I think your Director has issued a departmental rule and in your case I think it is appropriate in light of the State Code of Conduct, which does apply to County employees. The free coffee you and your co-workers were receiving had risen to the level of potential abuse. The Code of Conduct frowns upon acceptance of any gifts, especially when they reach the level of value and number of incidents the free coffee had. While I have not requested a specific ruling from the Public Integrity Commission, I think the broadly offered limited discounts often given to large employers and not resulting in any special treatment is permitted under the statute. I appreciate your question.

Q. *I noticed in the last newsletter a phrase stating that the new pay increases and dependent health insurance cost sharing arrangement “may not apply to some bargaining unit.” What do you mean by that exactly?*

A. It means what it says. Collective bargaining units must independently bargain for wages and benefits, which are simply incorporated into the annual budget document for other employees. Pursuant to standard collective bargaining practice, bargaining units with no or pending agreements receive the status quo, meaning no enhancements on July 1.

Q. *Recently I hurt myself at work and while I felt just fine, my supervisor insisted I go to the doctor. Can he make me go?*

A. Another excellent question. In a word—no. You are an adult and if the injury did not impact your job performance, the County as the employer cannot make you go to the doctor. I’m sure he was just concerned for your physical health and safety. It is always a good idea to get yourself checked by a doctor after a serious injury, so that workers compensation insurance rather than your regular health insurance pays all costs associated with the incident. If you are hurt at work please notify the Personnel Office immediately, so we can provide you the proper workers comp. insurance billing instructions for your doctor.