

Kent Connections



A Newsletter Published by Kent County Levy Court for its Employees September 2005



Employee of the Month

Mike Harrington

The Kent County Employee Council has selected MICHAEL W. HARRINGTON from the Department of Public Works as the September 2005 Employee of the Month.

Mike, a Kent County employee since October 1997, is an Engineering Technician II in the Division of Engineering responsible for inspecting the installation of new gravity sewer lines and construction of sewerage pumping stations, lift stations, and force mains, as well as existing sources of wastewater discharges to ensure compliance with County codes.

Mike is a dedicated member of the Public Works staff, who always goes above and beyond to fulfill his duties to the County and its citizens. He is an integral member of the construction/inspection team and is relied upon to provide timely and accurate responses to critical Miss Utility and internal construction projects. Mike is described as a team player, who cheerfully provides assistance to all the other staff members without reservation. Moreover, his knowledge of the Kent County Public Works infrastructure system is astounding.

Congratulations Mike on a job well done!

COMING NEXT MONTH:

- > How will County deal with high cost of benefits?
- > Something scary this way comes...
- > Annual United Way campaign gets underway!

THIS MONTH'S ISSUE:

- | | |
|----------------------|-------------------------|
| 14 - A's to Your Q's | 12 - Mark Your Calendar |
| 4 - Birthdays | 4 - On The Move |
| 6 - From The Stacks | 6 - Recipe of the Month |

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 Zeiters. Or, call the Personnel Office at 744-2310.

Surplus monitor sale/auction computes cash

By Allan Kujala, Personnel Director

“The deal of the century” is the only way to accurately describe the sale of surplus CRT computer monitors to County employees last month.

The surplus monitor sale and silent auction generated a grand total of \$136.00 instead of costing the County even more to dispose of through a vendor. The monitors, including several with screens larger than 20 inches, became surplus assets whenever the County moved into the new Administrative Complex and added thinner flat screens to the desk top computer hardware package.

Four of the six available large screen monitors were sold by silent auction to JILL JOHNS, ALLAN KUJALA, CARL SOLBERG, and WAYNE McCARTY, who outbid co-workers for the television sized CRTs. The other two were taken by the Parks and EMS divisions for their field sites. Of the total 67 monitors available, 18 were sold and those that remained were taken to the Delaware Solid Waste Authority computer recycling center. Most had small 15-inch screens or were older models.

“I am extremely happy with the 17-inch monitor I purchased for \$5.00 from the County,” stated PAT PIAZZA of the Division of Facilities Management. “As an employee, I appreciate the County giving me this opportunity.”

Levy Court approves ATM for Complex

By Allan Kujala, Personnel Director

County Administrative Complex staff and visitors will have easy access to their money following approval last month by Levy Court of a Wilmington Trust Automatic Teller Machine to be placed in the Complex service ring (rotunda).

The cash machine will come in handy for
(Continued on Page 8)

Welcome to Kent County!



Name: JOHN B. ZISTL III



Job: Maintenance Worker II

Date hired: August 8, 2005

Education: Associates Degree

What I like most about my new job: The daily fluctuation of activities and the people I work with

Greatest accomplishment: Having a very happy and stable family

Greatest challenge or obstacle:

Having an 11-year-old son

Future goal: To retire again at age 55

If I had it to do over, I would have done this differently: Taken more advantage of my educational benefits in the Air Force – I would have gotten a Bachelors Degree

I'm most relaxed and happy when I'm doing this: Sitting on the beach, watching dolphins play

Family: Wife Debi, and son Zachary, AKA ZZ

Most recent movie enjoyed: Young Frankenstein

Favorite TV show: Hogan's Heroes

Favorite sport: The Reno Air Races

Favorite meal: Veal Parmesan

Favorite music: 70's Rock & Roll

Favorite saying or slogan: "God bless the USA"

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

A dream I have is to: Retire again at age 55

If I won a million dollars, I would: Not say a word

You'd be surprised to learn that I: Can fly an airplane

The most adventurous thing I've ever done is: Learn to fly

Words that describe me: Cheesesteak, cheeseburger, meatballs **0212** **0982**

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. JASON BERRY in the Division of Planning and TERESA CARTER in the Finance Department found their numbers and claimed a movie ticket each in August.

EOM INSIGHT



Name: MICHAEL HARRINGTON

Job: Engineering Technician II

Years with the County: 7.75

Education: Lake Forest High School, Class of '89

What I like most about my job: Co-workers, dealing with the public, and accomplishing projects to completion

Family: Wife, Lisa; daughter, Katie (13); son, Brandon (12); and stepson, Aaron (19)

Greatest accomplishment: Raising my two children

Future goals: Becoming a Nationally Certified Engineering Technician

After work I enjoy: Relaxing at home and spending time with my family

Most recent movie enjoyed: "Cold Mountain"

Favorite old movie: "Where the Red Fern Grows"

Favorite TV show: "CSI"

Favorite TV shows as a child: "Three Stooges" and "Little Rascals"

Favorite sport: Baseball

Favorite meal: Chicken and dumplings

Favorite music: Country

Favorite Kent County restaurant: Chicago Bar and Grill (UNO's)

Favorite saying or slogan: "Git 'r done"

Favorite Kent County event: Smyrna-Clayton 4th of July Celebration

People (living or dead) I'd invite to dinner: My grandparents

Pet peeve: People who drive in the left lane at 45 mph

Motto: "If it isn't broke, don't mess with it."

If I've learned one thing in life, it's: Enjoy it while you can

A dream I have is to: Go hunting for white-tail deer in Montana

If I won a million dollars, I would: Share some with my family and continue to keep working

You'd be surprised to learn that I: Have a short temper

The most adventurous thing I've ever done is: Walking into a burning building and putting out the fire, and the other duties of being a fireman with the Frederica Volunteer Fire Company

Three words that describe me: Courageous, honest, caring **1131** **2664** **9965**

United Way campaign kicks off in October

Kent County Levy Court will hold its 2005 United Way of Delaware campaign in early October. This year's campaign coordinators are CARISSA ZEITERS, ROBERT SAVAGE, JOHN WILLSON, KEITH MUMFORD, and JOHN McDOWELL. SHELBY BURD will also be providing administrative support. The team is planning this year's campaign events which will include a kickoff rally, a Silent Auction, Car Wash, and some new activities for 2005. The exact date and time of the kick off rally will be announced by the coordinators when final arrangements are complete.

United Way of Delaware is a statewide organization, whose core includes volunteers, donors, and member agencies work together to improve the quality of life for all Delawareans. United Way-funded programs confront tough issues like poverty, child abuse, senior care, crisis resolution, and violence, just to name a few; and they support solutions to overcome them as well.

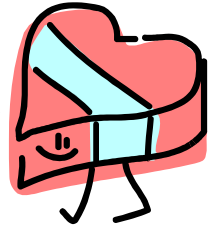
To support such efforts, United Way of Delaware
(Continued on Page 6)



County staff seek pledges for heart walk

By Carissa Zeiters, Personnel Technician II

If you have a kind heart, you will show your support for a co-worker like KATHY PHINNEY in the County Administrator's office. This year she has led the effort to recruit walkers for the 14th Annual Heart Walk scheduled for September 17. At this time, the Kent County team has secured about 20 walkers and while more are certainly welcome, time is running out. The 5K walk starts at Scull mansion across from Kent General Hospital at 9 a.m.



If you are unable to walk in the main event, but want to contribute to the American Heart Association, you can sponsor a walking co-worker or purchase a heart to be displayed near the front entrance of the Kent County Administrative Complex.

The hearts are selling as follows: Red Hearts for \$1.00, Silver for \$5.00, or Gold for \$10.00 and are available from KATHY PHINNEY or CARISSA ZEITERS.

County employees are encouraged to sponsor any of the following walkers: SOFIA CULVER,
(Continued on Page 9)

Can you give up your car for one week? Give it a try!

By Bret Scott, Communications & Research Assistant

How would you get to work if you didn't own a car? Beginning September 12th-16th County employees will have a chance to find out during RideShare Delaware's "Give Your Car a Break Week". Throughout the week, individuals will be asked to give up their car in favor of other forms of commuting.

According to the RideShare Delaware website, "Give Your Car a Break week is Delaware's statewide challenge to commuters which encourages them to try a new way to work. Commuting options in-



clude: carpooling, vanpooling, riding transit, biking, and even walking.

Although sharing the ride to work has many benefits including: cost savings on maintenance and gasoline, reduced wear and tear on your personal vehicle and improved air quality, RideShare Delaware are providing extra incentives for participating in our 2nd Annual Give Your Car a Break week."

Individuals who sign up before September 9th are eligible to win prizes that include a weekend getaway, a shopping spree, a limo-driven night on the town, and a Segway - a self-balancing personal transportation device.

For more information on Give Your Car a Break Week contact Bret Scott at extension 2304 or visit their website at www.ridesharedelaware.org.



ON THE MOVE. . .

Compiled by Carissa Zeiters, Personnel Technician II

New Hires

08/01/05 DARIN JONES, Parks Worker I, Grade 5, Community Services/Parks
 08/08/05 JOHN B. ZISTL III, Maintenance Worker II, Grade 6, Public Works/Facilities Management
 08/22/05 BARBARA STOUGH, Accountant I, Grade 10, Finance
 08/29/05 JESSE WALLACE Sr., Maintenance Mechanic I, Grade 6, Public Works/Wastewater Facilities

Promotions

07/01/05 RONALD HARRINGTON, Engineering Technician I, Grade 8 to Engineering Technician II, Grade 9, Public Works/Engineering (*correction*)
 08/15/05 DEXTER KOLLIE, Permit Technician I, Grade 7, Planning Services/Inspections & Enforcement to Planning Technician II, Grade 8, Planning Services/Planning
 08/15/05 JOHN SCHULTIES, Building Codes Inspector I, Grade 8 to Building Codes Inspector III, Grade 12, Planning Services/Inspections & Enforcement
 08/22/05 DANIEL DOLPHIN, Paramedic I, Grade 9 to Paramedic II, Grade 10, Public Safety/Emergency Medical Services
 08/26/05 DOUGLAS PHILLIPS, Paramedic II, Grade 10, to Paramedic III, Grade 11, Public Safety/Emergency Medical Services

Retirement

08/18/05 RAYMOND HANNUM, Maintenance Worker II, Grade 6, Public Works/Facilities Management

Resignations

08/01/05 KIM LOUDENBACK, Administrative Secretary, Grade 9, Public Works
 08/12/05 WERNER GILLIAM, Building Codes Inspector III, Grade 12, Planning Services/Inspections & Enforcement

Milestones

08/01/90 CYNTHIA GOLDSBORO, Administrative Secretary, Sheriff's Office—15 years
 08/06/90 CARL SOLBERG, Assistant Director of Community Services/Parks Division—15 years
 07/21/00 WALTER STUDTE, Board of Assessment member—5 years (*correction*)
 08/07/00 JUDY ALLEN, Accountant II, Finance—5 years
 08/14/00 LISA SCHLAUCH, Paramedic II, Public Safety/EMS—5 years
 08/21/00 KELLY WILSON, Planning Technician II, Planning Services/Planning—5 years
 08/28/00 SHERRY BARKER, Environmental Technician II, Public Works/Engineering—5 years

COUNTY BIRTHDAYS

SEPTEMBER



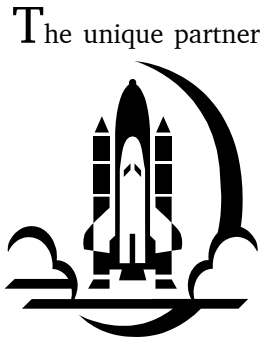
06 Carl Solberg, Community Svcs./Parks
 07 Michelle Lapinski, Community Svcs.
 07 William Woodall, Public Works/WWF
 08 Mary Karol, Finance
 09 John McDowell, Finance
 09 Leslie Vasquez, Assessment Office
 10 Michael Berry, Public Works/WWF
 10 Shelby Burd, Finance
 10 Linda Pfeiffer, Finance
 11 Robert Bloodsworth, Public Safety/Emer. Comm.
 11 Kimberly Crouch, Administration
 11 Nicole Vautard, Public Safety/Emer. Mgmt.
 14 David Baker, Public Works/WWF
 15 Roy Augustine, Public Works/Facilities Mgmt.
 15 Allan Kujala, Administration
 15 William Pennell, Public Works/WWF
 16 Danny McClain, Public Works/WWF
 16 Jack Shulties, Public Works/WWF
 17 Penny Gibbs, Deeds Office
 20 David Burris, Levy Court President
 21 Sophie Dear, Administration
 24 Dylan Carrar, Public Safety/Emer. Comm.
 24 Ken Kennedy, Public Works/WWF
 25 Cynthia Goldsboro, Sheriff's Office
 25 Jennifer Graham, Public Safety/EMS
 27 Kelly Blanchies, Sheriff's Office
 27 Patricia Orona, Deeds Office
 28 Allan Thomas, Public Works/WWF
 29 Cynthia Johnson, Assessment Office
 29 Evelyn Jopp, Administration

OCTOBER

01 Jeremy Sheppard, Community Svcs./Recreation
 04 Ralph Neil, Public Safety/EMS
 06 Debbie Everett, Deeds Office
 07 Tony Tiparod, Public Safety/EMS
 10 Deborah Moore, Deeds Office
 10 Elizabeth Perry, Public Works/Facilities Mgmt.
 12 James Newton, Public Works/Engineering
 14 Laura Ogden, Planning Services/GIS
 16 Reinhold Betschel, Public Works/WWF
 16 Doug Phillips, Public Safety/EMS
 21 Loretta Wootten, Clerk of the Peace
 22 Andrew Stinson, Public Works/WWF
 23 Patty Virdin, Planning Services/Planning
 26 Shane Dearman, Public Safety/EMS
 27 Dale Hammond, Planning Services/I&E
 28 Barbara Miller, Public Works/Engineering
 29 Janet Lloyd, Deeds Office
 31 Timothy Cooper, Public Works/WWF
 31 Jessica Steele, Deeds Office

Observatory & Outpost first at aerospace center

By Dr. Stephanie M. G. Wright, NASA Space Ambassador



The unique partnership between Kent County Levy Court and the Delaware AeroSpace Education Foundation has begun to sink roots and reach for the sky with the construction of the Environmental Outpost and Observatory and related site work at Big Oak Park near Smyrna.

DASEF has established itself as an innovative and progressive organization with the vision and resources required to link the science and technology of space with the education of youth, educators and the public. Kent County has assisted the development of the Aerospace Education Center by providing land at Big Oak Park for its construction and temporary office space for DASEF staff in the Kent County Administrative Complex.

For more than sixteen years, DASEF has contributed to the academic development of over 315,500 students, educators and the general public through the delivery of context-based activities consistent with current aerospace research and development. These multi-disciplinary and cooperative learning programs teach in tangible ways the skills of responsible decision-making, leadership, teamwork, critical and creative thinking and communication and listening skills.

Educators and youth group leaders throughout the state and region are finding that the nontraditional programs and lessons offered by DASEF serve as innovative and exciting unifying themes for teaching science, technology, math, engineering with exposure to non-traditional careers. Because there are no similar facilities nearby and because of the strong interest in educational issues, DASEF is in an excellent position to bring together leaders from the education and business communities, volunteers, and youth to enhance the science and technology being taught in schools today. This central Delaware location is ideal for students and visitors to reach from anywhere in Delaware and the Mid-Atlantic region.

Additionally, through its partnerships with businesses, non-profit organizations, government agencies and military groups throughout the region, DASEF provides a network through which Delaware's economy and intellectual capital can grow and be invested in future generations.

Delaware AeroSpace Education Foundation



The DASEF Observatory and Environmental Outpost currently under construction at Big Oak Park near Smyrna.

programs teach the responsible use of technology, along with stewardship of our planet and its resources. We endeavor to teach children and their families the importance of using science and technology in a way that appreciates and respects the earth - and its most valuable resource: people.

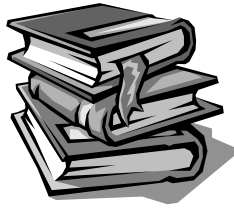
DASEF is making great progress toward its \$12 million fundraising goal and has fine-tuned its mission statement and objectives and developed a long-range marketing and operating plan in preparation for a Capital Campaign to be announced in late April.

The DASEF project has been delayed since July of 2003 due to an unexpected archeological dig. Subsequently, there was no finding of significant impact so construction has commenced.

The fully funded \$3 million construction of Phase I: Environmental Outpost and Observatory and the Storage Facility are in progress and will be completed in the next month. The Environmental Outpost is located in the far corner of DASEF'S forty acre site, a setting conducive to the Outpost's outreach, nature, environmental, and astronomical studies.

The \$6.6 million Phase II DASEF Learning Center and Museum will provide experiences through exhibits, demonstrations and activities that will define parts of the Earth System—land, air, water and life and describe how these parts of the Earth System are connected, how the combination of these components must work together for the planet to function as a whole, and how human interaction with this system can produce lasting change. Our quality of life depends on understanding the intricate interactions between the parts of Earth's systems and how people can live without altering the natural functioning of the planet. (Only \$2,441,000 has been raised so far).

FROM THE STACKS



By Dick Krueger, County Librarian

Deception Point

By Dan Brown

(Compact disc/ 15 discs/17.25 hours)

Read by Richard Poe

Dan Brown is the author of the best-selling *The Da Vinci Code* and *Angles & Demons*. His new book is nothing like these two titles, yet it is just as exciting and hard to put down. This story is read by Richard Poe whom is a well known for his work in films, television, and Broadway. He makes the story come alive, as if it needed help—which it doesn't.

Deception Point follows Rachel Sexton, a top agent from the National Reconnaissance Office in a project for the President of the United States. He asks her to join a group of scientists on an excavation mission in the Arctic Circle. A mysterious meteorite has been discovered, and what it contains could have huge ramifications for everyone on Earth. There are scientific discoveries, intrigue, adventure, deception, and non-stop thrill rides from the Arctic Circle to Washington D.C.

Richard Poe's intense narration will leave listeners breathless as Rachel tries to outrun and outsmart her enemies. If you have never read or heard a book on tape or CD, try this thriller. You will discover a new way to enjoy a "good book" and you can do it while driving, relaxing in an easy chair, or maybe working at your computer. If you are considering venturing into this medium, this is a good book to read.

United Way kicks off in October

(Continued from Page 3)

ware's Community Impact Fund provides financial support to 127 programs offered by 59 full-member agencies throughout the state. The Community Impact Fund is a unique giving option of United Way of Delaware. Donors can direct their gift to the fund where specially trained community volunteers strategically invest in programs that produce the greatest return for our community. When you make a contribution to United Way of Delaware's Community Impact Fund, you are helping to shorten the gap between community needs and community resources in the most efficient and effective way.

Recipe of the Month

By Sophie F. Dear, Personnel Technician II

CHOCOLATE CHIP – COCONUT BROWNIES

For a gooey center almost like fudge, underbake these by a few minutes.

8 tablespoons (1 stick) unsalted butter, plus additional for the pan
 1/3 cup unsweetened cocoa powder
 1 teaspoon vanilla extract
 1 cup self-rising flour *
 1 cup sweetened coconut flakes
 1 cup granulated sugar
 1/2 packed cup light brown sugar
 1/4 teaspoon salt
 2 large eggs, beaten
 1 cup chocolate chips

Preheat the oven to 325° F. Grease a 9x13-inch pan.

In a small bowl, combine the cocoa with 1/2 cup water. Add the vanilla and stir until smooth. In another bowl, stir together the flour and coconut.

In a saucepan over medium heat, melt the butter. Take the pan off the heat and stir in the sugars and salt. Add the eggs and mix until combined. Gradually stir in the flour-coconut mixture until well blended. Stir in the cocoa mixture.

Spread the batter evenly in the baking pan and sprinkle the chocolate chips over the top. Bake until the center begins to firm and a toothpick inserted in the center comes out clean, about 25 minutes. Let the brownies cool in the pan before cutting into 2-inch squares. These brownies will keep, well wrapped, for up to one week.

Makes 2 dozen little brownies.

* It's easy to make your own self-rising flour. For each cup needed combine 1 cup minus 2 teaspoons sifted all-purpose flour with 1 1/2 teaspoons baking powder and 1/2 teaspoon salt.

From *Cooking With Faith* by Faith Ford and Melissa Clark (2004).

The Community Impact Fund is a great approach to funding these important services. Alternatively, you may also designate all or a portion of your donation to a specific agency. Here's to another successful and fun UNITED WAY CAMPAIGN. **3012**

Learn workplace ergonomics to prevent aches

By Sophie F. Dear, Personnel Technician II

September's training session will feature a special speaker on the topic of workplace ergonomics. Local Physical Therapist Lisa Lonchar of Lisa Lonchar, PT, LLC, will conduct one session on anatomy, lifting and back safety, seated postures, and exercise.

The single session will be held on Tuesday, September 20, at 9:00 a.m. in room 220 A/B in 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 August, BRENT MOLLOHAN, Recreation Program Supervisor II in the Community Services Department/Recreation Division presented an excellent PowerPoint presentation, "Exercise Safety," which covered general exercise safety and safety in a fitness center, specifically. County employees who received credit for this session were KELLY BLANCHIES, SOPHIE DEAR, DARLA DEMPSEY, MARY EISENBREY, NAOMI GALLOWAY, JUNE GLADDEN, EVELYN JOPP, KAREN LEWIS, ANITA LLOYD, DIANE LOCKERMAN, GALE MAAS, CHRISTINA MORTON, ANGEL SHORT, KATHY PHINNEY, SHEILA ROSS, ALAN TYSON, and CARISSA ZEITERS.

Congratulations to **KAREN LEWIS** of the Engineering Division and **SHEILA ROSS** of the Assessment Office for earning one percent pay increases for achieving 15 CEUs of voluntary training!

Kent Co. Employee Obsessions

NASCAR returns to Dover in September and to mark the event the first floor display case features Recreation Program Supervisor BRENT MOLLOHAN's expansive collection of die cast vehicles with driver signatures. Also check out the upstairs display case featuring the unique golf ball collection of Communications & Research Assistant BRET SCOTT from courses he has actually played.

Do you collect stuff? Share your obsession! Contact the Personnel Office for more information.



How exactly do you handle a crop duster crash?

By Dave Mick, EMS Operations Support Officer

August 01, 2005, 0940 hours - Dispatch for aviation accident involving a crop duster.

What goes through your mind?

Some of the thoughts the dispatchers, responding crew and supervisor had were:

- Is the pilot still in the plane? How seriously could the pilot be injured?
- If it's a crop duster, what chemicals are onboard?
- Is the plane in the same field that was being sprayed? If so, what part of the field got sprayed and what part didn't?
- How the heck do you get someone out of a plane?

This was a rather unusual incident. Fortunately, the 911 caller was the pilot! Dispatchers were able to rapidly pass on information to the responding paramedics and fire department that the situation was not as bad as it could have been. The pilot was uninjured and out of the plane. There were no chemicals onboard as the pilot was returning from a job he had just completed. The plane was not in the field that was just sprayed.

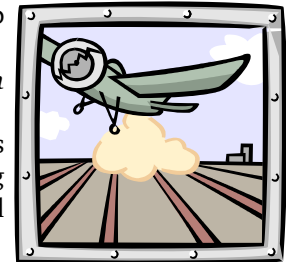
Obviously there were still hazards to be concerned about. There is no such thing as an "empty" chemical tank...there is some residual product. Any plane that went from right-side-up and in the air to up-side-down on the ground did some tricks that could hurt the pilot...he was assessed and interviewed before he was allowed to refuse further care.

Because everything went right and no one was harmed by the whole incident it now becomes a kind of cool story. But it is also a story of the sometimes strange and diverse situations that dispatchers and medics encounter that is far removed from the day-to-day tasks of call-taking or routine medicine.

* * *

GREAT MINDS discuss ideas, average minds discuss events, small minds discuss people.

Admiral Hyman Rickover



EMPLOYEE COUNCIL NEWS



By Jennifer Graham, Employee Council Secretary

It looks like summer is just about over with kids in school and Halloween just around the corner. Before you know it, we will all be enjoying the Holiday Dinner Dance, which will be held on Friday, December 2 at the Cheswold Fire Company beginning at 6:30pm.

I am sorry to report that CATHLEEN McLEAN has decided to step down as President of Employee Council.

Normally, the vacancy would be filled by the candidate receiving the next highest number of votes in the last election, but since all those employees have ascended to Council over the past six months, no one is left. With the next election slated for February, the Employee Council has decided to keep the position vacant and Vice-President JASON MILLER will assume the duties of President.

Congratulations to MIKE HARRINGTON of the Public Works Department for being selected as the September 2005 Employee of the Month. Mike will enjoy a paid day off during the month of September, as well as a designated parking spot near the employee entrance of the Complex. He will also receive a \$100 stipend and a chance at being selected as the Kent County Employee of the Year.

We would like to thank all those employees who continue to participate in the Administrative Complex parking space raffle each month. With the plentiful parking there, the value of the space is not as great as it was at the O'Brien Building—but it is about as close as you can get to the employee entrance. If gas prices keep increasing, we may start raffling off the closest space on the bike rack.

Do you know of a fellow employee who deserves to be recognized for a job well done? Have you noticed someone going above and beyond their normal duties? Why not nominate them for Employee of the Month? The nomination forms can be found on the V: drive, as well as in the Mailroom at the Administrative Complex. After completing the form, simply return it to the Personnel office.

Your Employee Council members are: President JASON MILLER, Secretary JENNIFER GRAHAM, Treasurer KATHY SKINNER, and members CYNDI LAIRD, MICHELLE LAPINSKI, and MELISSA STANLEY. **7344** **8501** **9945**

Tech Talk



By Mark Strong, Network Services Manager

In September the County's GroupWise® e-mail system will be upgraded from GroupWise 6 to GroupWise 6.5. This upgrade will provide a number of enhancements to our e-mail and calendaring system, including:

- Improved Message Management
- Improved Contacts (Address Book)
- Improved Look & Feel

All County users will be receiving an upgraded client on their computers. One of the many "Look & Feel" enhancements will be, users are able to assign color coded priority to e-mails for easier indexing and "finding that e-mail from last month that is needed right now". This upgrade will also provide enhanced support for handheld devices such as Blackberry, Palm, and iPaQ devices. A number of handheld's are already in use by County staff, mainly at the Emergency Services Building.

The upgrade will also allow us to move to a newly released update to our GWAVA e-mail anti-virus and anti-spam software. As many of you know, spam and viruses are a constant problem with any e-mail system. We of course must maintain the highest level of protection we can against these threats at all times.

Be on the lookout for the new improved GroupWise coming to your computer this fall!!

Wilmington Trust ATM set for Complex

(Continued from Page 1)

employee visiting the snack machine located in the lunch room and should prove especially helpful for customers in need of cash to purchase a marriage license or a mobile home letter—both of which require cash payment.

Proposals were solicited from all financial institutions with branches in Kent County, but Wilmington Trust provided the best offer with no cost installation, a minimum 5-year commitment, and a \$1.00 foreign transaction fee.

Assistant Finance Director JOHN McDOWELL estimates the cash machine could be installed within the next month or two. Once installed, Wilmington Trust will offer a *Bank at Work* program for employees interested in moving existing accounts to the bank or opening a new bank account.

School is back in session, so look out for children

By J. Allen Metheny, Sr., Assistant Director of Public Safety

Most schools in the County have now opened. Everyone must take some extra precautions while driving.

Parents need to take an active role in bus safety by discussing the school bus safety rules with their children and making sure that their children follow the rules set by their parents and school officials.

As a refresher, some of the pertinent State laws and rules follow:

DRIVERS

- Drivers traveling in either direction on a two-lane road must stop when a school bus activates its flashing lights and stop sign.
- Drivers traveling in the same direction as a school bus on a four-lane road must stop for a stopped school bus. Drivers traveling in the opposite direction are not required to stop.
- Delaware law requires vehicles to stop even when the bus is stopped to load/unload students on private property.
- Anyone convicted of passing a stopped school bus can be fined as much as \$230 dollars for the first offense, and as much as \$575 for the second offense. The individual will also have their license suspended for between 1 and 12 months.

PARENTS

- If your child's bus stop is not near your home, walk the route to that stop with them until they are familiar with it.
- Make sure your child knows what time the bus is scheduled to arrive and make sure he or she gets to the stop early, so the child can avoid rushing. Children in a rush are less likely to follow safety practices.
- Parents should consider the safety of their children at the bus stop and possibly walk the students to the bus stop and wait for the bus to arrive. Parents may need to be at the bus stop at the end of the day waiting for their children.

- Teach children to follow these common sense practices to make school bus transportation safer.

CHILDREN

(Parents, please discuss these with your children)

- Wait for the bus in a safe place. Avoid horse-play that could cause you to fall into the street.

- Never run to or from the bus.

- Don't push or shove when getting on or off the bus.

- Learn about the "danger zone".

That's a 10-foot wide area on all sides of the bus, where the driver cannot see you. When you get off the bus, step outside of the danger zone until you can see the driver's face.



- Only cross in front of the bus where the driver can see you.
- Never run behind the bus, or bend down to pick up an object. The bus driver may think you've crossed safely and start to move.
- Do not distract the bus driver so that he/she may get you safely to and from school.

Every year in Kent County, the paramedics and local fire companies and ambulances respond to numerous accidents involving school buses. Many of these accidents are caused by inattentive drivers.

As a driver, you should always anticipate that a school bus in front of you will be stopping to pick up children. Please be alert for the frequent stops. In addition, children do not pay attention to what they are doing and may run out in the road while they are waiting at the school bus stop.

If everyone does his or her part, together we can make Kent County "First" in School Bus Safety.

Get a heart, walkers wanted

(Continued from Page 3)

Finance, DARLA DEMPSEY, Community Services, JEAN FABI, Planning, GINA GLANDEN, Inspections and Enforcement, WENDY HAYWOOD, Deeds Office, EVELYN JOPP, Administration, CYNDI LAIRD, Finance, MARTHA LEWIS, Deeds Office, DIANE LOCKERMAN, Assessment Office, JANET LLOYD, Deeds Office, GALE MAAS, Administration, FRAN MOORE, Clerk of the Peace Office, KATHY PHINNEY, Administration, KATHY SKINNER, Planning Services, and CARISSA ZEITERS, Administration.

If you are interested in joining our team, please contact KATHY PHINNEY at 744-2305 or CARISSA ZEITERS at 744-2310.

Welcome to Kent County!



Name: MATTHEW BIDDLE



Job: Parks Worker I
Date hired: July 18, 2005
Education: University of Delaware
What I like most about my new job: All that fancy equipment
Greatest accomplishment: Surviving this long in this crazy world!
Greatest challenges or obstacles: Becoming a morning person
Future goals: Graduate college

and have my own business
Person/event that most inspired me in my career: All those lessons learned the hard way
If I had it to do over, I would have done this differently: Graduated college several years ago
I'm most relaxed and happy when I'm doing this: Filling out Welcome forms
Family: Yes. . . Mom and Dad, of course. . . he works in Planning, stop by and say hello!
Most recent movie enjoyed: "Big" with Tom Hanks. . . most recent movie not enjoyed – an independent film at the Schwartz Center, in French with subtitles. . . blah!!
Favorite TV show: Lost, House M.D.
Favorite sport: Midget mud wrestling
Favorite meal: Filet mignon and ice cream . . . pretty much anything from a cow
Favorite music: Everything from the Beatles to swing . . . even country!
Favorite saying or slogan: Life is what happens when you're busy making other plans. [John Lennon]
Who has had the most impact on my life: My parents
A dream I have is: I'm lost in outer space and Richard Simmons is chasing me around the millennium Falcon trying to get me to sweat to the oldies . . . very scary!
If I won a million dollars, I would: Be rich. . . and buy a Winnebago and drive it a lot.
You'd be surprised to learn that I: Am not mentally challenged
The most adventurous thing I've ever done is: Flown in a helicopter and eaten sushi . . . just not at the same time.
Words that describe me: Bad farmers tan

Welcome to Kent County!



Name: BARBARA L. MILLER



Job: Senior Secretary
Date hired: June 29, 2005
Education: Business school graduate
What I like most about my new job: Diverse responsibilities and customer contact
Greatest accomplishment: Raising three children
Greatest challenges or obstacles: Myself

Future goals: To continue my education
Person/event that most inspired me in my career: Still seeking inspiration
If I had it to do over, I would have done this differently: Waited a bit longer to marry and have a family along with most decisions I made before the age of 28
I'm most relaxed and happy when I'm doing this: Leading or singing Praise and Worship songs in church
Family: Husband, James; son, Aaron; daughter, TaiLisha; son, Jeremiah
Most recent movie enjoyed: Madagascar
Favorite TV show: A lot of the shows on FoodTV
Favorite sport: Track & Field
Favorite meal: Seafood or Italian
Favorite music: Gospel
Who has had the most impact on my life: My mother
A dream I have is to: Be financially able to help the less fortunate
If I won a million dollars, I would: Help those less fortunate than myself, pay off bills and use some to make more millions.
You'd be surprised to learn that I: Have participated in two live recordings
The most adventurous thing I've ever done is: Get married
Words that describe me: Sincere, pleasant, unordinary

* * *

Some doctors say that cheerful people resist disease better than grumpy ones. The surly bird catches the germ.

Anonymous

Fall Rec. Programs always most popular

Compiled by Carissa Zeiters, Personnel Technician II

Start packing up your summer gear and get ready for cooler weather. Are you looking for some fun Fall activities?



Kent County Community Services has released their Autumn 2005 brochure with upcoming programs and activities for recreation, parks and libraries. Catch a glimpse at some items listed in the Autumn 2005 brochure:

ADULT PROGRAMS

Home Landscaping – October 5 for 3 weeks, Wednesdays, 7-8:30 p.m. held at Kent County Public Library. Fee is \$25 and includes handouts and a \$15 gift certificate. This class fills up quick!

Adult Animal Art – Draw animals using multi-media, including pen and ink, pencil and charcoal. Saturdays, Dec. 3 for 3 weeks from 10 a.m. – 12 p.m. at Kent County Public Library. Fee is \$35 and includes all class supplies.

FITNESS

Aqua Aerobics – Tuesdays and Thursdays, 6:45 - 7:45 p.m. with session choice: Sept. 6 - Oct. 26 or Nov. 1 - Dec. 20 held at the Modern Maturity Center. This program focuses on cardiovascular fitness and range of motion. Fee is \$60.

LEAGUES

4 ON 4 Adult Dek Hockey League - (Team entry only) Team fee of \$250 is due by Friday, September 9. Games will be played at two 25-minute running time periods with a 2-minute half time at Polytech High School Inline Rink, Woodside.

SPECIAL EVENT

29th Annual 5k Run for Fitness - Saturday, November 19 at Brecknock County Park, Camden. Awards given to top runners. \$13 preregistration fee due on or before Nov. 18 by 4:30 p.m. or \$15 the day of the race. Race begins at 10:00 a.m. Entry fee includes a T-shirt.

TRIPS

New York City (Midtown Manhattan) – Multiple dates listed in brochure. Bus will depart at 7 a.m. from the location specified and will depart from N.Y.C. at 7 p.m. and will return approximately 11 p.m. The \$30 fee includes transportation via private
(Continued on Page 12)



Welcome to Kent County!

Name: JAMES A. "JIM" BROWN, JR.

Job: Parks Worker II

Date hired: July 25, 2005

Education: Caesar Rodney High School graduate and two years at DelTech studying drafting

What I like most about my new job: The atmosphere and the people I work with

Greatest accomplishment: Became a foreman for Morton Buildings with two years – the quickest it's ever happened in their Harrington office

Greatest challenge or obstacle: Learning the ins and outs of carpentry

Future goals: To retire from the County

Person/event that most inspired me in my career: Richard Pieshala, my Industrial Arts teacher in high school

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

Family: Father, James A. Brown, Sr.; mother, Sandra L. Brown; daughter, Shelbi H. Brown

Most recent movie enjoyed: Armageddon

Favorite TV show: American Choppers

Favorite sport: Football

Favorite meal: Steak

Favorite music: Country

Favorite saying or slogan: "Git 'er done."

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

A dream I have is to: Hunt and fish all the time

If I won a million dollars, I would: Take care of my mother and father, and set my daughter up for college

You'd be surprised to learn that I: Was pronounced dead four times in 2001 after a very serious accident where I was thrown from my truck into a field, and was in a coma for ten days.

The most adventurous thing I've ever done is: Was the foreman of the crew that built the new firehouse in Harrington

Words that describe me: Crazy, happy, loving

* * *

One nice thing about telling a clean joke is there's a good chance that no one has heard it before!



Welcome to Kent County!



Name: DARIN L. JONES



Job: Parks Worker I

Date hired: August 1, 2005

Education: Milford High School graduate, then four years each of Electrical and Machinist courses at Sussex Tech Adult Ed

What I like most about my new job: The variety of work

Greatest accomplishment: Starting a family

Greatest challenges or obstacles: Growing up without a Dad and raising kids

Future goals: A healthy and happy family

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

I'm most relaxed and happy when I'm doing this: Coaching kid's sports or camping

Family: Wife, Tracy; son, Kyle (age 14); daughter, Shelby (age 11)

Most recent movie enjoyed: Coach Carter

Favorite TV show: Seinfeld

Favorite sport: Basketball

Favorite meal: Steak and shrimp

Favorite music: Country

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

A dream I have is to: Travel with the World of Outlaws (sprint car racing)

If I won a million dollars, I would: Work when I want and tinker around, just enjoying life

You'd be surprised to learn that I: Owned and drove an econo-mod race car (a dirt track race car)

The most adventurous thing I've ever done is: Raced the race car that I owned

Words that describe me: Friendly, hard-working

High Praise

High Praise to NAOMI GALLOWAY, ERIN MOORE, MARC St. JEAN, MELISSA STANLEY, and SCOTT TANNER of the Inspections & Enforcement Division as well as SHARON BEAN, MARY EISENBREY, JUNE GLADDEN, and CYNTHIA JOHNSON of the Assessment Office for their great customer service skills, which generated several positive Constituent Comment Cards recently. *Outstanding!!!*

MARK YOUR CALENDAR



September 5, 2005 - Labor Day holiday. County offices closed.

September 7, 2005 - Blood Pressure Checks at the Wastewater Facility from 2-4 p.m.

September 14, 2005 - Blood Pressure Checks Annex at 9 a.m., Kent County Administrative Complex Room 222 from 9:30 - 11 a.m., O'Brien Bldg. from 11-11:30.

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

September 15-16, 2005 - ICMA Rep., Rosemary Knapp, to meet with employees interested in County's 457 deferred compensation Plan all day.

September 17, 2005 - 14th Annual American Heart Association Heart Walk with registration at 8 a.m. at Scull Mansion on South State Street and 9 a.m. start. 11 a.m. post party.

September 20, 2005 - Employee Training Session on "Workplace Ergonomics". Sessions will be held Tuesday, at 9:00 a.m. in room 220 A/B in the Kent County Administrative Complex. **9672**

Fall Rec. Programs

(Continued from Page 11)

motor coach. These trips get filled fast, so reserve a spot now!

Three Little Bakers Christmas Show - "The Magic of Christmas" - Friday, December 16. The bus will depart from the Kent County Administrative Complex at 4:15 p.m. and return approximately 11:30 p.m. Fee is \$57 and includes a buffet dinner, gratuity, live show, and transportation via private motor coach.

ADULT LIBRARY PROGRAMS

The Changing Landscape & Architecture of Delaware - Tuesday, November 8 at 6:30 p.m. The slide presentation traces the evolution of architecture in Delaware from the colonial period to 1900.

Please pick up a brochure, located in the lobby of the Kent County Administrative Building or O'Brien Annex Building, to get additional information on activities. For further information call the Department of Community Services at 744-2495.

September is National Preparedness Month

Are you prepared for an event?

By J. Allen Metheny Sr., Assistant Director of Public Safety

The likelihood of you and your family surviving a house fire depends as much on having a working smoke detector and an exit plan as on a well-trained fire department in your neighborhood. The same is true for surviving a hurricane, snow-storm, terrorist attack, or other emergency. You must have the tools and plans in place to make it on your own, at least for a period of time, no matter where you are when disaster strikes. Just like having a working smoke detector, preparing for the unexpected makes sense. **GET READY NOW!**



National Preparedness Month is a nationwide effort to encourage Americans to take simple steps to prepare for emergencies in their homes, businesses, and communities. Throughout September, the U.S. Department of Homeland Security, the American Red Cross, and other emergency management agencies will work with a wide variety of organizations to highlight the importance of emergency preparedness and promote individual involvement through events and activities across the nation.

The goal of National Preparedness Month is to increase public awareness about the importance of preparing for emergencies and to encourage individuals to take action. Throughout the month, the numerous emergency management and homeland security organizations across the Nation will ask all Americans to take some simple steps to prepare for emergencies including getting an emergency supply kit, making a family emergency plan, being informed about different threats, and in getting involved in preparing your community.

Just like having a working smoke detector in your home, having emergency supply kits will put the tools you need at your fingertips. Be prepared to improvise and use what you have on hand to make it on your own for at least three days, maybe longer. Plan to store items in an easy-to-carry bag, such as a shopping bag, a duffle bag, or a backpack. Some of the items that should be in your bag include, but are not limited to, food, water, battery powered radio and flashlight, first aid kit, whistle, dust mask, moist towelettes, medications, can opener, infant supplies, and unique family needs. (Remember, some items need periodic rotation.)

Do you have a family communications plan? Your family may not be together when an emergency strikes, so plan how you will contact one another and review what you will do in different situations. Consider a plan where each family member calls, or e-mails, the same friend or relative in the event of an emergency. It may be easier to make a long distance phone call than to call across town, so an out-of-town contact may be in a better position to communicate among separated family members. Be sure each person knows the phone number and has some coins for the payphone or a calling card. This process may require a lot of patience since the phone lines and cell service may be very busy or totally out of service.

Most important, during any emergency event, listen to your local radio stations or watch the TV if it is available and follow the instructions provided by your local emergency management agencies.

New optional life insurance program rolls out in Sept.

By Allan Kujala, Personnel Director

Kent County employees will have an opportunity to purchase optional supplemental whole life insurance from September 6 - 9 when benefit counselors from Farmers & Traders Life Insurance Company will be available to privately discuss the new coverage.



Payroll Allotment Coverage for Employees

Previously, the County offered payroll deducted whole life insurance for self, spouse or family members through Metropolitan Life and those existing policies remain in effect. The decision to switch to Farmers & Traders was made because MetLife would not service the County account, so no new employees were able to participate. The new company has a relationship with the Delaware League of Local Governments and is committed to servicing its local government accounts.

Employees are encouraged to meet with the representatives to learn more about the payroll deducted group rated whole (universal) life insurance coverages offered and to execute a waiver form if it is declined.

The coverage is portable and the premium never increases. Amounts available begin at \$5,000 and go up to \$100,000.

SOME ANSWERS TO THOSE NAGGING QUESTIONS

By Allan Kujala, Personnel Director

Q. *What is the “Kent County Slap Dance” I keep hearing about? Why is it a topic of conversations and what can be done to stop it?*

A. The “slap dance” was coined by one of your co-workers to describe the action of most men exiting the restrooms in the Administrative Complex as they dry their hands on their thighs and posterior. The guys already know this, but for the women—gasp, there are NO paper towels in the men’s restroom! The females can thank Susan Durham for convincing the powers that be to return paper towels to the ladies lounge, but the men have no such champion. Alas, we men are destined to endlessly either stand by the hand dryers or perform the Kent County Slap Dance.

Q. *I know summer is almost over, but I have to ask why one of my co-workers has been allowed to come to work wearing shorts. It’s just not right. I follow the dress code, but she doesn’t. What gives?*

A. As you are aware, the County’s Work Attire Guidelines specifically forbid the wearing of shorts except as part of an official County uniform—which means at a minimum a polo shirt with a County seal. I think I know who you are speaking of—she is a new employee that must not have had a chance to fully review the orientation packet. Yes, the Personnel Office does inform new hires of the guidelines during orientation, but it takes a devoted supervisor or department head to make the guidelines work. Next time you observe shorts, why not mention the guidelines to the employee. If you see no change in her attire attitude, perhaps you should call it to the attention of your supervisor.

Q. *I read with interest your response to a question last month about working late and having the air conditioning automatically turn off. It made me wonder how the custodial staff can work in the extreme heat we have been having. Can the custodians adjust the air for the short time they work in the individual offices?*

A. No, they do not have the ability to turn the air on or keep it going while working throughout the new Administrative Complex. It seems that the air handler programmer did not take the custodians or late workers into consideration whenever the system was designed. The auto off and on is supposed to keep energy

costs down, but sometimes working conditions become unbearable. I have forwarded your concern on to the Facilities Management Division manager for prompt resolution. Thanks for thinking of your fellow employees.

Q. *I was visiting a State government office recently and noticed that like our County staff, the employee was wearing her I.D. badge clipped to her belt. I wanted to call back later and had to describe her, because her name tag had hung down below the service counter. From a customer service standpoint, a badge clipped to the belt is not very helpful.*

A. Thanks for your observation. I imagine that customers visiting the County have had a similar problem. For better customer service, I would recommend that all employees wear their identification badge up on a shirt pocket or around the neck. Thanks for bringing this issue to everyone’s attention.

Q. *I know you will disagree with this question and probably not put it in the Q&A, but I hate GAUGE. The performance evaluation system is too long and too complicated. It takes hours to get done. As a supervisor, I think we need something much simpler.*

A. I would expect any thorough assessment of an employee’s performance to take some time—no matter what the system. However, I’m not married to GAUGE. I think it has served its purpose, and would be receptive to other performance appraisal systems that provide the documentation needed to effect enhanced performance. Since poor performance can result in dismissal, the system we use must be defensible. I see lots of evaluation systems at various training conferences I attend, but have not yet found one that honestly evaluates performance, requires a remediation plan for poor performance, and details for each employee specifically what can be done to improve upon the score during the ensuing year. The GAUGE statements specifically detail the actions required to achieve a “4” or “5” score in any particular area. I also like that it evaluates clerical staff differently than professional staff or maintenance staff differently than supervisory staff. The folks at City of Irving, Texas did an excellent job creating the format and I find it hard to beat. But, if you come across a system that can help employees achieve their goals, let me know because I am interested.