

# Kent Connections

A Newsletter Published by Kent County Levy Court for its Employees

July 2013

## Employee of the Month : *Danielle Lamborn*

The Kent County department heads have selected DANIELLE N. LAMBORN from the Department of Planning Services as the July 2013 Employee of the Month.



Danielle, a Kent County employee since December 2002, is a GIS Specialist in the Geographic Information Systems Division and serves as the primary public contact person in the office.

Danielle was nominated for her work over the past year to transition the County's Geographic Information System (GIS) data to a new web-based server. She coordinated with Information Technology Office staff, Public Works, Planning Services, and outside consultants to determine the technical requirements for the transition as well as the end-user needs of County staff and our customers. When the project goes live in July, citizens will have easy access to myriad, up-to-date data such as parcel boundaries, zoning, natural resources, approved development applications, and Levy Court district boundaries. The success of this project reflects both Danielle's technical expertise and her ability to work effectively with a diverse team of stakeholders.

According to Planning Services Director Sarah Keifer, "Danielle has exceeded all expectations in managing the GIS project for our department. Even when faced with obstacles, she maintained a positive attitude and looked for solutions. Danielle's commitment to bringing this project to fruition is truly appreciated".

Congratulations Danielle on a job well done!

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## Refreshed County website launches July 8

By Ken Bonovich, Computer Support Technician I

Prepare to be "wowed" by the County's website makeover slated to be unveiled in July by the Information Technology Office. The smart, new look took nearly two years to construct, and should address many of the navigation and layout concerns expressed by constituents.

The County's current website was released in 2005 – when the new Kent County Administrative Complex was first opened. The refreshed site will improve the County's online footprint and eliminate many of the frustrations users previously experienced by incorporating the latest internet standards and a much simplified menu structure.

The main goal of the updated website is to provide better access to the County's information via the internet. Experts say a website user's experience is greatly enhanced by intuitive navigation featuring simpler content formatted in a logical and visually pleasing manner.

With the new website design, comes considerable layout changes. Instead of the former menus  
*(Continued on Next Page)*

*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, Cathleen McLean, Yvonne Messina, or Margo Mangiamelo-Orlando. Or call the Personnel Office at (302) 744-2310.*

# Check out employee portal on new website

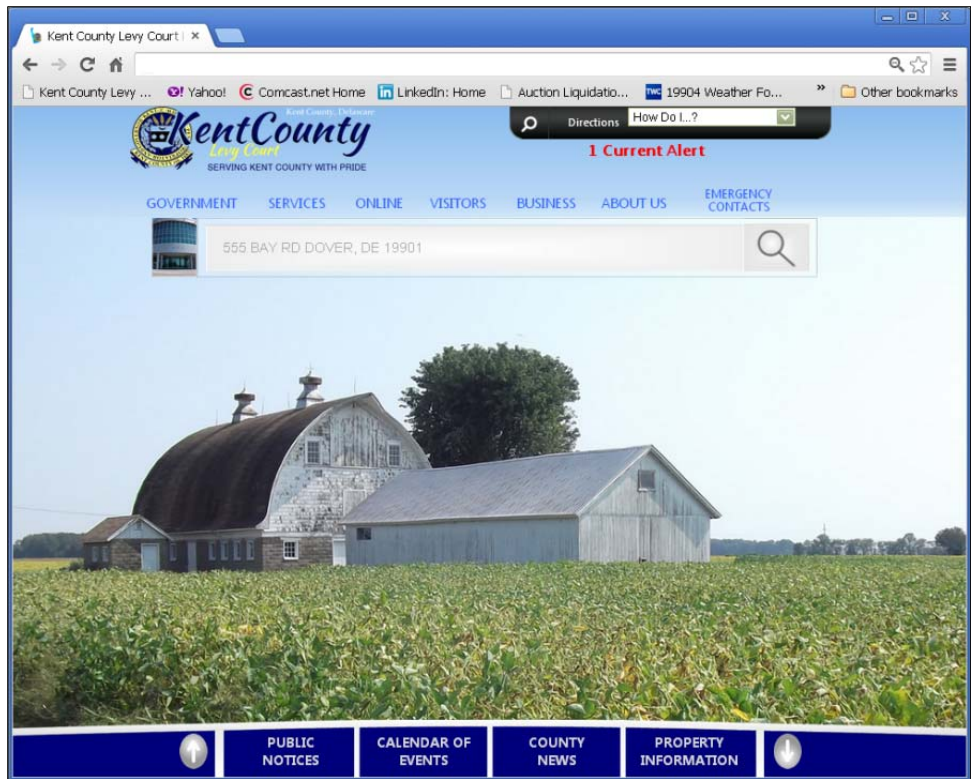
(Continued from Page 1)

pointing toward actual departments and divisions, navigation will be handled instead by the types of services offered. The tabs include: Government; Services; Online Services; Visitors; Business; About us; and Emergency Contact.

The new Kent County homepage features an “alerts area” at the top of every page which highlights Emergency Alerts and Notifications. These areas are perfect for informing the public and posting important information related to real time events and other public information with priority given to an emergency over a non-emergency.

Nothing is more irritating than out-dated information on a website, so the Information Technology Office developed a database for Meetings & Agendas, Bids, RFPs & RFQs, Ordinances, Planning Applications/Variations, Building Permits, Job Postings, Job Titles & Rates and News postings. The database will be managed by individual departments and features an “effective date” and “decommission date”, which will automatically remove information upon expiration. This system should ensure content on the new County website is always fresh.

“Whatever information is needed on the new County website should be available in two clicks or searchable on the main page,” com-



mented Information Technology Director KIM CROUCH. “We scoured the internet for user friendly formats and developed ours based upon an award winning website.”

For County employees and retirees accustomed to accessing the website for personnel related reasons, a new “Employee Portal” page was created. The Portal can be found at the very end of the displayed list under the “Online” tab located at the top of the webpage and features the e-Paystub link, the GroupWise e-mail link, the employee newsletter, various forms, insurance benefit information, pay ranges and rates, position descriptions, and FAQs.

The new Website publish date is set for July 8, 2013.

**NEW BABY GIRL**  
 Congratulations to TOM WILLIAMS, Dispatcher II, and his wife Heather upon the adoption of their foster child, Kerstynn Irelynn Williams, on June 4, 2013. She has resided with the Williams' since she was 6 days old. She was born on August 11, 2011. Best wishes to the whole family!

**NEW BABY BOY**  
 Congratulations to MARK KENNEDY, Media Systems Coordinator, and his wife Paula on the birth of their son, Kiro Saleem, on June 13, 2013 at 1:10 a.m. He weighed in at 7 lbs, 1 oz and was 19.5 inches long. He joins seven other Kennedy siblings. Best wishes to the entire family.

## County honors Krueger with childrens library name

By Hilary Welliver, County Librarian

A poignant ceremony last month at the Kent County Public Library capped the life's work of former County Librarian Richard L. Krueger Sr.

Levy Court Commissioners and Krueger family members along with dozens of library supporters and friends gathered to unveil the official naming of the popular children's room at

ber of the Friends of the Library group and a member of the Kent County Library Advisory Committee as the appointee of at-large Commissioner TERRY L. PEPPER.

One year after his retirement, Krueger was present at the grand opening of the new home of the Kent County Public Library located in Longacre Village on U.S. Route 13 just south of Camden.

The Kent County Division of Libraries has transformed itself three times, most under Krueger's tutelage. Initially the Department of Library Services managed Kentnet—one of Delaware's earliest online catalogs, and assumed responsibility for the bookmobile formerly maintained by the Delaware State Library. At that time, the "library" was primarily a switch-out collection for the bookmobile, housed in an office of the former Robert W. O'Brien Building.

In 1999, Krueger oversaw the library's move from an ad hoc situation in the O'Brien Building to full fledged library in a leased building located at 2319 South DuPont Highway,



**Following the unveiling of the Richard L. Krueger Sr. Childrens Library at the Kent County Public Library on June 25, attending Commissioners (pictured l. to r.) Terry L. Pepper, Jody Sweeney, and Allan F. Angel, and Levy Court President P. Brooks Banta, along with County Administrator Michael Petit de Mange commemorated the moment with Kruger's widow, Esther Krueger (center right).**

the County library named in memory of Krueger and in honor of his valuable contributions to the development of the County's library system. Krueger served as County Librarian from 1994-2009, and passed away in January 2012.

Krueger was a long time outspoken member of the Governor's Council on Libraries and the Delaware Library Association. When he retired as County Librarian in May 2009 after 15 years, the County's full-service library was operating past capacity. He continued to work for the interest of the County library system as a mem-

which was shared with Parks and Recreation.

After the new Administrative Complex was opened in 2007, the Parks and Recreation divisions moved and the "Friendly Library on the Highway" expanded to occupy the entire leased space.

Krueger's wife of 43 years, Esther H. Krueger, son Richard Jr., and stepdaughter Rebecca Manahan Martin of Dover were in attendance at the dedication ceremony, and spoke fondly of Richard's library legacy.





# KENT COUNTY STAFF ON THE MOVE...

## New Hire



E. STEVE ZLOCK Jr.  
*Electrician's Helper II*  
Grade 8  
Department of Public Works  
Wastewater Facilities Division  
06/03/2013

## Milestones continued



LISA COOPER  
**10 years**  
*Tax Administrator*  
Department of Finance  
Tax Office  
06/16/2003

## Resignation

ANDREW FULTON

*Paramedic II*

Grade 11

Department of Public Safety

Emergency Medical Services Division

06/30/2013



VIOLET GLANDEN

**5 years**

*Chief Deputy*

Office of Kent County

Register of Wills

06/30/2013



## Promotions



SHAUN WELLWOOD

*WWF Plant Operator II, Grade 7*

from Plant Operator I, Grade 6

Department of Public Works

Wastewater Facilities Division

06/02/13

MARK STAYTON

*Electrician III, Grade 11*

from Electrician II, Grade 10

Department of Public Works

Wastewater Facilities Division

06/03/13



## Milestones



ROBERT BLOODSWORTH

**15 years**

*Dispatcher II*

Department of Public Safety

Emergency Communications Division

06/01/1998

CATHLEEN McLEAN

**15 years**

*Payroll Administrator*

Department of Administration

Personnel Office

06/15/1998



# Budget impacts few positions

By Allan Kujala, Personnel Director

While County departments requested nine new positions and 16 reclassifications/hours changes during the FY2014 budget development process, Levy Court only approved one new position and three reclassifications in the final document.

The County's full-time position count increased from 290 to 291 with the addition of one new Maintenance Worker position in the Wastewater Facilities Division. Also effective July 1, Levy Court approved the reclassification of the Senior Secretary (Grade 8) for the EMS Division to Administrative Secretary (Grade 9) for the Department of Public Safety; reclassification of the Asst. Director of Public Safety-Emergency Communications Division from Grade 14 to Grade 15; and reclassification of the Account Analyst (Grade 14) to Accounting Supervisor (Grade 15) in the Finance Department. July 1 is also the effective date of several positions title changes/reclassifications in the Assessment office approved in January by Levy Court and funding of an EM Administrative Officer.

The new budget also increased the work hours of the three Deed Clerk positions in the Recorder of Deeds office from 35 to 40 hours per week in lieu of creating a new position.

## New EPO/HRA health plan effective July 1

By Allan Kujala, Personnel Director

A few employees and retirees have experienced a bumpy ride so far with the recent computer system transition from Blue Cross Blue Shield of Delaware to Highmark Blue Cross Blue Shield Delaware and a bit more turbulence is expected as Kent County moves from multiple PPO/HMO options to a single EPO/HRA option effective July 1.

Retirees on the Highmark Medicare supplement should experience no changes at all—not even a new health insurance card.

Regular employees and non-Medicare retirees will receive a new health insurance card with the EPO/HRA notation very soon. The card is expected to indicate a \$10,000 per individual deductible under the modified-Health Reimbursement Account component with a \$30,000 aggregate maximum for family/children.

The HRA portion of the new option is being self-funded by the County. Employees will **not** be responsible for the HRA deductible, but may need to inform their health care provider of

that fact. The new EPO/HRA option retains the same physician/specialist copayments, the same \$10 generic, \$25 brand name, and \$50 non-formulary prescription copays, and the same \$100 emergency room copay. The urgent care center copay did increase to \$40.

Employees must continue to use Labcorp for routine laboratory services and imaging services must be pre-approved (the physician's office typically gets the approval in advance.)

Employees are encouraged to visit and register at the new Highmark website at [www.Highmarkbcbsde.com](http://www.Highmarkbcbsde.com) for access to explanation of benefit statements, to print new insurance I.D. cards, review plan coverage, track claims, compare prescription prices, find health care providers and specialists, etc.

As required by the federal Affordable Care Act, all enrollees will be receiving a 9-page written Summary of Benefits and Coverage (SBC) document for the County's health plan in July. The SBC can be confusing and difficult to understand and some examples provided therein do not apply to the County's plan.

Please contact the Personnel Office at 744-2310 with any questions or concerns.

## Levy Court makes positive attitude a job requirement

By Allan Kujala, Personnel Director

Excellent customer service is the cornerstone of any successful organization and Kent County has endeavored recently to raise the bar significantly.

Kent County Levy Court adopted Policy 3-4 in December 2011 to clearly define expectations for employees and mandate superior customer service practices by all staff members.

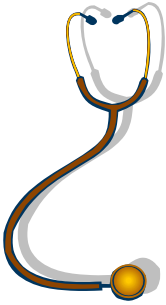
Last month Levy Court further enhanced expectations for the quality of customer service by incorporating a provision into all Kent County position descriptions making it a job responsibility.

The new job requirement inserted into all position descriptions states that each em-

ployee, "Must maintain a positive work environment by acting and communicating in a manner that promotes harmonious relations with customers, co-workers, and supervisors."

Just as County Policy 3-4 requires employees to strive to provide high quality customer service "which regularly exceeds customer expectations", the new job requirement mandates a positive work environment achieved through individual behavior. Employees are expected to extend the same excellent service given to customers to their co-workers and supervisors.

The new position description provision essentially forbids negativity and disruptive discourse in the workplace, and clearly makes these behaviors subject to disciplinary action.



EMPLOYEE OF THE MONTH-INSIGHT

Name: DANIELLE LAMBORN
Job: GIS Specialist
Years with the County: 10 years, 7 months
Education: College for Agriculture
My role as a County employee: GIS Specialist
What keeps my job interesting: My co-workers
What gives me a sense of accomplishment on the job: When everything works in ArcGIS
Professional advice I would like to offer to other County employees: Keep yourself open minded; Learn New Things
Family: Husband - Gary, two daughters - Gabriella and Zara
Civic involvement: Clayton Ladies Auxiliary
After work I enjoy: Going home and sitting on my front porch with my family and friends
Favorite new movie: Mr. & Mrs. Smith
Favorite old movie: Willy Wonka & the Chocolate Factory
Favorite TV show: Funniest Home Videos
Favorite sport: Football (Go EAGLES)
Favorite music: Country
Favorite Kent County restaurant: Doc Magrogan's

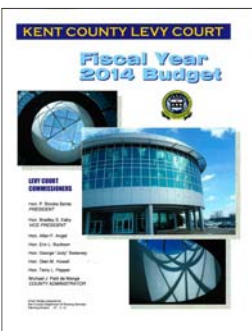


Favorite Kent County event: Safe Summer Day
Three people (living or dead) I'd invite to dinner: Chip Kelly, Jeremy Maclin, Trent Cole
I'm most proud of: My husband - he works so hard for his family
Pet peeve: Germs!
If I've learned one thing in life, it's: to take things as they come. Stressing will not help.
Life goals and values important to me: raising my children
Characteristics and values important to me: Kindness and Honesty
Who has had the most impact on my life: So many people... My parents, My husband's Father, My husband, family & friends
Personal goals I have accomplished or would like to accomplish: To retire and live happily ever after
If I could have been in any profession of my choosing, I would have been a/an: Judge
If I could have two wishes, they would be: Just for my Family and Friends to always be happy, And of course to have millions and millions of dollars
\*\*0209\*\* \*\*3229\*\* \*\*0186\*\* \*\*8781\*\*

FY2014 County budget & pay raises effective July 1

By Allan Kujala, Personnel Director

County employees earned a 2% cost of living adjustment in the Fiscal Year 2014 budget effective July 1, but will not actually receive it until the July 19 pay-check—which compensates for the June 30 - July 13 pay period. For the first time since 2008, most employees will receive a one half (1%) step increase. Employees already at the maxi-



mum for their pay range, receiving a less than effective performance evaluation, or hired during FY13 are ineligible.

Levy Court Commissioners also approved a one time pay system correction for a small group to put all employees back on the same pay scale. A 1.8% wage adjustment granted on July 1, 2011, which did not apply to the pay ranges, essentially created a two pay range compensation system that was becoming increasingly difficult to manage outside the payroll program.

In addition, Kent County retirees (179 of them) earned a two percent COLA effective with the July 1 pension check. \*\*2580\*\* \*\*1783\*\*



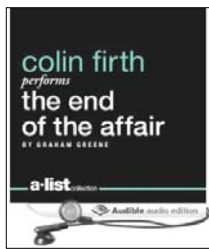
## FROM THE STACKS



By Hilary Welliver, County Librarian

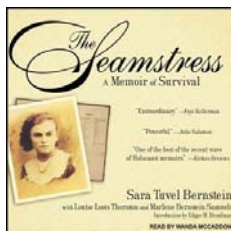
## Listen rather than read this summer

And now for the Audies! (awards for the best-produced audiobooks are presented annually by the Audio Publishers Association). This book list showcases some of the 2013 winners. Of course, with audiobooks, the choice of the reader/narrator is the key to success. You might notice some famous names among the narrators!



Audiobook of the Year went to *The End of the Affair* by Graham Greene; narrated by Colin Firth. It was also nominated for *Best Solo Narration*. The novel is set in London during and just after World War II and is the story of a love affair which is abruptly broken off without explanation.

Best Audio Drama was *Swordspoint* by Ellen Kushner; narrated by Ellen Kushner, Dion Graham, Katherine Kellgren, Robert Fass, Nick Sullivan, and Simon Jones. Award-winning author, narrator, and screenwriter Neil Gaiman personally selected this book, cast the narrator and produced this work for his audiobook label, Neil Gaiman Presents. Gaiman describes *Swordspoint*: "It's as if Jane Austen wrote fantasy."

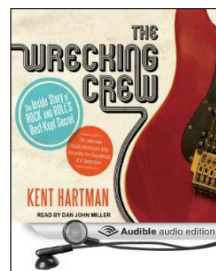


*The Seamstress* by Sara Tuvel Bernstein, Louise Loots Thornton, Marlene Bernstein Samuels; narrated by Wanda McCaddon, was recognized as the most outstanding *Biography/Memoir*. Growing up in a Romanian mountain village, Sara

Tuvel won and accepted a scholarship to a Gentiles-only Gymnasium where she was forced to make a decision that would change her path forever. The resulting story of survival in the concentration camps of Germany is a dramatic tale of courage, intense friendship, and surprising romance.

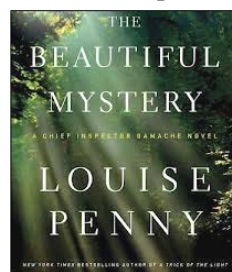
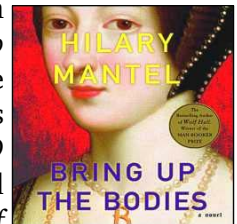
*The Handmaid's Tale* by Margaret Atwood; narrated by Clair Danes, won the *Fiction*

category. Atwood's dystopian novel explores a broad range of issues relating to power, gender, and religious politics. Danes delivers a stirring performance of this classic tale of speculative fiction.



*History* fans (and rock fans, too!) will want to listen to *The Wrecking Crew*, by Kent Harman; narrated by Dan John Miller. Fans of popular music in the 1960s and early 1970s were fans of the Wrecking Crew, whether they were aware of it or not. This is the behind-the-scenes stories of the artists who dominated Top 40 radio during this time frame.

Hilary Mantel's *Bring Up the Bodies*, narrated by Simon Vance, won best *Literary Fiction*. *Bring Up the Bodies* is the winner of the 2012 Man Booker Prize, and is the sequel to Mantel's 2009 Man Booker Prize winner and *New York Times* bestseller, *Wolf Hall*. It delves into the heart of Tudor history with the downfall of Anne Boleyn



Ralph Cosham's narration of *The Beautiful Mystery* by Louise Penny took top honors for *Mystery*. When a renowned choir director is murdered, Chief Inspector Armond Garnache and Jean-Guy Beauvoir of the Surete du Quebec discover discord in the apparent harmony of the monastery of Saint-Gilvert-Entreles-Loups, hidden deep in the wilderness of Quebec, where two dozen cloistered monks live in peace and prayer. To find the killer, the Chief must consider the divine, the human, and the gap between.

*Red, White, and Blood* by Christopher Farnsworth; narrated by Bronson Pinchot, won *(Continued on Next Page)*

# STACKS

(Continued from Page 7)



on best *Thriller/Suspense*. On the presidential campaign trail a political operative and a volunteer are brutally murdered and a centuries-old horror known only as the Boogeyman returns to taunt Nathaniel Cade, the president's vampire.

For *Romance*, Nora Roberts' *The Witness*, narrated by Julia Whelan was voted best. It is the story of a local police chief who is intrigued by the secretive nature that hints at a mystery surrounding Abigail Lowery, a freelance programmer who has caught his eye and his heart. His inquiries threaten Abigail's security and self-control.

*The Fault in Our Stars* by John Green; narrated by Kate Rudd; won superlatives for *Teens*. It also won the 2013 Odyssey Award for

Excellence in Audiobook Production. The romance between two young people who live life with one foot in the grave is funny, insightful, raw, and heartbreaking.

The best *Multi-Voiced Performance* was *Dracula* by Bram Stoker; narrated by Alan Cumming, Tim Curry, Simon Vance, Katherine Kellgren, Susan Duerden, John Lee, Graeme Malcolm, Steven Crossley, Simon Prebble, and Jame Adams. Avoiding the campiness generated by Hollywood interpretations of *Dracula*, this cast returns to Stoker's original storytelling structure -- a series of letters and journal entries voiced by Jonathan Harker, Dr. Van Helsing, and other characters --- and recaptures the novel's originally intended horror and power.

If you are planning a road trip or vacation, or if you have a daily commute, audiobooks are a great way to pass the time. Add one to your packing list! \*\*5260\*\* \*\*8501\*\*

## KENT COUNTY BIRTHDAYS



- 01 Angela Wise, Finance-Accounting
- 03 Kristopher Connelly, Plan. Services/Planning
- 03 Norman Wood, Sheriff
- 05 Wallace Wootten, Public Works/WWF
- 05 Lisa Schlauch, Public Safety/EMS
- 07 Shawn O'Toole, Public Works/WWF
- 07 Lori Short, Planning Services/Planning
- 09 Thomas Williams, Pub. Safety/Emer. Comm
- 11 Lisa Cooper, Finance-Tax
- 12 Kelsey Gallo, Public Safety/Emer. Comm.
- 12 Bill Travers, Public Works/Facilities Mgmt.
- 15 David Grygo, Public Safety/Emer. Comm.
- 16 Jeff Outten, Public Safety/Emer. Comm.
- 17 Teresa Carter, Finance-Accounting
- 19 Michael Harrington, Public Works/Eng.
- 23 Charlotte Lindquist, Sheriff's Office
- 23 Scott Tanner, Plan. Services/Insp. & Enforce.
- 25 Wayne McCarty, Comm. Services/Parks&Rec
- 25 William Vincent, Public Works/WWF
- 25 Cindy Grygo, Public Safety/EMS
- 26 Marti Stansbury, Plan. Services/Planning
- 28 Marvin Parker, Public Works/WWF
- 29 Ruby Farmer, Finance-Tax

- 31 Stella Padilla, Public Works/WWF
- 31 Anthony Richardson, Public Works/WWF

## AUGUST

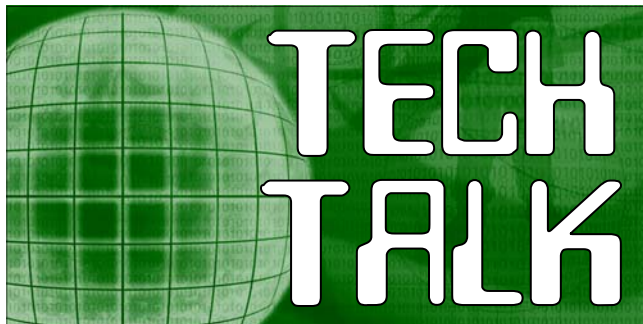
- 02 Sandy Martin, Community Services/Libraries
- 04 Cynthia Laird, Community Services/Libraries
- 07 Darin Jones, Comm. Services/Parks & Rec
- 08 Donna Barnes, Administration-IT
- 10 Cathleen McLean, Administration-Personnel
- 11 Jerry Johnston, Public Works/Engineering
- 12 David Whitney, Public Works/WWF
- 13 Mary Eisenbrey, Finance-Assessment
- 13 Pat Uhey, Wills Office
- 19 Michael Clarke, Public Safety/EMS
- 19 Scott Vautard, Planning Services/Insp. & Enf.
- 19 Vince Parsons, Public Works/WWF
- 21 Mark Kuykendall, Public Works/WWF
- 21 Michael Weyant, Plan. Services/Insp. & Enf.
- 22 Diana Golt, Public Works/Engineering
- 23 Sherry Barker, Public Works/Engineering
- 23 Richard Whittmore, Public Works/WWF
- 24 Angel Short, Community Services
- 26 James Machado Nunes, Public Works/WWF
- 27 Debbie Elders, Finance-Accounting
- 28 Robert Probst, Comm. Services/Parks & Rec



# Insects inspire common tech terms

By Kevin Curtis, Programmer I

Most people that have been around any sort of computing have heard the term computer “bug”. This term was first mentioned by Grace Murray



Hopper in 1945 when she disassembled the Mark II Aiken Relay Calculator to find a moth stuck between two circuits. The term computer “bug” was born. Because she found a bug in the machine in the log she kept, she used the term I “debugged” the program.

Grace Murray Hopper went on to be a distinguished Naval officer eventually topping out as a Rear Admiral. She also helped develop the popular computer business programming language “COBOL” or common business oriented language.

In 2002 that term took on some very similar meaning along the Gulf coast, Florida, parts of Texas, Louisiana and Mississippi. There is a new bug that is out to get your favorite gadget. Its called “crazy ant” or fully named the tawny crazy ant.

By most accounts it came here from South America via unwitting travelers. At just over a few millimeters long, it can easily find its way into a laptop or other electronic devices. Why does it want to enter your favorite electronic device? They are somehow attracted to electrical current.

How they cause damage sounds like a bad movie. An ant finds its way into the device through a crack or hole in the device. It starts gnawing on the circuits in the device and eventually gets electrocuted. Once that happens the dying insect sends out pheromones by what is called “gaster flagging” that signals other ants to the scene. They too are eventually electrocuted and the cycle is repeated.

Soon there are so many dead ants the system is shorted out and the gadget dies. These ants like most ants live or at least frequent earth’s soil. They ingest the soil and can bring that into the electronic device that can collect moisture and shut the device down by shorting it out.

Researchers at Texas A&M estimated that in one year “crazy ants” did \$146 million in damage to electrical equipment in Texas alone.

Doing some research on the ant I found the term “crazy” came from the fact the ant does not travel as ordinary ants do, but travels more like they are drunk. They are very difficult to track. Their colonies consist of millions of these tiny creatures. They do not sting but have an annoying bite that has displaced millions of fire ants and even livestock in the south.

So perhaps the next time you travel to the southern US or South America consider not taking that favorite gadget or shrink wrapping it to keep the critters out.

## High Praise

Kudos to BURT CROWDER and MIKE HUDSON, Emergency Medical Services Division, for a letter from the Harrington Fire Company praising the pair for their valiant efforts to resuscitate a Life member of the Fire Company. Although the respected member of the community passed away, the two paramedics had done everything possible and even took the time to reach out to the family at the end of their shift. *Compassion and professionalism really does make a difference!*

Give a Gold Star to JOHN SCHULTIES and GINA SCHULTIES, Inspections & Enforcement Division, for a handwritten note from a customer praising the two for helping “get the necessary papers to satisfy Wells Fargo. *Way to go!!!*

High Five to DEXTER KOLLIE, Inspections & Enforcement Division, for a note from a satisfied customer saying “once again the employee here helped me (good people).” *Outstanding!!*

High Praise to MARK KENNEDY, Information Technology Office, for helping make the Wills Office webpage “so easy to navigate. I never imagined I would find what I needed so quickly” according to a constituent comment. *Keep up the Great work!!!*



## Across The Hall

INSIGHT INTO THAT OTHER DEPT/DIV/OFFICE

### St. Jones Greenway Commission

**Purpose:** To preserve and enhance the cultural, historical, natural, recreational, educational and economic resources of the St. Jones River corridor; to communicate and promote the value of Greenways to present and future residents.

The 9-member Commission is a joint effort of the County, City, and State government with members appointed to represent each political subdivision.

**Meetings:** Second Monday, bi-monthly

**Supporting Department:** Community Services

**Chairman:** Christopher Zimmerman, *County Representative.*

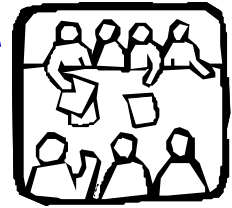
**Members:** Jim Burcham, *County Rep.*; Kimberly Cole, *State Rep.*; Dorothy Lehman, *County Rep.*; Michael Mercer, *City Rep.*; Gene Pratt, *State Rep.*; Jack Richter, *County Rep.*; and Sharon Tucker, *County Rep.*

**Primary supporting staff:** JEREMY SHEPPARD and ANGEL SHORT

**Major Tasks:** Working with the Dover/Kent MPO and DelDOT for a dedicated pedestrian bridge over the St. Jones River on Rt. 10; Design of greenway trail head and parking lot at the entrance of the Hunn Recreation Area; connection of the greenway trail from the Rt. 10 trail head to the Hunn site; and an update to the St. Jones River Greenway Plan circa 1998.

**Interesting Facts:** One of the major goals of the St. Jones River Greenway plan is to connect Silver Lake in Dover with the Delaware Bay near Kitts Hummock (approximately 13 miles) with a continuous paved trail for pedestrians and bicyclists. \*\*5966\*\* \*\*7793\*\*

## EMPLOYEE COUNCIL NEWS



By Beverly Hay, *Employee Council Secretary*

Wow! Was that some good food or what? Hope everyone enjoyed the annual Employee Appreciation Picnic on June 12!!!

A Big Thank You to the following people:

- Parks and Recreation – for set-up and clean-up –AWESOME WORK GUYS!!!!
- Sam's Club – for donating the cakes.
- Tidewater – for donating bottles of water.
- AUDREY STANFORD for preparing the delicious baked beans. Did you taste the cinnamon!!!
- PATTY ORONA for preparing the mouth watering broccoli salad. She is so talented!
- DAVID & Cheryl WHITNEY for preparing scrumptious potato salad!!!!
- Employee Council for all their hard work in preparation for a successful day!
- To the Commissioners of Kent County Levy Court for allowing us the privilege to organize and set-up the picnic to recognize the employees for their hard work and dedication!
- To all the employees that took the time out of their busy schedule to make this picnic a huge success!!!! Thank you for your dedication!!!!

Congratulations to our winners for the month of June: ROBIN ANDINO, Dispatcher III in the Emergency Communications Division for the mini iPad with keyboard and KEN ECKARD, Plant Operator IV, in the Wastewater Facilities Division for the Father's Day DeWalt tool kit!

I'm not sure how we can top all that, but we have more surprises planned for the rest of summer! Be on the lookout for raffle tickets for a day of fishing for 2 people with a cooler full of goodies for a relaxing day!!!

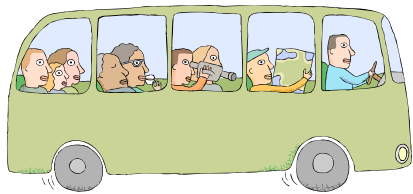
On July 17 – we will be hosting a milkshake/float day! Who can resist ice cream? I know I can't! Wonder what food group that falls under? Watch for the emails!!!!

# Have fun this summer with Parks & Rec.

By Margo Orlando, Personnel Technician I

Have any plans this summer? How about taking one of the many trips that Kent County Parks and Recreation Offers.

**New York City - July 17, 27, August 14, and**



**24.** Bus departs Kent County Administrative

Complex at 7:00 a.m. and departs N.Y.C. at 7:00

p.m. You will be dropped off at Rockefeller Plaza where you will be on your own to explore Manhattan. Cost \$37.00

**Washington D.C. Smithsonian and the**

**Mall - July 13.** Bus departs Kent County Administration Building at 8:00 a.m. and return 7:00 p.m. You can tour one of 13 museums or stroll around the Capital. Cost \$27.00

**Washington National Zoo - August 10.** Bus departs Kent County Administration Building 8:00 and return approximately 6:30. Costs \$28.00 which includes entrance into the zoo.

**Baltimore Orioles** defend home field against the visiting **Toronto Blue Jays - July 13.** Bus departs Kent County Administration Building at 1:00 p.m. game time 4:05 p.m. Cost is \$56.00 (which includes ticket to the game)

**Philadelphia Phillies** defend home field against the visiting **Atlanta Braves - August 3.** Bus departs Kent County Administration Building at 1:30 p.m. game time 4:05 p.m. Cost is \$58.00 (which includes ticket to the game)

**Whitewater Rafting - August 10** (Ages 8 and up no exceptions). Bus departs 7:00 a.m. and returns approximately 8:00 p.m. This trip does require a ½ hour hike through a cold mountain creek. Cost \$95.00

**Pennsylvania Renaissance Faire in Lancaster, PA - August 17.** Bus departs Kent County Administration Building at 8:00 a.m. and returns 8:00 p.m. Cost is \$45.00 for adults and \$31.00 for children 5 - 11.

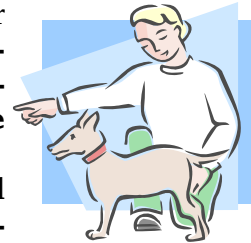
County employees might consider chaperoning one of these trips, since you and a guest will go for Free! Contact Parks & Recreation at 744-2495 for more information.

If traveling is not your thing, perhaps you might be interested in one of the numerous dance classes that are offered this summer: **Country Line Dancing, Zumba Dance, Ballroom, Soul Line Dancing**



If you enjoy exercise. Parks and Recreation offers: **Tai chi for seniors 55 and older, Aqua Aerobics, Men's outdoor basketball league, Adult co-ed volleyball league, Women's self defense. Fitness boot camp, summer yoga, and cardio kick boxing.**

Perhaps you are an animal lover, classes are also offered for our four legged friends such as: **Companion Dog - Puppy Socialization; Preparative Obedience/Responsible Dog Ownership; and Therapy Dog Test Preparation.**



In addition, some great stress relieving classes are on tap, including:

**Law of attraction workshop:** four steps to loving the life you already have.

**Reiki I,** a safe simple and natural form of energy medicine.

**EFT:** for Everyone, Emotional Freedom Technique or "Tapping" is the most influential and widely known energy psychology method in the world.

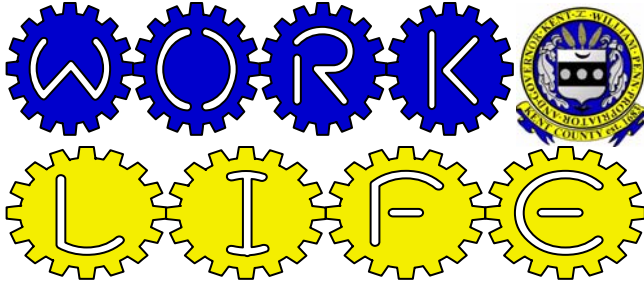
**Introduction to Theta Healing,** gets rid of subconscious negative beliefs traumas, emotions and feelings that build up - life's baggage.

**Essential Oils for Health:** Plants are linked to more than the ecological balance of our planet, they are linked to our physical, emotional and spiritual well being.

Classes, especially bus trips, fill up fast so sign up in the Parks & Recreation Office soon. Have a great summer!!







It can be tough these days working for the government—any government! Many of the people we serve are rallying against the pensions, benefits, and pay of public servants. It can be demoralizing, but it doesn't have to be! Be proud of the work you do and high quality service you provide. Our citizens may not always realize it, but we are saving lives, protecting the environment, making this a better place to live, or facilitating those that do. Share the pride of serving Kent County each work day...

I enjoy working for Kent County for many reasons. I really love being in the library. After working here for almost ten years (I started as a part time employee) I have had the opportunity to develop relationships with our patrons, and with the staff. After working in places where these connections were nonexistent,



I know that it makes it so much better to come to work and know that you are a friend and not just a coworker or "the person behind the counter." The benefits are amazing - I don't know what I would do without the medical coverage we receive, and I enjoy having the days off to be able to spend with my kids. Working here has truly been a blessing in my life. — KRISTI RINKEN-BERG, Library Technician

I have been working for the county for nine years.



Working in the mail-room has its perks. I like that there is a variety of things to do. And I work for the best people. All Kent County Levy Court Employees! Good or bad day, they are what get you thru the workday. I think the County is very lucky to have such conscientious employees that do their jobs well and actually care for their co-workers. For a large workplace, it is rare. I have a great window view. I can keep an eye on the wildlife, traffic and weather while working. Add on the great benefits that are provided to us and Life is Good!. — GALE MAAS, Clerk

MARK YOUR CALENDAR



July 1, 2013 - First day of the new Fiscal Year. All budgetary and employee insurance changes become effective

July 1 - 19, 2013 - Fishing trip Raffle sponsored by the Employee Council.

July 3, 2013 - Blood Pressure Checks at the Wastewater Treatment Plant 2:00 - 4:00 p.m.

July 4, 2013 - Independence Day Holiday. County Offices Closed. Happy July 4th!

July 8, 2013 - Refreshed County Website goes live.

July 10, 2013 - Blood Pressure Checks at the County Library at 9:00 a.m. and at the Administrative Complex in the Personnel Office, 9:30-11:30 a.m.

July 10, 2013 - L&W Insurance representative available to answer health insurance questions from 1:00-2:00 p.m., Administrative Complex, Room 213.

July 17, 2013 - Milk Shake/Float Day sponsored by the Employee Council. Details to follow.

July 18, 2013 - Delaware State Fair Opens and runs until July 27, 2013.

Kent County CRUSHERS Softball Schedule - 5:15 p.m. Table with columns for date and opponent.

IN NEXT MONTH'S ISSUE > New web based GIS data opens up County's digital world > Sheriff's Office on cutting edge of electronic reporting > County Complex security—one year later? > Tuition assistance can help advance career!

# Welcome to Levy Court!



**Name:** E. STEVE ZLOCK Jr.



**Job:** Electrician's Helper II  
**Date Hired:** June 3, 2013  
**Education:** High School Diploma from C.R.H.S.  
**What I like most about my new job:** Opportunity for advancement in the Electrical field.

**Greatest accomplishment:** Having stayed in same career field since high school graduation.

**Greatest challenge or obstacle:** Passing Limited and Masters Electrician exams.

**Future goals:** Getting Master Electrician License.

**Person/event that most inspired me in my career:** First employer in electrical career.

**If I had it to do over, I would have done this differently:** I would have focused more on continuing education.

**I'm most relaxed and happy when I'm doing this:** Surfing at my favorite spot near Naval jetty at the Cape in Lewes, Delaware.

**Family:** Mother and Father. Two sisters all in Delaware.

**Most recent movie enjoyed:** Chasing Mavericks

**Favorite TV show:** C.S.I.

**Favorite sport:** Surfing

**Favorite meal:** Seafood

**Favorite music:** All types

**Favorite saying or slogan:** Support Our Troops

**Who has had the most impact on my life:** Parents

**A dream I have is to:** Travel to Australia

**If I won a million dollars I would:** Invest and continue to work

**You'd be surprised to learn that I:** used to be afraid of ocean as a child.

**The most adventurous thing I've ever done is:** Surfing Hurricane Sandy

**Three words that describe me:** Friendly, Easy Going, Active

## HIGHER LIFE INS. DEDUCTIONS DUE TO AGE

By Allan Kujala, Personnel Director

The July 1<sup>st</sup> effective date for salary rate increases will have an impact on optional supplemental life insurance premiums beginning with the July 19 biweekly pay advice, especially for those employees experiencing a certain birthday during just completed Fiscal Year 2013.

The County provides basic life insurance coverage free of charge to employees equal to one time the employee's annual salary rounded up to the next \$1,000. This benefit is provided through CIGNA Insurance Co. Employees are also eligible to purchase optional supplemental life insurance during open enrollment through CIGNA and payroll deduction.

The insurance coverage also allows employees to enroll spouses for term life insurance coverage up to \$50,000, with a guaranteed issue of \$10,000 at the employee's age rate. Children can also be covered with \$10,000 of guaranteed coverage for a flat \$2 per month.

Employees retiring from active service are provided life insurance coverage valued at \$5,000 at no cost to the retiree.

Employees turning 30, 35, 40, 45, 50, 55, 60, 65 or 70 after June 30, 2012 and before July 1, 2013 go up to the next age bracket rate. Those with birthdays after July 1, get the rest of the fiscal year at the old rate.

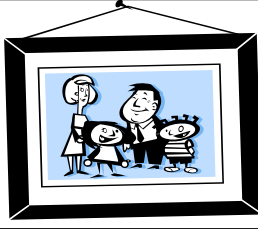
The following chart, which is unchanged from FY2013, can be used to calculate the new monthly premium by multiplying the level of coverage (1/2, 1, 2 or 3) with annual salary, rounding up to the nearest \$1,000, dividing by 1,000 and multiplying by the age rate:

**FY2014 Supplemental Life Insurance Rates-CIGNA**

AGE	<30	30-34	35-39	40-44	45-49
Rate	\$0.07	\$0.09	\$0.11	\$0.17	\$0.26
AGE	50-54	55-59	60-64	65-69	70+
Rate	\$0.42	\$0.67	\$0.87	\$1.47	\$2.21

# Bragging Rights

Share your family photos, stories, & more



## Sackey's daughter earns MD

Naa A. Sackey MD, daughter of BEN SACKKEY, Systems Analyst Administrator, graduated on June 7, 2013 from Howard University with a medical degree in Gynecology and Obstetrics. She will be practicing in Oklahoma. He is very proud!

## Petit de Mange kids have great year

The two children of County Administrator MIKE PETIT de MANGE had a great year in school. In addition to graduating this year, Ben Petit de Mange was awarded All Henlopen Conference 2<sup>nd</sup> Team honors as the starting 2<sup>nd</sup> baseman for the Dover High School Baseball team. The Dover Senators made it to the final four in the State Baseball Tournament in May. Mike's daughter, Aimee, received three awards from Central Middle School during their annual awards ceremony on June 5, 2013, including the 2<sup>nd</sup> Place Award for 7<sup>th</sup> Grade Mathematics; the 7<sup>th</sup> Grade Physical Education Award; and the 7<sup>th</sup> Grade Award for Visual Arts. Congratulations!

## McLean's work published in Journal

Tory McLean, a doctoral student at Brown University in Neuroscience and eldest son of Payroll Administrator CATHLEEN McLEAN, recently contributed to the subject of a photo published on the cover of the May 2013 issue of the **Journal of Neuroscience**. The photo is a cross-section of a lamprey spinal cord highlighting the large size of the giant reticulospinal axons in the ventromedial tract. Super smart Tory was a temporary employee in 2005-08 imaging documents for the County.

## Congratulations

Congratulations to Wm. PATRICK HERRMAN (Paramedic I) and his wife Kelly upon their marriage on May 8, 2013 in Las Vegas, Nevada. An August reception is planned. Best wishes to the happy couple.



## HOW TO BE EXCEPTIONAL

QUALITY OF WORK—b. Always complete work in less time than expected; c. Always complete work prior to scheduled deadlines; e. Work revisions are never needed or requested; f. Quality of work consistently exceeds acceptable levels; g. Use creativity and innovation to advocate and make improvements to work product.

**G.A.U.G.E.**—Kent Co.'s performance assessment tool



## Kent Co. Employee Obsessions

Take a minute to visit the display case on the first floor of the Kent County Administrative Complex featuring containers of sand collected over the years by License Specialist II MARTY HAYES. She began collecting when she was 19, and some of her favorites are the olive, gold, and black sand from Hawaii.

Got an interesting hobby or like to collect limited edition baubles? Contact Personnel.



Monthly statistics from Kent County Department of Public Safety

2013	MAY	APR	'13 YTD
9-1-1 calls	8,409	7,188	35,488
# calls by Cell Phone	6,037	4,796	24,847
Fire incidents	509	500	2,329
Ambulance incidents	1,939	1,834	9,248
Paramedic incidents	1,023	965	4,969
# Patients to hospital	551	567	2,775
# Patient DOA	27	18	96
# Patient refuses care	48	25	187
# Patient release/BLS	83	68	380
# Response cancelled	242	232	1,245



# Kent County first in Delaware with e-recording

By Holly Malone, Deputy Recorder of Deeds

History was made in Kent County on May 23, 2013, when two modification agreements were e-recorded for the first time ever in the Recorder of Deeds office. This was a test day using live documents to ensure the “loop” between ACS, the County’s software vendor, and third party vendors was working correctly.

On June 6, 2013, the Deeds Office went



Deputy Holly Malone demonstrates first test documents e-recorded.

“live” with e-recordings and the first deed was e-recorded not only in Kent County—but in the State of Delaware.

The historic event was a long time coming. The Delaware Electronic Recording Commission was established under former Governor Ruthann Minner and composed of Recorders from Kent, Sussex and New Castle counties along with officials from the State.

Two years ago the commission voted to move forward with implementing e-recording in all three counties. Using guidelines from the Property Records Industry Association, the deeds office initiated a qualified vendor search and selected ePN/eRecording Partners Network LLC, Ingeo/Corporation Service Company, and Simplifile.

Kent County is committed to constituent service, and e-recording is another way for the

Recorder of Deeds office to be proactive and support the industry. In fact, many customers already e-record in many other states so this will be an easy transition for them. Instead of having to overnight packages and waiting for documents to be mailed back to them, attorneys, title companies, banks, and mortgage companies can have them recorded in minutes.

E-recording is an additional mechanism to record documents at the county level. The advantages of e-recordings include: Prepare, execute, track & record from one interface; Reduce time, postage, courier, material cost; Review, approve and stamp all data online; Documents securely delivered; Automated payment process with no returned checks, no paper deposits, and immediate access to the funds; Efficient handling of rejected documents in minutes; Time Savings-docs are transported in seconds; 100% secure delivery of returned documents so submitter never loses control; and Green Technology

“I want to thank the Levy Court along with Finance Director SUSAN DURHAM and her staff and Information Technology Director KIM CROUCH and her staff for their support and guidance during the project,” said Recorder of Deeds BETTYLOU MCKENNA. “This project required a lot of cooperation, and we got it from the start.”

## FIND THE

Stay informed and earn the chance to win a free movie ticket compliments of Employee Council by reading Kent Connections every month. Look for the last four digits of your Social Security number somewhere in the current newsletter and be the first or second to contact the Personnel Office at 744-2310. Levy Court President P. BROOKS BANTA and BONNIE VOSHELL in the Planning Division were the first to spot their numbers and win last month.

It’s easy to win—just read your newsletter!

## NUMBERS

HEALTH INSURANCE; UNCHARTED TERRITORY AHEAD

Q. I am still unsure what the new EPO/ Modified HRA health insurance option effective July 1 really means. How is it different than the PPO and HMO coverages we have always had?

A. Actually, the County has only offered the PPO and HMO options for about 10 years, before that the coverage was more comprehensive with very few limitations. With respect to the new EPO/HRA, it should work the same as the former PPO option for the employee or eligible dependent.

Q. If the EPO/HRA is the same coverage as the PPO for an employee, then why change?

A. While the coverage essentially works the same as a PPO, the premium paid by the County is much different. In FY13, the County paid \$720.09 per employee per month for PPO coverage. In FY14, the County will pay a monthly base premium of \$455.56 per employee and also pay (self-insure) for the HRA portion for certain services up to maximum of \$10,000 per individual. The County could have kept the old format but the PPO rate was increasing 18% and would have put us within range of the so-called "Cadillac tax" effective in 2018.

Q. How will I know if my medical service is covered under the County paid HRA or Highmark paid premium?

A. The new Highmark Blue Cross Blue Shield Delaware website (www.highmarkbcbsde.com) actually tracks all that for you and even lets you compare prescription prices. But to your question, the best way to know "who is paying" is to determine if a copay is required. Highmark is paying first dollar for prescriptions, primary doctor & specialist visits, and emergency room costs. The self-insured portion tends to be the non-copay services like laboratory, imaging, and hospital stays.

Q. Why should I care who pays what and how much medical services cost?

A. There is a limit to how much an employer, even the County government, can afford to pay. If the cost for health insurance continues to spike, the County will have no choice but to cost shift the higher premiums to the employees, which means you might have to start paying deductibles and co-insurance in the \$500 to \$2,000 per year range. I encourage everyone to be concerned about costs, because ultimately everyone pays.

Q. I understand that the Affordable Care Act

now requires health insurance enrollees to receive a Summary of Benefits and Coverage. When will we get ours?

A. We must provide the SBC within 30 days of the start of the new plan year. We intend to attach the document as a payroll stuffer to your July 5 electronic paycheck. While informing people about their health insurance in an easy to understand format seems like a good idea, it appears the one-size-fits-all concept missed its mark. I personally found our Highmark prepared

9-page SBC to be confusing and not specific enough to our health plan. No matter, the law says you must get one and you will.

Q. When will we get information on the new health care exchanges mandated by the Affordable Care Act?

A. Like the SBC, almost all employers must inform their employees about the availability of the health insurance exchange before October 1. Like the SBC, I predict it will be confusing to County employees. Since Kent County provides better than minimal coverage at no cost to the employee, tax credits and subsidies will not be available. The notice will be sent well before the deadline.

Q AND A
The purpose of Q & A is to educate and encourage work related discourse among staff about County policies, work practices, and employee issues. It is not intended to promote unproductive gossip or speculation about the author of a question. Unless otherwise noted, all questions contained herein have been crafted by Personnel Office staff and may or may not reflect actual questions asked. -Personnel Director