

# Kent Connections

A Newsletter Published by Kent County Levy Court for its Employees September 2006



## Employee of the Month *David T. Grygo*

The Kent County Employee Council has selected DAVID T. GRYGO from the Department of Public Safety as the September 2006 Employee of the Month.

David, a Kent County employee since August 1994, is a Dispatcher III in the Division of Emergency Communications responsible for dispatching emergency responses for fire services, ambulance services, and paramedics of Kent County. He also trains all new dispatch employees on the computer system and protocols of proper procedures.

David is praised by supervisors as a consistent top performer for the 9-1-1 Division who can be counted on to remain calm and professional in the most demanding and challenging situations. That "calm in the face of danger" is not an easy skill to master, but he has done so with the highest degree of professionalism and set a standard others aspire to.

A recent example includes a late night 9-1-1 call from a Tow Boat Operator on the Delaware Bay who could not locate the entrance to Port Mahon. David was able to assist the Captain with guiding the boat into the port without striking any objects.

Congratulations David on a job well done!

### COMING NEXT MONTH:

- > 2006 United Way rallies kick off campaign!
- > Relocation of County Complex offices begins
- > Parks and Recreation stirs up a haunting good time

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## County responds to dangerous chemical leak

*By Chief Colin F. Faulkner, Director of Public Safety*

August ended with a bang or rather a leak, as an emergency call to the Kent County 9-1-1 Center on the evening of August 25 reported a chemical spill at the Dow Reichhold Specialty Latex facility just south of Cheswold. The simple call quickly escalated into a multi-agency response once the potential severity of the situation was realized.

Multiple fire agencies along with our County Paramedics, our County Emergency Management staff, our 911 Center's Communications/Command Vehicle, and our Hazmat/Decontamination team responded to support this event.

It was quickly realized that a chemical leak of 'styrene' was coming from a railcar on the Reichhold site. Styrene is a highly unstable chemical that is extremely flammable and explosive outside its 'stored' environment and is used in plastics (polystyrene). Health risks are not extraordinary, however, some individuals may experience respiratory and or dermatologic symptoms. Many of us arriving on scene experienced 'watery' eyes as well as the noxious odor of the chemical cloud which was prevalent at the railcar site. Many citizens in the community also reported the smell as far away as Smyrna.

A SERT (State Emergency Response Team) Level III was quickly called by the first responding agencies which triggered a response by the Delaware Emergency Management Agency and placed them in overall command of the event. This facilitated a multiple state agency response of relevant and needed personnel. It also set the stage for our responders to remain committed to the site and/or their area of operations for the duration of the event.

A reverse 9-1-1 notification advised nearby residents to remain indoors and turn off air conditioners. Authorities closed nearby roadways and businesses, and opened an emergency shelter at Dover

**(Continued on Page 14)**

# Welcome to Levy Court!



**Name:** MARVIN PARKER



**Job:** Electrician I

**Date hired:** July 31, 2006

**Education:** Completed high school, Kent Vo-Tech four-year Apprenticeship program

**What I like most about my new job:** The chance to learn to work on different electrical components

**Greatest accomplishments:**

Getting my Electrician's license at a fairly young age, and raising daughters.

**Greatest challenge or obstacle:** When my daughters misbehave

**Future goals:** Be the best Electrician here at Kent County

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

**If I had it to do over, I would have done this differently:** Probably went to college and pursued an Electrical Engineering degree

**I'm most relaxed and happy when I'm doing this:** Playing sports – pool, horseshoes, softball, basketball, etc.

**Family:** Wife, Kristen; daughters, Chanté, Marshaé, and Lauren

**Favorite TV show:** Law & Order, SVU

**Favorite sport:** Basketball

**Favorite meal:** Fish

**Favorite music:** Gospel

**Favorite saying or slogan:** God is good.

**Who has had the most impact on my life:** My parents

**A dream I have is to:** Travel to a far country with my wife

**If I won a million dollars, I would:** Help family and people in need

**You'd be surprised to learn that I:** Sing in a gospel group

**The most adventurous thing I've ever done is:** Rode too fast on a motorcycle

**Three words that describe me:** Fun, positive, energetic

\* \* \*

*Glory is fleeting, but obscurity is forever.*

NAPOLEAN BONAPARTE

## EOM INSIGHT



**Name:** DAVID GRYG0

**Job:** Dispatcher III

**Years with the County:** 12

**Education:** High school and some college

**What I like most about my job:** You never know what is going to happen next

**Family:** Wife, Cindy; stepson, MacKenzie; daughter, Amber; granddaughter, Kylie

**After work I enjoy:** Anything outside

**Favorite old movie:** Tombstone

**Favorite TV show:** Antiques Roadshow

**Favorite sport:** Fishing

**Favorite meal:** Seafood

**Favorite music:** Classic Rock

**Favorite Kent County restaurant:** Cool Springs

**Favorite Kent County event:** Folkfest

**I'm most proud of:** When I quit smoking

**Pet peeve:** Laziness

**Motto:** Treat people like you want to be treated

**If I've learned one thing in life, it's:** Things are not always as they seem.

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

**If I won a million dollars, I would:** Travel the U.S.

**You'd be surprised to learn that I:** Like to cook

**The most adventurous thing I've ever done is:** Sky dive \*\*2650\*\*

## 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. GINA GLANDEN of the Division of Inspections & Enforcement and AUDREY STANFORD of the Assessment Office found their numbers in August and each won a movie ticket.

We make it easy for employees to pry a few bucks from the Personnel Director's wallet in the form of a free movie ticket. All you have to do is read your Kent Connections! \*\*6771\*\*





Commissioners Donald A. Blakey, Ronald D. Smith, and P. Brooks Banta accept a NACo Achievement Award during the 2007 NACo Annual Conference in Chicago.

## Wastewater plant & staff win NACo Achievement Award

By Bret Scott, Public Information Officer

Levy Court's Regional Wastewater Treatment Facility and Public Works staff were awarded a National Association of Counties Achievement Award for its Environmental Health and Safety Management System (EHS-MS). Commissioners P. BROOKS BANTA, DONALD A. BLAKEY, and RONALD D. SMITH were on hand to accept the award during NACo's annual conference in Chicago, Illinois.

"This NACo Achievement Award is well earned," says Commissioner HAROLD J. PETERMAN. "It represents the hard work and dedication of our public works and treatment plant staff. I congratulate each one of them for their outstanding work."

Previously, the Treatment Plant was awarded the 2006 Operations and Maintenance (O&M) Excellence Award by the US Environmental Protection Agency's (US EPA) Region III in Philadelphia.

The NACo award program is in its 37<sup>th</sup> year and is designed to recognize the counties' hard work to promote responsible, responsive and effective county government. Awards are given in more than 20 categories, ranging from arts and historic preservation to volunteerism. This year's winners represent 27 states and 95 counties. Kent County also won a 2004 NACo Achievement Award for its Fats, Oils, and Grease (FOG) elimination program.

## Paramedic trainee program earns Levy Court nod

By Allan Kujala, Personnel Director

It's been a tough couple of years recruiting fully trained paramedics to fill vacancies occurring in the County's Division of Emergency Medical Services.

One cause may have been the pay structure, but the pay study completed earlier this year should correct that issue by upping the pay grades for all County paramedic positions.



A second cause may be a genuine shortage of trained individuals capable of applying for advertised vacancies.

Levy Court took a big step last month to address the possible shortage by approving a new program establishing a paramedic trainee program, which would pay the tuition and fees along with a salary and benefits for interested students in the area.

The fiscal year budget included \$169,900 to fund up to three paramedic trainees participating in the Delaware Technical and Community College paramedic degree program or attending a year long, intensive paramedic academy.

The new trainee program is modeled on a successful format used in Sussex County and the academy concept favored by New Castle County.

Under the Kent County program, existing students at Delaware Tech entering their second year of study will be sought initially to fill the three slots. It is believed that these students will have the best chance of completing the rigorous program. If acceptable candidates cannot be found, the County will then attempt to recruit well qualified individuals for the one-year academy program.

In return for the tuition, fees, salary and benefits paid by the County, the trainee will be required to work a minimum of three years for the Emergency Medical Services division—after which, the trainee expenses will be forgiven. It is hoped, however, that the newly trained paramedics will work their entire careers with Kent County.



## ON THE MOVE . . .

Compiled by Carissa Zeiters, Personnel Technician II

**Promotions**

08/29/06 JESSE WALLACE, Maintenance Mechanic I, Grade 6 to Maintenance Mechanic II, Grade 8, Public Works/Wastewater Facilities

**Reassignment**

08/21/06 KENNETH ECKERD, Maintenance Mechanic II, Grade 8 to WWF Plant Operator III, Grade 8, Public Works/Wastewater Facilities

**Milestones**

08/02/1976 MERRITT SAVAGE, Planning Supervisor, Planning Services/Planning Division—30 years

08/24/1981 BARBARA SCHROEDER, Account Specialist II, Finance—25 years

08/05/1986 KEVIN SIPPLE, Operations Support Officer, Public Safety/Emergency Communications—20 years

08/05/1996 LAURA OGDEN, GIS Technician III, Planning Services/GIS section—10 years

08/13/2001 RONALD "J.R." SHORT, Dispatcher II, Public Safety/Emergency Communications—5 years

## MARK YOUR CALENDAR



September 4, 2006 - Labor Day Holiday. County offices closed.

September 6, 2006 - Blood Pressure Checks at the Wastewater Facility from 2:00-4:00 p.m.

September 11, 2006 - Bank at Work benefit: Meet with a Citizens Bank representative from 7:45 a.m. - 8:30 a.m. in the rotunda of the Administrative Complex

September 11, 2006 - Last day to submit entrees for United Way Campaign theme ideas to CARISSA ZEITERS, Personnel Office. Deadline 4:30 p.m.

September 13, 2006 - Blood Pressure Checks at Annex at 9:00 a.m., Kent County Administrative Complex Room 215 from 9:30 - 11:00 a.m., O'Brien Bldg., 11:00 a.m. to 11:30 a.m.

September 13, 2006 - L&W Insurance Rep. available to answer health insurance questions from 1:00-2:00 p.m. in Room 214 at the County Administrative Complex.

September 15, 2006 - Last day to submit  
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## COUNTY BIRTHDAYS

**SEPTEMBER**

06 Carl Solberg, Community Services/Parks  
07 Michelle Lapinski, Community Services  
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 Allan Kujala, Administration  
16 Jack Schulties, Public Works/WWF  
17 Penny Gibbs, Deeds Office  
20 David Burris, Levy Court President  
21 Sophie Dear, Administration  
24 Kenneth Kennedy, Public Works/WWF  
24 Dylan Carrar, Public Safety/Emer. Comm.  
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 John deBloois, Public Works/WWF  
04 Ralph Neil, Public Safety/EMS  
06 Debbie Everett, Deeds Office  
07 John Butler, Planning Services/I&E  
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  
18 Jayne Zeranski, Public Works  
19 John Tinger, Public Safety/EMS  
21 Loretta Wootten, Clerk of the Peace  
23 Patty Virdin, Planning Services/Planning  
26 Shane Dearman, Public Safety/EMS  
27 Dale Hammond, Planning Services/I&E  
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## United Way rallies to launch 2006 campaign

By Keith Mumford, Recreation Division Manager

Kick off rallies will launch the 2006 United Way of Delaware campaign for County employees on October 3, 4 & 5. This year's campaign coordinators are JOHN McDOWELL, CARISSA ZEITERS, ROBERT SAVAGE, JOHN WILLSON, and KEITH MUMFORD. SHELBY BURD will be providing administrative support.

This year's campaign has a new wrinkle. We will be asking each division/row office to come up with a theme for this year's event. This will also include ideas to make the event more FUN! The committee will then make the selection and reward the winning division/row office with coffee and doughnuts.

Submit your theme to Carissa by 4:30 p.m. on September 11. In addition, we will again have the car wash and silent auction. New activities planned for this year include "Pass the Hat" and a County Recipe Book. The exact location of the kick off rallies will be announced at a later date.

United Way of Delaware is a statewide organization, whose core includes volunteers, donors, and member agencies working 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.

### *Tasty Recipes Needed for Book*

Do you hunger for another taste of those famous dishes made by County employees during the annual holiday luncheon? If you have a special recipe, please help support the United Way campaign by contributing it to the "yet to be named Recipe Book (2006 Edition)".

The book will then be sold for \$5 with proceeds going to the United Way Campaign to help reach our fundraising goal of \$14,000. Submissions must be turned in by September 15, 2006 at 4:30 p.m. to CARISSA ZEITERS in the Personnel Office, preferably as an e-mail attachment.

## Commissioners take leadership role at NACo conference

By Bret Scott, Public Information Officer

Kent County participated in another successful National Association of Counties annual conference last month in Chicago, Illinois. Kent County's delegation remains an active part of NACo with Commissioners and staff serving on one of NACo's thirteen Steering Committees and as active members of NACo's many affiliate organizations.

NACo's Steering Committees help shape the National County Platform that NACo uses to address congress of issues of importance to the nation's counties. Commissioner DAVID R. BURRIS serves as the Sub-Committee Chair of the Agricultural Steering Committee; Commissioner RONALD D. SMITH serves on the Finance Committee and sits on NACo's Board of Directors; Commissioner ALLAN ANGEL serves on the Telecommunications and Technology Committee; Commissioner P. BROOKS BANTA serves on the Community and Economic Development Committee; Commissioner DONALD A. BLAKEY serves on the Health Committee; Commissioner RICHARD E. ENNIS serves on the Transportation Steering Committee; County Administrator ROBERT S. McLEOD serves on the Energy, Environment and Land Use Committee and is an active member of the National Association of County Administrators and BRET SCOTT, Public Information Officer, is 2<sup>nd</sup> Vice-President of the National Association of County Information Officers (NACIO).

This year's highlights include Kent County being recognized with a NACo Achievement Award for the implementation of Environmental Management System currently in use at the Wastewater Treatment Plant. Commissioners Smith, Banta, and Blakey were on hand to accept the award during a brief ceremony.

Scott was recognized during NACIO's Award of Excellence Competition in which he took home two awards for news writing category for Kent County Focus and the special events category for planning and executing Kent County's ribbon cutting ceremony for the county complex. In 2007, Bret will ascend to NACIO First Vice-President during NACo's Annual Conference in Richmond, Virginia.

# FROM THE STACKS

By Richard Krueger, County Librarian



## Scimitar SL-2

by Patrick Robinson

The County library receives donated books periodically from folks that are getting rid of old books or just cleaning their book shelves. We always go through the books and see if there are any that we would like to add to the collection before we turn them over to the Library Friends Group. Recently someone gave us several books by Patrick Robinson. Having read several of his books in the past, I decided to read Scimitar SL-2.

In the Canary Islands lies a massive crater of the volcano Cambre Vieja. This crater has been a great concern for many years for fear that it will some day erupt and cause a massive land slide into the Atlantic Ocean. The result of this landslide will be a 150 foot wall of water which will destroy wide sections of coastal areas of Europe, Africa, and ultimately the east coast of America. Now add to this story Ravi Rashood, a top Hamas leader on the Most Wanted list of the American intelligence service. He happens to have a degree from an American university in geology and also just happens to attend a lecture in London where one of the leading geologists speaks about the potential of a world disaster—the landslide from the eruption of Cambre Vieja.

With the help of Russia and China, who have no problems in providing the Hamas with a submarine and a few nuclear-tipped guided missiles for the right price, the stage is set for a major attack on the United States. The target for these missiles is Cambre Vieja. The story proceeds with retired Admiral Arnold Morgan's discovery of the plot, organizing a response, and convincing the President to react to the threat, especially the evacuation of people and everything important to save from the East Coast.

How does it all turn out? Will the Hamas be stopped? You will have to find out by reading the book. It will be in our collection and can also be checked out from other libraries in Kent and Sussex Counties.

This book includes a lot of information that is factual and situations that in theory could happen. It is really frightening if you live on the East Coast of America—location of good old Delaware. \*\*3254\*\*

## Recipe of the Month



By Sophie F. Dear, Personnel Technician II

### BARBECUE PORK BURGERS WITH COLESLAW

#### Recipe Summary:

Difficulty: Medium  
Prep Time: 15 minutes  
Cook Time: 40 minutes  
Yield: 4 servings  
User Rating: Five-star

#### For the barbecue sauce:

2 tablespoons unsalted butter  
½ cup minced onion  
3 garlic cloves, minced  
1 cup ketchup  
3 tablespoons Worcestershire sauce  
2 teaspoons dry mustard  
¼ cup cider vinegar  
¼ cup firmly packed brown sugar  
2 ½ teaspoons chili powder  
½ teaspoon hot pepper sauce

#### For the burgers:

1½ pounds ground pork  
3 tablespoons fresh bread crumbs  
Vegetable oil, for brushing the burgers  
Kosher salt and freshly ground black pepper

#### For the coleslaw:

2 cups thinly shredded cabbage  
¼ cup coarsely grated carrot  
¼ cup thinly sliced red onion  
2 teaspoons fresh lemon juice  
3 tablespoons mayonnaise, or to taste  
Kosher salt and freshly ground black pepper  
4 sesame hamburger buns, split and toasted

Make the barbecue sauce: Heat the butter in a heavy saucepan over medium heat. Add the onion and garlic and cook, stirring, until softened, about 10 minutes. Add the ketchup, Worcestershire sauce, mustard, vinegar, brown sugar, chili powder, and hot pepper sauce, and simmer the mixture, stirring occasionally, for 15 minutes. Transfer sauce to a bowl and let it cool. The barbecue sauce may be made four days in advance and kept covered and chilled.

Make the burgers: In a bowl combine well; the pork, bread crumbs, and 1/3 cup of the barbecue sauce and form into four (1-inch thick) patties. Lightly brush the burgers with oil and season with  
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## Got a problem? Learn how to solve it at training

By Sophie F. Dear, Personnel Technician II

The September training session will cover the steps in the decision-making process, covering problem definition, alternative solutions, ideas and brainstorming, choices, decisions, action, and results. The sessions will be held on Wednesday, **September**

**20**, at 9:00 a.m. and 3:30 p.m. in room 220 A/B in the Kent County Administrative Complex. To sign up for the sessions, contact me in Personnel at 744-2312, by e-mail (if you have a list), or in person. If you initially forget to sign up for a session and wish to attend, or discover that you will be able to attend on the day of the training session, please let me know.

In August, County employees who received credit for attending the workplace safety training session were KATHY GOODEN, EVELYN JOPP, KENNETH KENNEDY, JAMES NUNES, SHEILA ROSS, LESLIE VASQUEZ, WILLIAM VINCENT, and JAMES WELSH.

Thank you for your continued interest in voluntary training!

## Heart Walk steps off Sept. 16

By Carissa Zeiters, Personnel Technician II

Get ready to step out for the 15<sup>th</sup> Annual American Heart Walk on Saturday, September 16, 2006. Music starts pumping and stretching begins during registration at 8:00 a.m. to get walkers warmed up. Team photos are also taking place at this time.

The stampede takes off at 9:00 a.m. sharp and continues through scenic Dover, ending back at Scull Mansion. Hearty walkers stick around for the post party at 11:00 a.m. and regain their energy by eating healthy snacks. The American Heart -

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## Public Safety develops flexible plans for any crisis

By Dave Mick, EMS Operations Support Officer

I recently came across a quote attributed to a World War II general which went something like, "While I have often found the battle plan to become useless, the planning has always proved indispensable."



I take from that comment that the mere existence of a plan has little to do with managing an incident if the planning has not educated and prepared the responders to use components of the plan. Since it is impossible to plan for every contingency, every plan must have a degree of flexibility. The effectiveness of being flexible depends on the understanding of assets and how they may be applied to the response in order to affect the outcome.

The Divisions within Public Safety have come a long way in developing flexibility and keeping plans and planning current. Through the implementation of new technologies and participation in various exercise series and specialized training sessions new ideas, procedures, and approaches to incident management have been incorporated into the Department's ability to respond. This process, however, never ends. Whether from acquiring new equipment, assuming new roles and responsibilities, or adjusting to changing threat assessments, the plans we have and the planning and training that we do all become a form of "living" entity; always changing and growing.

It seems at times that we spend so much time in meetings and planning sessions that we have no time to practice the response or bring any reality to the effort. Tabletop exercises and functional drills accomplish this to some extent, however it is also evident that smaller, more focused visits to the parts of our plans such as con-ed add-ons are of great benefit to responders. When the pieces of the plan have been exercised and improved, putting them together into a whole becomes that much more effective.

Fortunately there are few times when an actual event puts our planning to the test.

Three cheers for planning!!!

## EMPLOYEE COUNCIL NEWS



By Michele Lapinski, Employee Council Secretary

Where did the summer go? Seems like it wasn't too long ago that schools had let out for summer vacation and the mass weekend exodus to the beaches started. Now fall is looming just around the corner with a return to school and a change of seasons.

The Employee Council is very pleased to report that the recent car wash was another smash hit. Over 20 cars were washed, not including the four silent auction winners. Thankfully the day was mild especially when compared to the mini heat wave that had blanketed the area several days prior. The Council would like to say a big "Thank You" to ROB PIERCE of the Engineering Division for lending a hand with the wash. It was greatly appreciated. As always, we appreciate the support of our fellow employees during our fund-raising efforts.

In other recent news, the Employee Council recommended KELLY CRUMPLEY of the Planning Division to be the new employee representative on the Pension Review Committee, an appointment which Kelly graciously accepted, and was approved by Levy Court. The Pension Board meets quarterly to review the performance of the \$22 million fund and make recommendations to the Levy Court on the management of those funds. Kelly will be filling the vacancy created by the recent retirement of KENNY GLANDEN from the Division of Wastewater Facilities after thirty-two years of service to the County.

The Council would like to congratulate DAVID GRIGO, Emergency Communications Division, who was selected as Employee of the Month for September. In addition to a day off with pay, David will receive a \$100 stipend, and a reserved parking space at the administrative Complex parking lot.

If you know of a co-worker who deserves to be recognized for going "above and beyond" in the performance of their daily job duties, then nominate them for Employee of the Month. Nomination forms can be found in the mailroom and also in the "forms" folder on v: drive. All Employee of the Month selectees are also eligible for consideration for the Employee of the Year Award which will be announced in December at the Holiday Dinner/Dance. \*\*7030\*\*

## Tech Talk



By Don Baughman, Information Technology Director

### Bluetooth Technology—Part 2

(Continued from last month's Tech Talk)

So how else can I leverage this technology?

You have a PDA or Smartphone (Smartphones are cell phones with web capabilities and PDA features) and a computer (laptop/desktop) that is Bluetooth enabled and both have an address book and scheduler you want kept in sync. Your PDA (or Smartphone) is heavily depended upon when you don't have access to your computer.

Let's say you have been at a seminar all day doing some networking (people type) and added appointments and addresses to the appropriate functions on your PDA/Smartphone. After the seminar you return home, walk in the door, go to your computer to check email and guess what, the address book and scheduler on your computer are already up to date with the changes you made earlier in the day on your PDA. Without any intervention on your part, this update process automatically took place wirelessly when the PDA and home computer came within 10 meters of each other. The only prerequisite for this to occur is that both devices are turned on. If one device or both are off, then the minute they are both active and within 10 meters the automatic synchronization occurs. No wires, no cradles, no intervention just convenience.

#### Top 10 Signs You Need Bluetooth

(Obtained from bluetomorrow.com)

1. You've almost **died** several times while trying to drive and talk on your cell phone at the same time.
2. When listening to music, you constantly find yourself adjusting your headphones because the wires continually get in the way or the headphones get yanked off.
3. When playing video games, you sit way too close to the TV because the controller cord isn't long enough.
4. Your desk has virtually no workspace because of all the cables, cradles and docking stations you use for connecting cameras, PDAs and MP3 players to your PC.
5. When trying to multi-task, your neck hurts because you're always using your shoulder to hold your phone to your ear.

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## SCHOOL IN BACK SESSION—BE CAREFUL

By J. Allen "Al" Metheny  
Emergency Management Division Manager

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 children'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 horseplay 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, the 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. We do not want extra work for our fire companies, paramedics, and police agencies.

### ***Kent Co. Employee Obsessions***

The display case on the main floor of the Kent County Administrative Complex features a unique collection of fire company mugs and memorabilia amassed over his 50+ years of service by Levy Court Commissioner RICHARD "Dick" ENNIS and presented in honor of the Annual Delaware Volunteer Firemen's Association Conference held in Dover on September 11-16.

On the second floor, Are You Ready for Some Football? Check out the display of Chargers keepsakes collected by Public Information Officer BRET SCOTT.

Got an interesting hobby or like to collect limited edition baubles? Then show off your talent for amassing things—it may interest others as well. Contact the Personnel Office for more information. Share your obsession!

## BENEFIT BLURBS

By Sophie F. Dear, Personnel Technician II

CIGNA Group Insurance, the County-provided life insurance, was effective July 1, 2006. If you have not yet completed an enrollment/beneficiary designation form, please request one from the Personnel Office. In the unfortunate event that an employee or retiree covered by the County's CIGNA plan should die, benefit payment can take place in a timely manner (unless the carrier has questions about the claim) if there is a current beneficiary designation form on file.

While you may designate minors as beneficiaries to your life insurance, please note that claim payments may be delayed due to special issues raised by these designations. In the event of a claim and the beneficiary is a minor child, the insurance proceeds will not be released to the minor child. The insurance proceeds may be paid to a duly appointed guardian of the child's estate. You may want to obtain the assistance of an attorney in drafting your beneficiary designation.

Employees and retirees have asked about a ruling by Delaware Insurance Commissioner Matt Denn, who rejected a proposal for BlueCross BlueShield (BCBS) of Delaware to relax, but still keep, their connection with parent CareFirst Inc. of Delaware. This in no way affects the coverage for County employees and retirees – it is an administrative matter between BCBS, CareFirst Inc., and the Insurance Commissioner.

Reminder – An *Application for Group Coverage* must be made within 30 days of the birth or adoption of a child. BCBS also reserves the right to request a copy of the birth certificate. BCBS also reserves the right to request a copy of a marriage certificate in the case of adding a spouse or stepchildren.

Please note that some co-pays have increased – for example, the co-pay for a routine gynecological exam was \$10 under Mid-Atlantic Health Plan. Under BCBS, it is \$10 if the exam is performed by a primary care physician, but it is \$20 if performed by a gynecologist. \*\*9387\*\*

### High Praise

Kudos to RUTH ANN MILLER, JOHN MATTERA, and BONNIE VOSHELL, all Permit Technicians, as well as Inspections Administrator SCOTT TANNER in the Division of Inspections & Enforcement for Constituent Comment Cards praising each one for their assistance and kind demeanor. *Way to go!*

## CAT BOX



By Cathleen McLean, Payroll Administrator

Timesheets may not seem like a big issue, but if yours got lost and we could not pay you, then it would probably become one.

We realize that the timesheet does not really give an employee an opportunity to show an exact picture of their day, but for the purpose of paying you, it is what we need.

Many employees do not have to record much other than their normal 8/7 hour day. But for those who are absent, the challenge of correctly recording time begins. Make sure that you notate the absence with the correct code (SK, VA, PL, or Other with one of the codes listed at the bottom of the timesheet) so the absence is correctly reflected on your accrual balance.

The most important information on your timesheet is your name. Now, I hear some of you saying “what is wrong with my name.” We need your real name. Time worked is recorded in the payroll system by the name on your social security card. If you use your nickname, then the person recording your time or scanning your timesheet might not know who “Bud” is.

The second most important line of information is the date. The date should start with the beginning of the pay week, which is Sunday, to the end of the pay week, which is Saturday. The importance of these dates becomes apparent when an employee works more than the normal 35/40 hour week. Overtime is based on a 7 day week of 35/40 hours of worked time.

If you work shift work, please make sure that the appropriate shift is recorded on the correct date. When the documents are imaged they are attached to the pay weeks within a pay period. So, again, please make sure that the correct dates are on each week of your timesheet.

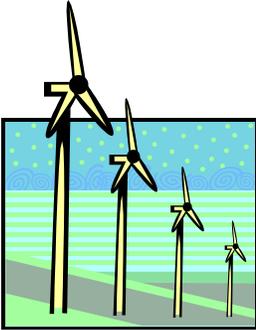
The final piece of information needed on the time sheet are the signatures. Your signature indicates the time recorded is correct and the supervisor's signature indicates that he/she agrees that the hours you have recorded are correct. Once those signatures are on the timesheet then your payroll coordinator can record your time in the payroll system.

Your payroll coordinators are responsible for making sure that all of the items aforementioned are correct. If you make a mistake he/she will contact you to make the correction. \*\*5542\*\*

## County looks to achieve energy independence

By James Newton, Environmental Program Manager

In an effort to achieve energy independence, the Kent County Levy Court agreed last month to partner with Constellation Energy Projects, Inc. to seek grant funding to install a number of renewable energy systems at the wastewater treatment facility near Frederica.



Once constructed, the project will realize an objective developed under the Kent County Regional Wastewater

Treatment Facility's Environmental Health and Safety Management System to move away from resource intensive energy sources, reduce the facility's impact on the environment, create a hedge against rising utility rates, and educate the public about the benefits of renewable energy. That last goal will come about with the construction of an educational center located at the facility dedicated to providing information about energy and the environment.

Currently, the two parties are contemplating a unique relationship where Constellation will build, own and operate the renewable energy systems and sell the energy produced to the County treatment facility. They have identified four different types of renewable energy systems that could be part of the Renewable Energy Park including wind, solar, mini-hydro and biomass. Total cost estimates for the entire complex if all systems are installed range from \$10 to \$15 million. However, because each of the systems has its own set of variables related to such things as environmental permitting, equipment availability, presence of a market for renewable energy credits and so forth, the two partners expect that the development cycle for installation of all the systems will take a number of years. The following discussion describes the different renewable energy systems being pursued as well as the education center.

### Wind

Over the years, the County has acquired several large parcels of land which all together comprise roughly 800 acres adjacent to the Facility. Local wind conditions appear to be favorable enough to install a wind energy system in the range of one to five megawatts of peak power output. With the size of turbines (500 kW to 1500 kW) being explored, that could amount to two to ten towers being

erected. The County commissioned a study of the opportunity to develop a wind energy system by CH2M Hill in 2004 which utilized wind data from a site six miles further inland. An anemometer has been installed at the wastewater facility with wind data collected since 2005 and is being reviewed by Constellation. Installation of this system has more related variables in terms of development cycle than the others under consideration because of environmental permitting and equipment availability.

### Solar

The wastewater facility has abundant space in which to operate a solar photovoltaic (PV) energy system of scale. These systems, which are becoming ever more common, link together a series of solar panels which typically are designed to produce 75 to 150 watts of peak power in the form of direct current. Although most systems are installed on roof tops due to space constraints, they can just as easily be placed on the ground suspended by a mounting rack. Availability of the panels from manufacturers will have some influence on the timing of how quickly this system can be installed, but the more overriding factor is economics. Of all the systems being pursued, solar PV has the longest payback and needs grant or rebate support to make the economics work. As such, the decision about sizing and timing of the PV array will rest on the availability of a utility rebate similar to the Green Energy Program currently offered by Delmarva Power and having a market in place for solar REC's in Delaware. Constellation anticipates that a PV array of 100 kW can be installed which could amount to 1,000 panels and take up several acres of land.



### Biomass

Several opportunities are presented for biomass to energy systems related to the operation of the Facility. Generally, they all involve capturing the energy content of the sludge or other materials brought to the wastewater treatment facility and converting it into heat, power or transportation fuel. While an analysis of the opportunities has only recently begun and would involve larger



(Continued on Page 12)

## Renewable energy sources eyed for facility

(Continued from Page 11)

investments in the facility's infrastructure, three potential systems are being considered. The first would be to install a sludge combustion system which could reduce the amount of sludge being dried and land



applied. Apart from electric bills, that would lower the County's largest cost associated with operating the facility. The second would be

to install an anaerobic digester which could combine sludge with other organic materials such as yard trimmings to produce a low Btu gas which could be used for heating or electricity generation. That would reduce both the amount of sludge that had to be dried and yard trimmings sent to the landfill.

The third would be to take grease and used vegetable oil brought to the facility and convert it into bio-diesel for use by the County's fleet of trucks.

Whether one or more of these systems can be installed on an economic basis is still being explored by the County and Constellation. However, given the facility's business of having to deal with these waste streams, this area of inquiry is unique to the operation of a wastewater treatment plant and could yield a strong candidate for a renewable energy project.

### Mini-Hydro

The final major energy system being explored is mini-hydro that would come from capturing the kinetic energy in the cleaned water that flows from the final treatment process into the Murderkill River. The facility produces on average 12 million gallons per day of cleaned water that flows in a buried pipeline into an estuary that feeds into the Murderkill. The pipeline is 48 inches in diameter. The project would involve the installation of a bypass pipeline and a mini-hydro turbine that would produce roughly 100 kW to 250 kW of power. Because the flow is near constant that potential energy would be available 24/7 and serve as a perfect base load power supply for the facility. Constellation is currently exploring system sizing and turbine manufacturers. Because the system would not affect natural flowing waters or be open to fish populations, little environmental permitting is expected. In addition, due to the high availability of the energy resource and known output of the turbine, this renewable energy system may be the most economical of the four being explored.

### Education Center

The renewable energy park project also includes an education center that will meet the US Green Buildings Council Leadership in Energy and Environmental Design requirements. The center will utilize geothermal heating ventilating and air conditioning (HVAC) systems, solar hot water heating and electric generation, passive lighting, waterless urinals, composting toilets, roof gardens, rain barrels and porous parking materials. It will present exhibits that illustrate energy and environmental conservation principles. It will also house a conference room where programs relating to energy and the environment and other events can be held. Potential exhibits include how solar panels work, how wind works, a model home with proper insulation and other energy conservation methods, real time exhibits of the electrical generation from the four units, a play area for young children, a 50 seat theater to show relevant films, exhibits of how the wastewater treatment plant works, how pipes and force mains work, how a septic tank works, and other relevant topics that may be changed as time progresses. \*\*0189\*\*

## Recipe of the Month

(Continued from Page 6)

salt and pepper. Heat a well-seasoned grill pan over medium-high heat. Grill the burgers, turning once, until just cooked through, about 6 minutes per side. Baste burgers with some of the barbecue sauce and continue to grill, turning and basting occasionally, for 2 minutes more.

While the burgers are grilling, make the coleslaw: In a bowl combine cabbage, carrot, onion, lemon juice, mayonnaise, and salt and pepper, to taste.

Transfer the burgers to the buns and top them with the coleslaw. Serve the remaining barbecue sauce separately.

Recipe courtesy *Gourmet Magazine*; presented on *Sara's Secrets*, Television Food Network

### In Memoriam

JOHN LUCKS, a Kent County Levy Court retiree, passed away on August 20, 2006. Mr. Lucks served Kent County, first as a Landfill Light Machinery Operator, then as an Equipment Operator at the wastewater treatment plant until his retirement in 1986.

## *Big Oak County Park blasts off Sept. 30*

By Carl Solberg, Parks Division Manager

After two earlier versions of roadside signage declared the future opening of this newest of County parks, Kent County finally has a hard date to open its gates to the public.

Levy Court has scheduled September 30 for the Grand Opening of Big Oak County Park as a joint use facility and free public park. The Delaware Aerospace Education Foundation, which previously had a "soft" dedication of its earth and space-science observatory in April, is also taking this opportunity to open their facility to public access.

Many recreation and conservation development activities have been underway since the spring of 2003. Some of the improvements and preservation activities will therefore, appear well-established, while some will probably remain under our anxious eyes for completion during the week before the event.

Here's a rundown of the amenities and experiences that await our first guests at Big Oak County Park.

The picnic pavilion, clearly visible from Route One was completed at a cost of roughly \$80,000 by in-house Parks Division forces and jointly funded by the DNREC Land and Water Conservation Trust Fund (DTF) and Levy Court. It provides 14 large, National Park Service Standard ADA picnic tables and four charcoal grills beneath a 4,000-square-foot pavilion roof.

The youth play structures are deceptively larger than they may appear from Route One. The large climbing boulder, for instance, measures 20 feet X 8 feet X 9 feet & 6 inch high and is the largest public youth climbing boulder in Delaware.

The rocket-shaped play structure is intended for use by 5- to 12-year-olds (we are watching you Moms and Dads and older siblings!). It is also the tallest free-standing youth play structure in Delaware, as well as the only such rocket by this manufacturer

installed east of the Mississippi. A smaller tot play environment is intended for 2- through 5-year-old use. Separating the individual structures into fall-protected zones by about 75 feet offers an uncongested area in which incompatible activities such as picnicking and noisy youth play can co-exist. A large open field area will be available for small group games and other youth and family activities. Land-



scaping of larger native hardwood trees throughout these areas was funded by a Delaware Department of Agriculture, Urban Forestry Grant. The play structures were jointly funded by the DTF and Levy Court and installed by the Parks Division over a three-month operation.

The unnamed headwater stream on the prop-

erty is a tributary to Mill Creek and Duck Creek. The forested floodplain corridor is a modestly disturbed example of riparian habitats that endure throughout the County Growth Zone from which our main stem streams and rivers derive their source.

We have preserved this stream corridor by armoring it with a perimeter pathway and designated it a demonstration conservation site. It has been adopted by the Delaware Native Plant Society as a wetland management area. The trail presents the visitor with twelve interpretive signs, offering an informed sense of place in the Delaware coastal plain.

The trail's wetland boardwalk and stream crossing is the largest helical anchor pathway project in Delaware displaying a non-disruptive construction piling technique that supports an elevated crossing roughly 500 feet in length. Parks Division staff framed this remarkable amenity during the hard winter of 2004 on frozen ground, removing all site-disturbing activities by March 15 prior to the emergence of sensitive wetland vegetation. Part of the trail exposes walkers to a restored riparian floodplain whose geometry was re-created by excavation of fill materials and re-planted with native shrubs and

**(Continued on Page 14)**

## ***Big Oak Park opens Sept. 30***

*(Continued from Page 13)*

trees. This is an exceptional place to visit during all four of Delaware's seasonal variations.

A major public restroom and maintenance building is approaching completion for the Grand Opening. This project is jointly administered by the Parks Division and Public Works under joint Project Management by WAYNE McCARTY and DIANA GOLT. At an overall cost of slightly more than \$300,000, this new facility duplicates the public restroom features of the Brecknock Park restrooms, and creates a 1,500 square-foot Parks equipment storage and operations center for the Park. The maintenance operations section of this structure was designed for Parks needs only, while the restrooms will be maintained by Kent County for joint use by DASEF and County Park visitors year-round.

A nine-acre recreation field was completed in the spring of 2005 and will now be open for soccer and other team use. This is located in the southeast corner of the Park next to the County's 60-space stone parking lot. To the immediate north of this recreation sports turf field is a 3-acre upland and constructed wetland mosaic that duplicates the functions and values of high quality emergent habitats lost by development and other land uses throughout the County. This habitat was the source of 9,000 cubic yards of extracted fill needed to grade the recreation fields. Tours of this habitat will be available upon request.

Please join Levy Court and Kent County Community Services, Parks and Recreation Divisions as we offer tours of the new facilities at Big Oak. Hours of the Grand Opening are from 1:00 PM to 3:00 PM. The Park will remain open from dawn until dusk commencing that afternoon.

Be sure to stay for the Grand Opening of the DASEF Observatory and the many educational and recreation activities they have planned from 3:00 PM until 9:00 PM. \*\*3594\*\*

## ***Annual Swing for Ransom golf tourney raises over \$11,000***

*By Richard Schlauch, Paramedic II*

On June 30th, 2006 Swing for Ransom had it's annual golf tournament at Jonathans Landing and raised \$11,700. A bright sunny day was enjoyed by 76 golfers who after 18 holes got to enjoy an always delicious catered meal by Jimmy's Grille.

## **County reacts to leak**

*(Continued from Page 1)*

High School.

Several of our County Paramedics were recalled to duty to support strictly the spill site. While the spill was not a significant health risk, the real concern was the volatile nature of the chemical itself. Given the worst case scenario, the medics would have been immediately available to treat any injured responder or citizen as a result of an untoward event.

Our Hazmat/Decontamination Team responded and worked under the authority and in support of DNREC. Decontamination was initiated on scene by the team and later at a more distant site. Gross decontamination was accomplished on numerous responders at the scene as well as our pull-back location.

Our Emergency Management staff responded to the site as well as our Emergency Operations Center. They were instrumental in fielding calls from concerned citizens and providing relevant information from our Center as well as serving as a conduit for coordinating additional needs. Our Emergency Operations Center was also represented on-site at the Command/Control Center located at the Delaware State Fire School to assist in coordinating events at that location.

Our Command/Communications vehicle along with a complement of 9-1-1 personnel responded to the scene as well. Their role was to provide much needed communications which were isolated to the Reichhold emergency. Such isolation of communications frees our regular 9-1-1 dispatchers to continue to manage the many day-to-day emergencies which occur in the County.

Once again, our County emergency services personnel responded and provided exemplary performance of their duties for the long hours of this event. All were able to return home late the next evening after the railcar was stabilized enough to be considered and managed as an industrial clean-up site. \*\*4890\*\*

Four families with sick children have been assisted with traveling expenses and other donations to The March of Dimes and Ronald McDonald House are expected by the end of the year.

The increasingly popular tournament was started by a group of Kent County paramedics to help a co-worker with a sick child with expenses.

## 9-1-1 Center upgrade nets new technology

By William R. "Dick" Dempsey  
Emergency Communications Division Manager

The Kent County 9-1-1 Center recently underwent a major upgrade project in an effort to keep up with all of the new technology that is being thrown at all of us. Installation of new console furniture and a new 9-1-1 phone system was completed in July.

Planning for the project started back in March, followed by furniture bidding and vendor selection, then coordination with the various external components necessary to make a live cut-over—meaning that the 9-1-1 Center still had to be able to function as an emergency dispatch center. Total cost of the project was in the area of \$230,000. The funds for the project were provided by a Weapons of Mass Destruction grant through the U.S. Department of Homeland Security.

The 9-1-1 Center staff had a lot to do to prepare for the mid-July cut-over. We planned on taking the little-used consoles out of the call-taker area first, so the vendors would have an open area to begin work and give us an area to take calls as they moved to the main area of the dispatch center.

One of the first problems was what to do with the old furniture that was already in place. They were state property, but they didn't want them so they gave us permission to dispose of them as we saw fit. An e-mail was sent to all County departments asking if anyone was interested in the bulky, semi-circular desks and no one was. The furniture was then offered to any fire department or police agencies that could use it. The condition was that they had to be here to take the furniture out when we were dismantling it. Several departments took us up on our offer and we were able to get rid of all of the old consoles.

Once the old stuff was removed, the morning of July 10 was just like Christmas to us. We all reported to work early to await arrival of the new con-

soles. As soon as the first console was set in place, all of the different vendors started working on it. Bad idea!!! People were on top of each other trying to install their equipment. We finally had to step in and pull some of the vendors back so the other workers could get their job completed.

There were some long days and even nights for most of the vendors, often not leaving until after midnight and then be right back to work the next day at 7:00 a.m.. By the end of the week everyone was looking forward to the last console to be up and running. Everybody helped on what ever needed to be done.

It didn't matter what your trade was if the floor needed to be swept you grabbed the vacuum and swept the floor, if the electrician needed help running wires you ran wires. The cooperation exhibited during this project was outstanding.

By the end of the week, just as planned, the vendors were finishing up, and the change over was complete. I think everyone was happy with the results.

This was the first live cut-over that two vendors—Verizon and Positron had done. It was a very trying week for all involved, but it was worth it. Thanks to all of the dispatchers who had to put up with the noise and the mess for that week. Your patience was appreciated.

If any County employee would like to stop by the Emergency Services Building to see the results, please do so. We would be happy to give you a tour.



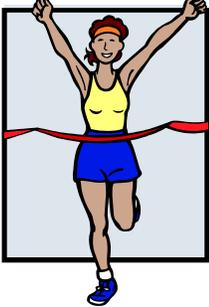
**Kent County Dispatcher III Dave Grygo works at a new 911 console**

### *Congratulations*

*Congratulations to KAREN LEWIS, Environmental Technician I in the Department of Public Works/Engineering Division and Jerry Robert McTaggart upon their marriage on July 22, 2006 at the Masonic Hall in Dover. The couple honeymooned in Virginia Beach.*

## ***Mom proud of fastest girl in MHS track history***

Proud mom, JILL JOHNS, Administrative Secretary in the Department of Planning Services, reports that her daughter Sheena Johns, age 17, is still the "Fastest Girl in Milford's Track History".



Sheena started running track during her freshman year and now is a senior at Milford High School. She is looking forward to going to college and hopefully getting a full scholarship. She currently holds a 3.9 GPA and also holds the following records:

- Milford High School Track and Field Rookie of the Year 2004
- Milford High School Track and Field MVP 2004 & 2005 & 2006
- Milford High School Gatorade Player of the Year 2004 & 2005
- Milford High School record holder in the 100 meter dash (12.34), 200 meter dash (25.1), 400 meter dash (58.10), 4x100 meter relay (49.6), 4x200 meter relay (1:44.34), and 4x400 meter relay (4:04.92)
- DIAA Division II Girls State Champion 2006
- DIAA Division II State Champion in the 4x400 meter relay (4:04.92) 2006
- DIAA Division II Individual State Champion in the 200 meter dash (26.67) 2005
- DIAA Division II Individual State Champion in the 200 meter dash (26.32) 2006
- DIAA Division II Runner-up in the 100 meter dash (12.67) 2006
- DIAA Division II Runner-up in the 400 meter dash (58.10) 2006
- DIAA Meet of Champion Runner-up in the 100 meter dash (12.34) 2006
- DIAA Meet of Champion Runner-up in the 4x200 meter relay (1:44.34) 2006
- DIAA Meet of Champion Runner-up in the

### ***Congratulations***

*Congratulations to Imaging Assistant Cameron Maas, currently working part-time for Kent County and son of GALE MAAS, Central Duplicating clerk, for receiving his National Registry of Emergency Medical Technician-Basic Certification (EMT-B) on July 31, 2006.*

200 meter dash (25.3) 2006

Sheena has received a total of 3 MVP Trophies and 52 medals throughout her Freshman, Sophomore and Junior Year of High School.

This summer, to keep in shape, Sheena played Softball for the Big League Softball Team for District I. She was picked for the Big League Softball Team All-Stars - however they did not win, but she scored majority of the runs as a pinch runner.

She has received interest Univ. of Georgia, Univ. of Florida, Univ. of North Carolina, Univ. of Louisiana, Florida State, Univ. of Virginia, and East Carolina Univ. to name a few. Her most recent interest came from Univ. of Arkansas—whose Women's Track and Field won the NCAA 2006 USA Track and Field Championship.

## **EMPLOYEES/FAMILY WIN BIG AT STATE FAIR**

*By Carissa Zeiters, Personnel Technician II*

The Delaware State Fair continues to be "a big deal" to Kent County employees as many won accolades for participation in the annual July event, such as:



SHARON

BEAN of the Assessment Office volunteered as a Superintendent of the Children's Department located in the Dover Building. Her granddaughter, Sara Bean, age 11, won the Lelia Hopkins Memorial Award for her entries in the Children's Department. This award is presented by the Governor on Governor's Day.

Teresa Crenshaw, wife of Deputy Sheriff JACK FOLEY won 2<sup>nd</sup> place in Photography for her "Picture of Children at Fair" photo. Foley won 3<sup>rd</sup> place in Photography for his "Picture of Tulips" and "Picture of Mother Bear & Cub" photos.

CHRISTINA MORTON of the Inspections & Enforcement Division was a Grandstand Ticket Receiver.

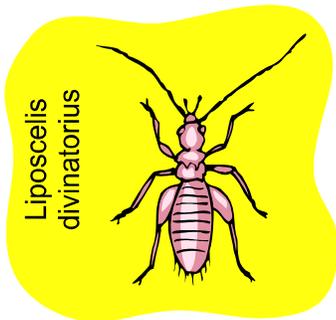
Jordan Raidl, daughter of KATHY SKINNER of the Planning Division, won 1<sup>st</sup> place in the 14 yr. old group for Goat Showmanship

Clerk of the Peace LORETTA WOOTTEN, won 3<sup>rd</sup> place in the Bar Cookie Contest for her delicious Blueberry Diamond Bars.

## Itching to find a sign of lice? Read on...

By Sophie F. Dear, Personnel Technician II

It's back-to-school time! Unfortunately, for many children, school is the place where they come into contact with head lice.



**Are lice shampoos potentially hazardous?** Although the FDA requires testing for safety before they give their approval to any product, individuals

have unique vulnerabilities that must be considered before any treatment. The National Pediculosis Association (NPA) warns against the use of any chemicals designed to kill or destroy head lice in any individuals who have a preexisting illness. This would include, but not be limited to, those with asthma, epilepsy, brain tumors, cancer or AIDS. Those on medication, or who have been previously treated for head lice, as well as pregnant and nursing mothers may be more vulnerable to side effects and should avoid chemical lice treatments for use on themselves or applying them to others.

**What about alternative and natural products?** Many who try "alternatives" have already had failure with readily available pediculicides from the local drug stores. If there is success with such alternatives, it may have to do with motivation and the "parent power" behind the effort – rather than any particular pediculicidal or ovicidal property. No matter which remedy you are attempting – wrapping the hair in plastic or a shower cap and putting the children to bed is a bad idea. It is also a source of potential harm to use a wrap with any of the pesticidal treatments (whether in bed or not) as it may alter its chemistry and absorption rates. Effective screening and combing is the ultimate complement to whatever course of action an individual selects. It is impossible to obtain independent scientific data as to the effectiveness and safety on many of the different ideas being circulated about "natural" remedies. Ultimately, it will always be the "parent power" behind the effort that makes the difference.

**Do I have to treat everyone in the house?** Use a nit-removal comb to check everyone. Even if lice are found on an individual, careful consideration should be given before deciding to use a lice killing treatment because each person has unique

health vulnerabilities. Lice treatment products are potentially hazardous to health and should not be used "just in case" a child or family member has lice or in an effort to prevent them.

**Do I need to spray my furniture and bedding?** Head lice are human parasites and require human blood to survive. They are not environmental pests so pesticidal sprays for furniture and bedding are unnecessary and a serious risk to health. Vacuuming is the safest and best way to remove lice or fallen hairs with attached nits from upholstered furniture, rugs, stuffed animals and cars.

**How are head lice spread?** Head lice can be spread whenever there is direct contact of the head or hair with an infested individual. Lice can also be spread through the sharing of personal articles like hats, towels, brushes, helmets, hair ties, etc. There is also a possibility of spreading head lice via a pillow, headrest or similar items.

**Do head lice jump?** Head lice do not have hind legs to hop or jump. They also do not have wings and cannot fly, and generally cannot survive longer than 24 hours off the host.

**How can I tell if the nits are dead or alive?** Children, like adults, do not want nits in their hair – dead or alive. The time it would take to make the distinction is time far better spent removing ALL the nits. Finding 10 dead nits guarantees nothing for the 11<sup>th</sup>.

**Do pets get head lice?** Head lice cannot be "caught" from pets and cannot survive on pets. They are human parasites and require human blood for survival.

**Should fluorescent lights be used for lice screenings?** Some health professionals recommend the use of fluorescent lighting in screening, but others have reported that it confuses the diagnosis because the light illuminates lint, hair debris and dry skin as well as the nits. Nits are visible to the naked eye in natural light. If you are unsure whether you are seeing a nit, use a magnifying glass to take a closer look. For even better results, use a metal nit comb to screen through the hair – it will collect even what you cannot see. Too often, nits are confused with hair debris and children are treated unnecessarily. Be sure you know the difference. The NPA's Critter Card™ has actual images on a handy reference card with instructions to help you distinguish lice and nits from hair debris.

The website address for the National Pediculosis Association is [www.headlice.org](http://www.headlice.org).

## Paramedics play ball to raise funds for March of Dimes

By Richard Schlauch, Paramedic III

On July 29th, 2006 a big ball softball tournament was held to benefit the March of Dimes and Marydel/Hartly Little league. Over \$1,200 was raised through 12 teams at the all day tournament at Marydel's little league field. A group of Kent County Paramedics, their families and friends put together a team for this fundraising event.

Although they only got to play in their two guaranteed games, which was enough in the 100 degree heat, a fun time was had by all. We are all looking forward to next year's tournament and possibly a fall fundraising tournament as well.

Everyday, one in eight babies in the U.S. arrives too soon. Premature birth can happen to any pregnant woman, and no one knows why.

March of Dimes mission is to improve the health of babies by preventing birth defects, premature birth, and infant mortality through research, community services, education, and advocacy to save babies lives.

The Schlauch family has been chosen as the 2007 March of Dimes honorary family. Lisa and I are both paramedics with Kent County and have two beautiful girls Elizabeth and Sarah. They are 3 and 11 months old, born 3 and 2 months premature and fortunately you'd never know it. So as you can imagine the March of Dimes and the work they do and have done is very important to our family. \*\*8620\*\*



Pictured are Bob, Robby & Matt Mock; Cookie, Ross, Samantha & Anthony Immediato; Dave & Bethany Abramson and their friend Ashlyn; Bruce and the soon to be Mrs. Chillas; Allison Payton and boyfriend Adam; Tim Wyatt; Tony Tiparod; Rick Schlauch; Beth Thompson and Cindy Grygo

## Support your co-workers by sponsoring a Heartwalker

(Continued from Page 7)

Association has other attractions after the walk such as health screenings, kids corner and much, much more. Last year there were some four legged friends on the Kent County Levy Court team and we invite more to this year's event to join our growing team.

To date we have 24 walkers signed up, raring and ready to go. Help our team expand and recruit family and friends to walk with our team. The American Heart Association of Dover has a goal of 1,000 walkers for this event. If you don't have a lot of time to spend on fundraising and taking donations, just come out to walk and show your support. The Levy Court team has a goal of 30 walkers and raising \$3,000.

All walkers should have their donations collected and envelopes ready to be turned in on Friday, September 15 at 10 a.m., so all totals can be tabulated and envelopes ready to be turned in the morning of the walk. Team t-shirts will be ordered, so please be sure KATHY PHINNEY has your correct shirt size. All team members will be contacted on where to meet the morning of the event.

Remember the walker with the most money raised over \$100 will receive a gift basket with goodies. Congratulations to GALE MAAS of the Administration Department for winning the drawing at the Heart Walk Kick-off on August 9. She received a red fleece throw blanket.

## MARK YOUR CALENDAR

(Continued from Page 4)

recipes for United Way Campaign "recipe book" fundraiser. Submission to be delivered to CARISSA ZEITERS, Personnel Office by 4:30 p.m.

**September 20, 2006** - Voluntary employee training session will focus on decision making and problem-solving. Sessions will be held at 9:00 a.m. and 3:30 p.m. in room 220 A/B in the Kent County Administrative Complex

**September 30, 2006** - Grand Opening of Big Oak County Park from 1 p.m. to 3 p.m.

## COUNTY BIRTHDAYS

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28 Barbara Miller, Public Works/Engineering

29 Janet Lloyd, Deeds Office

31 Timothy Cooper, Public Works/WWF

31 Jessica Steele, Deeds Office

## Your opinion counts in Comp. Plan development

By Mary Ellen Gray, Planning Division Manager

Now is your chance to have a say in how Kent County develops in the future. The Planning Services Department has initiated work on the 2007 Comprehensive Plan. Delaware state law requires that the County to review and update the comprehensive plan every five years. The last update was in 2002.

The Comprehensive Plan represents County Policy with regard to regional land management, growth, and development issues, the provision of essential community services and facilities, and safeguards to promote quality living environments.

The Comprehensive Plan will analyze past and current growth trends and patterns, will document issues and concerns, and will identify aspirations for the future. The process will yield a Strategic Implementation Plan that will identify a list of short-term, mid-range and long-range objectives and work items.

The Update is not a decision on specific land use proposals or a zoning map and ordinance. Rather, it is a set of goals and policies, a framework to guide decision making, to ensure that development occurs in an efficient and logical manner, while minimizing short and long-term costs to the citizens of Kent County.

Citizen participation will play a significant role in defining a community vision that will guide the development of the Plan. This effort will include a variety of public forums in order to facilitate public input and afford citizens with abundant opportunities to share their views on the future of Kent County.

These public forums include:

**Listening Post** sessions throughout the County, which began in July and continue through September, to receive public input at various venues including local libraries, firehouses, post offices, and local events in an informal setting on the Comprehensive Plan. These sessions are designed for the primary purpose of providing opportunities for citizens to speak directly to the County Planning staff on a variety of community issues.

**Issue Forums** planned for over the winter months will engage citizens on specific topics and elements required to be addressed in the 2007 Comprehensive Plan. (i.e. housing, community design, future land use, mobility, etc.). These sessions are

designed to focus on community concerns, interests, challenges and opportunities, as well as to build consensus on possible solutions that will help form the goals, objectives, and strategic work items to be set forth in the final document. The Issue Forums will include background information, group exercises and provide opportunity for public input.

**Public Workshops & Hearings** planned for the spring and early summer of 2007. The Planning Staff expects to have a Draft 2007 Comprehensive Plan ready for public review in the Spring of 2007. As the draft is nearing completion, several Public Workshops will be scheduled to present the Draft Plan and receive additional public input. The Public Workshops are designed to allow staff the opportunity to address any concerns and to make final adjustments to the document prior to the formal Public Hearings.

The Final Draft of the 2007 Comprehensive Plan is expected to be presented at Public Hearings before the Regional Planning Commission and Levy Court in May and June of 2007.

Ultimately, the Final Draft will be submitted to the Office of State Planning Coordination, as required by law, for review and certification by the Governor. This is expected to occur in the summer of 2007.

The Planning Services staff encourages citizens, including County employees residing in Kent County, to take advantage of the various opportunities to share their concerns and ideas through the various stages of the public process for the 2007 Comprehensive Plan. More information can be found on the Kent County Levy Court website.

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## Tech Talk

(Continued from Page 8)

6. You're always paying additional wireless fees in order to send pictures from your camera phone.
7. You duct tape wires to the floor to avoid tripping over them.
8. You always miss important phone calls because your phone is in another room and you are unable to get to it in time.
9. It has become too much of a hassle to transfer pictures from your digital camera to your PC or printer, so the pictures remain on your camera for weeks.
10. You rubber band your cell phone to your head for hands-free communication.

## SOME ANSWERS TO THOSE NAGGING QUESTIONS

By Allan Kujala, Personnel Director

**Q.** *Can you please tell me why a County employee is being paid mileage—a good bit every week, when at least three County vehicles are available for her use? We call this person the “Mileage Millionaire”.*

**A.** First, let me assure you that no one in the County comes close to receiving a million dollars in mileage—and no one will during an entire career. The three vehicles you reference are being used regularly by another group of workers—and if they aren't, those people are not doing their jobs. The only other vehicle regularly available would consume more gas than the mileage reimbursement costs. On occasion a vehicle will sit in the County complex parking lot for a week or so while it's assigned driver is on vacation. They are required to leave the keys and the vehicle so it is available for County business use while the employee is away. Some employees find this unfair, because they have to get someone (like a family member) to pick them up from work on their last workday and then transport them back to the office on the first day back to work after the vacation. It is a privilege to use a County vehicle for commuting to and from work—but the employee does have to pay taxes on that commuting value according to an IRS schedule. Your question has caused the Division in question to consider retaining an older vehicle about to be replaced for use by other staff members to reduce mileage. But considering the price of gas right now, the County probably saves more by paying staff the mileage rate instead.

**Q.** *I am frustrated beyond belief. I have worked for the County for many years, but my supervisor has worked here for much longer and although eligible for retirement, she seems intent on staying forever, which means I will probably never get to move up into the position. What can I do to get this person to retire, so I can get a promotion?*

**A.** Nothing. County employees do not have to retire at age 62 or upon eligible for a County pension. In today's economy, can you blame them? Folks are living longer healthier lives, so as long as a person is productive, there really is no reason to retire. On the other hand, if the person is struggling to keep up and is unable to accomplish tasks, they should move on. But it is a decision they have to make. Federal discrimination laws prohibit employers from forcing retirement except in certain type jobs like pilots and law enforcement. I hope you enjoy working with your su-

pervisor, because it may very well last until you choose to retire.

**Q.** *My supervisor is late every day to work. She is an hourly employee and this time is never reflected on her time sheet. My department head is probably unaware of the tardiness, but 5 to 8 minutes per day adds up to 30 to 36 hours a year! How can someone get away with this?*

**A.** She shouldn't and it will catch up with her, ultimately resulting in disciplinary action. Don't think this kind of thing goes unnoticed. I see it, the County Administrator sees it, other department heads see it, and it will be addressed. In fact, this very conduct along with time and cost savings is the impetus for acquiring a time and attendance program that can be used with the County's existing identification badge system. Once installed, employees will “clock in” and “clock out” each day via a proximity sensor (the black pads at the entrances) or a bar code reader. The system will automatically populate the hours worked fields in the new payroll system and generate reports for managers regarding employee attendance, tardiness, etc. We are hoping the system can be up and running by the first of the calendar year. So, if you now find yourself regularly running late, you better start arriving on time now or face the consequences.

**Q.** *A co-worker recently confided to me and others in the office, that she had filed a sex discrimination complaint with the EEOC. I was furious, because I know it is not true and wanted to give her a piece of my mind. We all agreed to stop talking to her for filing this outlandish claim. Why didn't our boss give us a heads up about the complaint when it was filed?*

**A.** Stop!!! You can make things worse by reacting this way. You must continue to interact with this coworker the same way as before and you should not express your opinion about the matter. These situations are all fact driven. Don't complicate the matter by retaliating. Employees have an absolute right to file complaints with the EEOC or Department of Labor when subjected to prohibited behavior. Albeit such complaints can be resolved best by using the County's own grievance procedure. The County takes allegations of discrimination, sexual harassment, etc very serious and will take all necessary action to stop the conduct and punish the person responsible. Sorry, these things are confidential, so no heads up.