

Kent Connections

A Newsletter Published by Kent County Levy Court for its Employees

July 2005



Employee of the Month *Brent Mollohan*

The Kent County Employee Council has selected J. BRENT MOLLOHAN from the Department of Community Services as the July 2005 Employee of the Month.

Brent, a Kent County employee since September 1996, is a Recreation Program Supervisor II in the Division of Recreation responsible for organizing and coordinating recreational programs and activities for the citizens of Kent County. He also organizes special events such as Fright Night at Brecknock Park which requires the direction of over 50 volunteers.

Brent approaches his job and the tasks he is asked to perform with great enthusiasm. His attitude never waivers in relation to achieving a goal, whether it be directly related to his immediate job duties or not. He is always happy to get involved with activities for Employee Council despite a heavy workload of normal job responsibilities. When dealing with the temporary employees for the summer recreation programs, Brent goes the extra mile to make sure that these temporary staff members feel they are as much a part of the Kent County family as the regular full time employees.

Congratulations Brent on a job well done!

COMING NEXT MONTH:

- > *Become a mentor & help a child near you*
- > *Tuition assistance can help improve career*
- > *Some engineering staff moves into WWF digs*

THIS MONTH'S ISSUE:

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

Fiscal Year '06 begins with staff pay hikes*

By Allan Kujala, Personnel Director

It is a new year in Kent County, "fiscal year" that is and most employees should have been informed by now of their new hourly or salary increases—if any.

The new financial year started July 1 and so did new pay rates, several new positions or reclassifications, new 40-hour schedules for 11 employees, and a financial plan for a full year of operations in the new Kent County Administrative Complex.

Most regular employees received a three and one half percent cost of living adjustment and most (with an effective performance appraisal) received a two percent step increase. Under the County's pay plan, employees topped out in their pay ranges or those hired in May or later only received a COLA. Employees hired from October through March received a partial (1%) step increase. Part-time, temporary, or employees currently engaged in collective bargaining saw no pay increase*. Retired and former employees receiving a County pension scored a 5% COLA increase this year.

Even though the new pay rates are effective July 1, since the County pays one week in arrears and the date falls on a Friday, the impact will only be partially realized on the July 15 pay stub, and fully for most employees on July 29. However, since July is a three payday month, employees with dependent health care, medical cashback, or optional life insurance will not see their normal biweekly pay amount until the August 12 direct deposit. Employees should carefully review pay stubs for any keying errors.

New position descriptions approved by Levy Court last month and involving 15 titles have been forwarded to employees for acknowledgement. Perhaps the most significant change was switching Community Services clerical positions and Appraisers in the Board of Assessment to 40 hours per week. The switch should reduce increasing costs associated with overtime and is a prelude for Fiscal Year 2007.

Welcome to Kent County!



Name: KIM LOMBARDI



Job: Zoning Inspector

Date hired: June 13, 2005

Education: College

What I like most about my new job: The new facility and the very friendly and helpful people.

Greatest accomplishment: My son, who is the light of my life

Greatest challenge or obstacle: Surviving my hiking trip across the U.S.

Future goals: Too many to mention

Person/event that most inspired me in my career: Betty Pumphrey, my friend and former co-worker

If I had it to do over, I would have done this differently: Further my education and stayed single longer

I'm most relaxed and happy when I'm doing this: Camping and researching Native American cultures

Family: Son and granddaughter

Most recent movie enjoyed: Spanglish

Favorite TV show: CSI

Favorite meal: Pot roast

Favorite music: Oldies but goodies

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

A dream I have is to: Travel back to Alaska

If I won a million dollars, I would: Retire and travel

You'd be surprised to learn that I: Enjoy Native American dance and culture

The most adventurous thing I've ever done is: Drive a race car

Words that describe me: Energetic, friendly, easy-going **0986** **9736**

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. FRAN GUNNING in the Division of Library Services and WAYNE McCARTY in the Division of Parks found their numbers and claimed a movie ticket each in June.

EOM INSIGHT



Name: BRENT MOLLOHAN

Job: Recreation Program Supervisor II

Years with the County: 9½

Education: Bachelors degree in Health, Physical Education, and Recreation from Delaware State

What I like most about my job: Providing recreational activities for County residents which, hopefully, leads them to a better way of life

Family: My lovely girlfriend, Jordan

After work I enjoy: Landscaping, softball, golfing

Favorite new movie: Saw

Favorite old movie: Flight of the Phoenix

Favorite TV shows: All the CSI's

Favorite TV show as a child: Dukes of Hazzard

Favorite sport: NASCAR (yes . . . it is a sport!)

Favorite meal: Crabs

Favorite music: Country

Favorite Kent County restaurant: Seafood City near Felton

Favorite Kent County event: NASCAR

People (living or dead) I'd invite to dinner: George Washington Carver; Cal Ripken, Jr.; Kevin Harvick

I'm most proud of: Being the first one in my family to graduate college

Pet peeve: Seeing children in vehicles who are not buckled up

If I've learned one thing in life, it's: Keep my mouth shut (still working on this)

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

A dream I have is to: Own a NASCAR team

If I won a million dollars, I would: Be \$990,000 richer

You'd be surprised to learn that I: Held a NCAA Division I baseball record for walks per game while playing under Coaches Harry VanSant and Robert Probst

The most adventurous thing I've ever done is: Went flying with Carl Solberg

Three words that describe me: Enthusiastic, honest, dependable **3123**

* * *

"The pessimist may be right in the long run, but the optimist has a better time during the trip."

Anonymous

Numerous projects on FY06 horizon

By Allan Kujala, Personnel Director

It's a new fiscal year, so that must mean the flood gates of cash can be opened to fund the numerous projects planned in 2005-2006. Well, not quite.

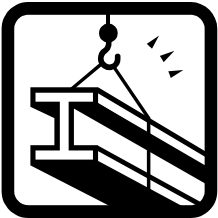
Fully one third of the County's \$20.7 million general fund budget comes from property taxes. Tax bills will go out this month, but are not due until September 30. Sewer fees are billed quarterly and the budgeted 15% rate increase does not go into effect until the October 1 billing.

So how are projects funded? Fortunately, real estate development continues to boom in Kent County and State law limits the County's share of the deed transfer tax to non-salary expenses such as capital projects and public safety. Therefore, much of the \$24.7 million five-year Capital Budget relies on transfer taxes, but the general and sewer funds also contribute to several.

First up is completion of the County's 3-year Financial Software Package upgrade. When completed at the end of the calendar year, Finance will adopt New World's GUI format and payroll will have migrated from HTE to New World. The enhanced systems offers better connectivity and expanded financial reporting capabilities in a Windows format.

In FY2006, the General Fund is budgeted to fund open space preservation, economic development initiatives, an employee pay study, intranet implementation, relocation of the Deeds and Wills offices, new and replacement vehicles, park enhancements, document imaging, and community grant awards to various organizations, among other things. Other Capital projects include starting design work for a gymnasium and new County library, and construction of two park restroom facilities and picnic pavilions.

The Sewer Fund capital projects include treatment plant improvements for TMDL compliance, Fats Oil & Grease control, and emergency power, plus continuation of the Central transmission bypass conveyance system and the new Hartly Sewer District.



Legislature wraps up session with little harm to Kent

By Bret Scott, Communications & Research Assistant

The first half of the 143rd General Assembly came to a close June 30 and Kent County was successful in working four out of five bills through the legislature. What follows is a recap of legislation of interest to the Levy Court:



House Bill 65 relating to the monitions method of sale. Bill makes clear that the monition method of sale applies to properties with delinquent sewer charges. Bill was signed by the Governor on 5/17/05.

House Bill 76 relating to a relief of taxes when real property is sold or transferred from a non-tax exempt entity to a tax exempt entity. Bill passed both houses and was signed by the Governor on 5/4/05.

House Bill 85 relating to the Board of Assessment. Bill strikes the provision from Delaware Code that the BOA must be located in the Kent County Courthouse. Bill passed both houses and was signed by the Governor on 5/17/05.

House Bill 88 relating to the Delaware State Police. Bill authorizes the State Police to enforce noise ordinances in Kent and Sussex County. Bill passed both houses and was signed by the Governor on 6/14/05.

House Bill 223 relating to monitions on properties frozen in estate. Bill allows the three counties to use the monitions method of sale on properties where there is an unknown property owner. Bill was passed by the House on June 29 and will be worked through the Senate in January.

Other Bills of Interest:

House Bill 73 relating to Real Estate Appraisers and the Real Estate Appraisers Council. Bill mandates that real estate appraisers must meet minimum qualifications. House Amendment Three exempts county and municipal appraisers. Bill passed the Senate on June 29 and is awaiting the Governor's signature.

House Bill 210 relating to municipal annexations. Bill requires that a municipality must have a certified comprehensive plan before it annexes territory. Certification means that all levels of government have been consulted about how an area will grow before

(Continued on Page 10)



ON THE MOVE . . .

Compiled by Carissa Zeiters, Personnel Technician II

New Hires

06/01/05 DEBORA ELDERS, Account Analyst, Grade 13, Finance
 06/01/05 SABRINA FITE, GIS Technician III, Grade 9, Planning Services
 06/06/05 CODY HILLS, Dispatcher I, Grade 8, Public Safety/Emergency Communications
 06/13/05 KIM LOMBARDI, Zoning Inspector I, Grade 8, Planning Services/Planning
 06/29/05 BARBARA MILLER, Senior Secretary, Grade 8, Public Works/Engineering

Resignation

06/03/05 DAWN JENKINS, Account Analyst, Grade 13, Finance

Milestones

06/20/90 LORRI TANAKA, Administrative Assistant, Administration- 15 years

MARK YOUR CALENDAR



July 1, 2005 - County's new fiscal year begins.

July 4, 2005 - County offices closed. Independence Day holiday observed.

July 6, 2005 - Blood Pressure Checks WWF from 2-4 p.m.

July 13, 2005 - Blood Pressure Checks Annex at 9 a.m., Kent County Administrative Complex Room 222 from 9:30 - 11 a.m., O'Brien Bldg. from 11-11:30.

July 13, 2005 - L&W Rep. to answer health insurance questions from 1-2 p.m. in Room 222 at the Kent County Administrative Complex.

July 14, 2005 - Employee Training Session on "Adventures in Customer Courtesy". One session will be held at 9:00 a.m. in room 220-B in the Kent County Administrative Complex.

July 26, 2005 - Due to the National Association of Counties conference this month, Levy meets July 5 and July 26 only at 7 p.m.

Congratulations

Congratulations to Levy Court Commissioner DONALD BLAKEY on the birth of his great-granddaughter, Penelope Renee White who was born on June 20, 2005 at 11:29 a.m. weighing 5lbs. 9 oz. and 19 inches.

COUNTY BIRTHDAYS



JULY

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

AUGUST

02 Sandy Hanggi, Community Services/Library
 03 Ronald Harrington, Public Works/Engineering
 04 Cynthia Laird, Finance
 10 Cat McLean, Administration
 11 Jerri Johnston, Public Works/Engineering
 11 Kelly Wilson, Planning Services/Planning
 12 Jan Morris, Administration
 13 Mary Eisenbrey, Assessment Office
 13 Pat Uhey, Wills Office
 15 Don Williams, Public Works/WWF
 17 Melissa Stanley, Planning Services/I&E
 18 Raymond Hannum, Public Works/Facilities Mgmt.
 19 Mike Clarke, Public Safety/EMS
 19 Scott Vautard, Planning Services/I&E
 21 Jack VanDorpe, Sheriff's Office
 21 Mike Weyant, Planning Services/I&E
 22 Diana Golt, Public Works/Engineering
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Mid-Atlantic & Blue Cross Blue Shield merger yields queries

By Sophie F. Dear, Personnel Technician II

During June, County employees and retirees received a letter with an Assumption Certificate from BlueCross BlueShield of Delaware (BCBSDE), which generated numerous questions and concerns.



On April 29, the County signed a new contract with Mid-Atlantic Health Plan

(MAHP) for the plan year July 1, 2005 through June 30, 2006. Even though BCBS has assumed all financial and administrative responsibility for MAHP's health benefit contracts effective May 16, 2005, our plan for the coming plan year will continue to be "Mid-Atlantic Health Plan." However, it will be administered by BCBSDE.

During the new plan year (2005-2006), the County's health plan will be "business as usual." Employees and retirees should continue to use their MAHP card for health and medical coverage. The MAHP option selected (PPO, Advantage High, Advantage Low, or Medigap) will continue to be the same, unless the employee/retiree made a change during our recent open enrollment.

The BCBSDE letter mentions the advantage of "a wide array of BCBSDE products." These products will not be available under the County's plan during the 2005-2006 plan year.

Due to MAHP's 26% rate increase effective July 1 (following a competitive bid process with BCBS proposing a 28% increase), the Levy Court has instructed staff to begin looking into health/medical plan alternatives. These alternatives may include returning to a self insured plan, plan design revisions, higher co-payments, fewer options, etc. A consultant is expected to be engaged this summer to fully evaluate the County's insurance options for next year.

High Praise

High praise for DEBBIE PALMER in the Assessment office for a constituent comment card describing her as "very helpful and kind". *Great service!!!*

Get fit with Fitness Challenge & earn a shirt

By Bret Scott, Communications & Research Assistant

Are you up to the challenge?

Beginning Friday, July 15 through November 15 any County employee who signs in to use the fitness center for a minimum of 25 hours will be eligible to receive a spiffy, "Property of the Levy Court Fitness Center" tee-shirt. (These are the same shirts worn by BRENT MOLLOHAN and JEREMY SHEPPARD during the Levy Court grand opening ceremony. The shirt will also be on display in one of the second floor display cases.)

Additionally, the individual who logs the most hours during the Fitness Center Challenge will receive a plaque honoring him or her as Kent County's "Fitness Fanatic."

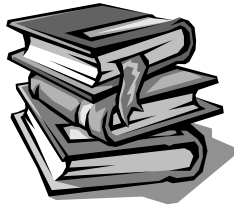
All County employees are eligible and no special sign-up is required. Additionally, the challenge is based solely on hours logged in the fitness center and does not require a strenuous work-out. Simply sign in and work out on your favorite piece of equipment. It's that easy to get healthy, stay healthy and become fit & trim.

All interested employees should contact BRENT MOLLOHAN in the Recreation Division or ALLAN KUJALA in the Personnel Office for more information.



Brent Mollohan demonstrates Fitness Room equipment and models the Fitness Challenge tee shirt.

FROM THE STACKS



By Andrea Illig, Library Technician

Dreams From My Father

By Barack Obama

The pundits seem to agree that Barack Obama, a keynote speaker at the 2004 Democratic National Convention and now a senator from Illinois, has a bright political future. Those readers interested in learning about his early life and influences will enjoy reading his fascinating and well-structured memoir, *Dreams from my Father: A Story of Race and Inheritance*.

The book was written back in 1995 when law student Obama had his initial 15 minutes of fame as the first black president of the Harvard Law Review. It has been reissued because he is once again in the public spotlight.

Dreams from My Father deals forthrightly with issues of class, race, parentage and nationality. Obama is in a unique position to explore these matters as he is the child of a working class white mid-western woman and a leading Kenyan intellectual who met and married while attending the University of Hawaii. The marriage doesn't last and young Barack ends up being raised partly in Indonesia by his mother and stepfather and partly in Honolulu by his maternal grandparents.

Because of his skin color, he is identified by the outside world as black. He struggles to find out what this means on his own, having spent only a few weeks of his formative years with his father. Obama is able to make sense of his complex and rich heritage only after, as an adult, he visits his extended Kenyan family.

Obama also looks at issues of personal identity and responsibility from his perspective as a former community organizer. In the mid-portion of the book, he describes his sometimes successful and sometimes humorous attempts, as a young man just out of college, to help energize a forgotten corner of the South Side of Chicago. It is evident that he is today using lessons learned years ago to find the common threads in his constituents' diverse aspirations and needs.

Some time in the future, the author will undoubtedly be asked to assess his middle years as a civil rights attorney and as an U.S. Senator.

The book is available at the Kent County Public Library for you to borrow. **3854** **6777**

Recipe of the Month

By Sophie F. Dear, Personnel Technician II

EMPLOYEE PICNIC BAKED BEANS

This is JOE KURTYKA's (Director of Information Technology) recipe for the baked beans served at the Employee Appreciation Picnic last month.

1 2-pound can pork and beans, drained
 1 cup onions, finely diced
 ¾ cup green pepper, finely diced
 1 cup brown sugar
 1 6-ounce can tomato paste
 1 cup sweet relish
 2 Tbl. Worcester sauce
 Black pepper to taste
 Mustard to taste
 Hickory salt to taste
 Horseradish to taste (to spice it up a bit)
 3 slices bacon, cut into pieces, layered on top

Mix all ingredients (except bacon) and pour into a baking dish. Place bacon pieces on top of mixture, and bake at 350° for approximately 1¾ hours, or until it smells good and the bacon is cooked.



Welcome to Kent County!

Name: JESSICA STEELE

Job: Deed Clerk I

Date hired: April 4, 2005

Education: Delaware Tech

What I like most about my new job: Meeting people

Greatest accomplishment: Graduating college

I'm most relaxed and happy

when I'm doing this: Relaxing by my pool

Family: Parents, one sister, one half-brother

Favorite TV show: Girlfriends

Favorite meal: Anything Italian

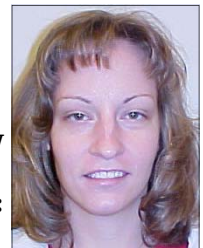
Favorite music: Country

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

A dream I have is to: Win a million dollars

If I won a million dollars, I would: Try to win two million

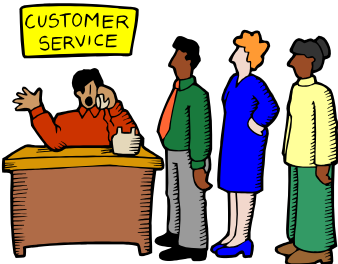
Words that describe me: Honest, quiet, hard-working **7280** **7688**



Got those difficult customer blues? Learn how to cope!

By Sophie F. Dear, Personnel Technician II

The July training session will include the video “Adventures in Customer Courtesy”, which will provide you with a valuable approach to successfully handling difficult customers.



One session will be held on Thursday, July 14, at 9:00 a.m. in room 220-B in the Kent County Administrative Complex. To sign up for this session, contact me in Personnel at 744-2312, by e-mail, or in person.

In June, Kent County Register of Wills TOM WEYANT presented “Wills & Estates: What You Need to Know”. County employees who received credit for this session were: SHERRY BARKER, SHARON BEAN, MARY EISENBREY, DEBBIE ELDERS, NAOMI GALLOWAY, JUNE GLADDEN, MARTY HAYES, EVELYN JOPP, CYNTHIA LAIRD, KAREN LEWIS, DIANE LOCKERMAN, GALE MAAS, WAYNE McCARTY, CHRISTINA MORTON, SHEILA ROSS, RODNEY SMITH, and PATTY VIRIDIN.

Ransom tourney set to swing

The 8th Annual Swing For Ransom Golf Tournament is going to be held at Jonathan's Landing Golf Course in Magnolia on August 5. Mark your calendars you don't want to miss this event.



The majority of this year's proceeds will again be going to Ronald McDonald House. The tournament has a 9 a.m. start slingshot format - single golfers welcome. Cost is \$70 per golfer before July 5th, or \$75 thereafter. The price includes: 18 holes with a cart, catered meal by Jimmy's Grill, beverages, range balls and a free gift. Door prizes are raffled off separately for a small donation. Volunteers, hole sponsors, and donations are welcome as well.

For more information contact RICK SCHLAUCH at 670-7549.

Help keep your Summer safe from heat emergencies

By Sgt. Dave Mick, EMS Operations Support Officer

Safe Summer Day has come and gone. The day is a great way to get lots of folks; adults and children alike; thinking about safety and safe practices. The goal is to not only celebrate safety one day, but to have those safety practices continue throughout the season and the year.



The predominant feature of this year's Safe Summer Day was the heat. The day was bright with sunshine and the air was hot and humid. Thanks to the gentle breeze, the shaded areas of the tents, and the 20+ cases of bottled water that were given out, there were no heat related emergencies during the event.

How much do you know about being properly hydrated during extremely hot weather? How do you know if you are suffering dehydration symptoms?

We all know that our body's primary method for cooling is perspiration and evaporation as a means of releasing heat. Ambient air temperature combined with the air humidity greatly effect the evaporation process. Air temperatures as low as 75 degrees with humidity of 70% can create a dangerous risk of failure of the body's heat regulating ability. The more humid the air the lower the temperature needed to create this risk. The higher the temperature the lower the humidity needed. Locally the weather is noted for both high temperatures and high humidity. Our normal 85+degrees with 80+ humidity falls well into the danger zone of having our body unable to maintain proper thermal regulation.

Early signs of a heat emergency include general weakness, headache, loss of appetite, pale skin that can be normal-to-cool to the touch, and sweating that does not evaporate. Without intervention these symptoms will progress to muscle cramps, nausea and vomiting, and altered mental status. These symptoms can usually be easily reversed by stopping physical exertion, getting into a cool environment, and replenishing fluids by mouth.

(Continued on page 13)

EMPLOYEE COUNCIL NEWS



By Jennifer Graham, Employee Council Secretary

Another successful Employee Appreciation picnic took place on Wednesday, June 8 on the "North 40" of the County Complex. Although the weather was a little on the "HOT" side, a good time was had by all.

The Employee Council members would like to thank all of the employees for attending the picnic, especially those who volunteered their time to assist with cooking and clean-up, the Facilities Management staff for setting up the tables and chairs, Parks & Rec staff for supplying the equipment for the games and relays, ROBERT SAVAGE for supplying the delicious mac-n-cheese, JOE KURTYKA for the Baked Beans, and Levy Court for sponsoring this wonderful event.

The Employee Council has selected BRENT MOLLOHAN of the Department of Community Services, Recreation Division, as the July 2005 Employee of the Month.

Some recent changes have taken place within the Employee Council members. Dawn Jenkins who held the position of Treasurer on the Council, recently left the County due to relocating to Arizona. Another opening became available when member NYLE CALLAWAY resigned from his position on the Council.

The Employee Council would like to welcome KATHY SKINNER of the Planning Services Department and CYNDI LAIRD of the Finance Department as the two new members who will fill the vacant seats on the Council. Kathy Skinner was also nominated as Treasurer.

We are in need of some quality Employee of the Month nominations. If you know of a fellow employee who has gone above and beyond their normal duties, please nominate for Employee of the Month. If chosen, they will be rewarded with a paid day off during the month of selection, preferred parking space near the employee entrance of the County Complex, and a \$100 stipend.

Your Employee Council members are: CATHLEEN McLEAN—President, JASON MILLER—Vice-President, JENNIFER GRAHAM—Secretary, KATHY SKINNER—Treasurer, CYNDI LAIRD, MICHELLE LAPINSKI, and MELISSA McNATT. *4915**

Tech Talk



By Mark Strong, Network Services Manager

SPAM e-mail (named SPAM from an old Monty Python's Flying Circus sketch in which a restaurant served SPAM in every single dish on the menu) is always changing.

The Information Technology department receives constant requests to reduce the amount of SPAM getting through. Of course if we tighten the filters to much, legitimate e-mail gets blocked. Below is an excerpt from the quarterly report submitted to the Levy Court to help you get an idea of the amount of e-mail flowing through the county.

"During the three months of April, May, and June, the GWAVA virus/spam scanning software continued to be fine tuned to catch more and more spam. During the period we scanned 192,090 incoming emails, found and deleted 394 messages with viruses, and stopped 23,283 pieces of spam from getting into the system."

GWAVA is the #1 Novell GroupWise Anti-Spam/Anti-Virus solution. It runs on the GroupWise MTA (Message Transfer Agent) scanning all e-mails for virus's and blocking SPAM. It works on SmartBlocker technology. SmartBlocker dynamically learns and adjusts, SmartBlocker teaches itself the difference between good e-mail and spam, which increases spam blocking effectiveness and reduces false-positives.

What can you do to help? If legitimate e-mail is getting blocked, call the IT department. We can place exceptions in the rules to allow the e-mail through. We can also add specific filters to block certain types SPAM. **5019**

Kent Co. Employee Obsessions

Got an interesting hobby or like to collect limited edition babbles? Then show off your talent for amassing things—it may be of interest to others too.

Loan your collection to the County Administrative Complex for display in one of two secure lighted glass cases. Contact the Personnel Office for more information. Coming in August will be BRENT MOLLOHAN's amazing NASCAR die cast vehicle collection and BRET SCOTT's unique golf ball collection.

Thanks for sharing your obsession! *5617**

NEW PAY RATES MEAN HIGHER LIFE INS. DEDUCTIONS

By Allan Kujala, Personnel Director

The July 1st effective date for annual salary rate increases will have an impact on optional supplemental life insurance premiums beginning with the July 15 biweekly paycheck.

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 Hartford Insurance Co. Employees are also eligible to purchase optional supplemental life insurance during open enrollment through Prudential Insurance Co. and payroll deduction.

Employees retiring from active service are provided life insurance coverage at no cost valued at \$5,000 until age 70 when the value decreases to \$2,500.

The following chart, which is unchanged from FY2005, can be used to calculate the new monthly premium by multiplying the level of coverage (½, 1, 2 or 3) with annual salary, rounding up to the nearest \$1,000, dividing by 1,000 and multiplying by the age rate:

FY06 Supplemental Life Insurance Rates

AGE	<30	30-34	35-39	40-44	45-49
Rate	.07	.09	.11	.17	.26
AGE	50-54	55-59	60-64	65-69	70+
Rate	.42	.67	.87	1.47	2.21

COUNTY BIRTHDAYS

(Continued from Page 4)

- 23 Jody Coulbourne, Deeds Office
- 23 Sherry Barker, Public Works/Engineering
- 24 Lou Cox, Assessment Office
- 24 Angela Short, Community Services
- 24 Jason MacDonald, Public Safety/EMS
- 26 James Nunes, Public Works/WWF
- 28 Robert Wayman, Public Works/Facilities Mgmt.
- 28 Andrea Illig, Community Services/Library
- 28 Robert Probst, Community Services/Recreation



Welcome to Kent County!

Name: JOHN A. SCHULTIES
Job: Building Codes Inspector I
Date hired: April 25, 2005
Education: Two years of college
What I like most about my new job: Meeting and working with people



Greatest accomplishment:

Wonderful marriage of 26 years

Greatest challenge or obstacle: Finding enough hours in each day to accomplish what I want to get done

Future goals: Work for the County until retirement, then spend retirement with my wife and, hopefully, grandchildren

Person/event that most inspired me in my career: My wife and, hopefully, grandchildren, and my father and his incredible work ethic.

If I had it to do over, I would have done this differently: Spent more time with my sons when they were growing up

I'm most relaxed and happy when I'm doing this: Watching a baseball game

Family: Wife, Carol; sons, Michael and Gregory

Most recent movie enjoyed: Mr. Holland's Opus

Favorite TV show: NYPD Blue

Favorite sport: Baseball

Favorite meal: Seafood

Favorite music: Oldies Rock

Who has had the most impact on my life: My wife, sons, and parents

A dream I have is to: Learn to fly an airplane

If I won a million dollars, I would: Build a new church for my congregation

You'd be surprised to learn that I: Was very shy as a child

The most adventurous thing I've ever done is: Serve as a police officer for the City of Dover

Words that describe me: Caring, compassionate, loyal

In Memoriam

NAOMI J. PEPPER, a Kent County Levy Court retiree, passed away on June 17, 2005. Naomi worked in the Tax Office from 1977 until she retired in 1995. Our condolences to her sister—also a retiree, and family.

CAT BOX



By Cathleen McLean, Payroll Administrator

How should I spend my raise?

Yeah pay raises are here! Now you ask what do I do with all that extra income?

Don't forget—along with additional income comes additional taxes. To avoid those extra taxes, you have the option as an employee of Kent County Levy Court to make deposits into a 457 Deferred Compensation Plan managed through the ICMA-Retirement Corporation (ICMA-RC).

Many times employees will ask me how they truly benefit from making contributions to our ICMA 457 Plan. My first answer is the most obvious—those contributions, when invested for the optimum return, will serve as a cushion in retirement years. However, contributing to an 457 Plan can also give you an immediate return in tax savings.

All contributions to a 457 deferred compensation plan, like a 401K, are taken prior to federal and state taxes being applied to the gross wages. Of course Medicare and Social Security (FICA) are applied prior to the contributions. This is better known as an adjustment before tax (ABT). It still might not make much sense, so I have worked up an example to show what the difference in taxes could be:

Example:

	<u>457 Plan</u>	<u>No 457 PLAN</u>
Gross Wages	\$15,000.00	\$15,000.00
Less: ICMA	\$ 1,200.00	\$ 0.00
Taxable Income	\$13,800.00	\$15,000.00
Less:		
Federal Taxes	\$ 2,070.00	\$ 2,250.00
FICA Taxes	<u>\$ 1,147.00</u>	<u>\$ 1,147.50</u>
Net Pay	\$10,582.30	\$11,602.50

Keep in mind that the "No 457 Plan" option did not save anything for retirement. The difference is shown in the amount of immediate tax reduction. This example of an annual contribution of \$1,200.00 (just \$50 per pay period) saved \$180.00 in tax liability.

Obviously, this example is simplified to illustrate the possible tax savings immediately as well as in the future when the growth is actually taxed at your current retirement rate (usually at a lower tax rate because you have retired). For the 2005 tax year, you can contribute a total of \$14,000.

Legislature wraps up

(Continued from Page 3)

the annexation takes place. Enclave provision was removed from the Bill. Bill was released from the House Transportation/Land Use and Infrastructure Committee on 6/15/05. Bill does not appear to have passed the House.

House Bill 224 relating to Suburban Community Development. Bill mandates that the counties enact ordinances relating to the construction, repair, and plowing of sidewalks in the unincorporated areas. Bill is assigned to the House Housing and Community Affairs Committee but is expected to be reworked over the summer by the Bill's sponsor.

Senate Bill 19 relating to school construction. Bill provides school districts with an exemption from county and municipal impact fees. Bill passed the Senate on 4/27/05 but was tabled in the House Housing and Community Affairs Committee on 6/1/05. An amendment has been introduced which provides for certain wastewater and code enforcement impact fees.

Senate Bill 121 establishes a Forest Land Preservation program. Program is similar to the Agricultural Lands Preservation. Program is voluntary and provides restrictions which include no year round residential usage, no rezoning or major subdivisions of the property, and no permanent commercial or industrial structures on the property which would be detrimental to the forestland preservation purposes. Bill passed the House and is awaiting the Governor's signature.

House Bill 239 relating to the Wastewater Facilities Advisory Council. Bill increases the membership and responsibilities of the Council to include Surface Water. Bill passed the House and will be worked through the Senate in January.

House Bill 280 is Anti-Sprawl Bill which does not provide for on site community septic in areas not designated in the growth zone. Bill is assigned to the House Land Use, Transportation and Infrastructure Committee and will be worked in January.

House Bill 225 is the Governor's Recycling Bill. Bill provides for voluntary recycling and establishes a ban on yard waste in the State's landfill. Bill is assigned to the Senate Agriculture Committee for next January.

High Praise

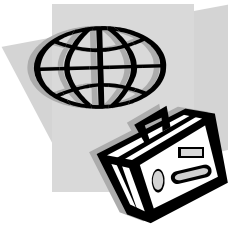


Way to go to JEAN FABE of the Planning Division for recently received letter praising her outstanding customer service. Way to go!!!

Hold your horses! Don't pack until vacation dates OK'ed

By Allan Kujala, Personnel Director

In the rush to take a well deserved vacation during the summer months, don't forget that the timing is at the discretion of the Department Head, so it is wise to plan early and promptly get approval of possible dates.



County employees enjoy a liberal vacation benefit with days off accrued for full time employees in their first through fourth year at a rate of 5.83 hours a month for 35 hour per week employees or 6.67 hours per month for 40 hour per week employees (10 work days per year); fifth through ninth year accrue 8.75 hours per month for 35 hour employees or 10 hours per month for 40 hour employees (15 days annually); 10th through 14th year accrue 10.5 hours per month for 35 hour employees or 12 hours per month for 40 hour employees (18 days annually); 15th through 19th year accrue 12.25 hours per month for 35 hour employees or 14 hours per month for 40 hour employees (21 days annually); 20th through 24th year accrue 14 hours per month for 35 hour employees or 16 hours per month for 40 hour employees (24 days annually).

Employees with 25 or more years accrue 15.75 hours per month for 35 hour employees or 18 hours per month for 40 hour employees (27 days annually).

With the advent of direct deposit, advance payment of accrued vacation has been discontinued.

If an employee is terminated or dies, vacation is paid out for the accrued time. In the event of voluntary resignation, two weeks notice of intention to resign is required in order to be eligible for payment in lieu of vacation.

The vacation year begins on the hire date and employees are permitted to accumulate up to 210 hours of annual leave for 35 per week employees and a maximum of 240 hours of annual leave for 40-hour employees. Exempt employees may accrue up to 480 hours.

For more information about the County's vacation leave or any other benefits, please contact the Personnel Office at 744-2310.



Welcome to Kent County!

Name: CODY HILLS

Job: Dispatcher I

Date hired: June 6, 2005

Education: High school graduate and EMT-B certified

What I like most about my new job: My schedule and working environment

Greatest challenge or obstacle: Purchase of new home and raising a family

Future goals: Sturgis Bike Rally

Person/event that most inspired me in my career: EVENT – U.S. Army

If I had it to do over, I would have done this differently: Married Sunnee sooner!

I'm most relaxed and happy when I'm doing this: Riding a motorcycle

Family: Wife, Sunnee; sons, Seth and Mason Rhamse

Most recent movie enjoyed: Revenge of the Sith (Star Wars)

Favorite TV show: M*A*S*H* (when I get the chance)

Favorite sport: Hockey (where's the NHL?)

Favorite meal: I love all food

Favorite music: Any and all

Favorite saying or slogan: Are you off your meds?

Who has had the most impact on my life: My beautiful wife, Sunnee, and my family

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

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

You'd be surprised to learn that I: Like classical music

The most adventurous thing I've ever done is: Rappelling

Words that describe me: Honest, reliable, humorous



High Praise

Kudos to MARC St. Jean of the Inspections & Enforcement Division for passing the ICC Accessibility Plans Reviewer exam. *Outstanding!!!*

Whale-like bubble reveals liner breach

By Jim Newton, Environmental Program Manager & Reinhold Betschel, Plant Superintendent

It happened last February. We saw it ourselves.



There was a whale in the north basin at the wastewater plant. How did it get there? How can we make it go away?

Well upon further investigation, it wasn't really a whale, but the bottom liner to the basin. A large gas bubble had built up under the liner and raised it some 20 feet to the surface. This is not a good thing to have happen. The liner which is installed over clay is the first defense against any possible contamination of the ground water beneath the wastewater basin. It's not supposed to surface. The liner was installed in 1994, before the Parkson Biolac system that currently serves as our treatment method. How did this happen? What can we do first to correct it and then to prevent it from happening again. A lot of heads were put together. Ouch!

We found horizontal rips in the northern side slope of the basin which had over the years allowed sludge to slide down and build up on the bottom. Initial attempts to repair the rips proved slippery and not very effective because the bubble had stressed the sides of the liner and caused more rips near the surface. A contractor was called in and the major rips were repaired. We began to pump the underdrain system to reduce the bubble's size. This met with mixed success. The bubble was reduced, but the problems persisted.

We called around to see if anyone had experience replacing a liner in a 10 million gallon basin, while keeping it active. Everyone had emptied the basin first. Based upon our collective knowledge, we formulated a plan of action. We suspected that the liner had torn when wastewater had gotten underneath it. The wastewater had formed methane gas and the gas had formed the bubble. The best scenario was that the leak was near the surface of the basin. We had to drain the basin to see for sure. In order to drain the basin, all of the aeration chains had to be removed. This was begun in late March.

The further we drained the basin, the more problems we encountered. There was a lot of sand and solids in the corners of the basin. There were a lot of solids in the bottom, and there were several rips in the liner both on the sides and on the bottom.

In our efforts to remove the sludge, we inadvertently caused additional tears in the bottom liner.

For the past three months, with many hot days and in Tyvek suits, we have been removing the sand and solids by hand. This was a tedious and laborious effort that required both contract laborers and plant operators. The team was led by Operations Foreman CRAIG HARVEY and through all their efforts the basin has finally been cleared of solids. Skid loaders, a clamshell crane bucket and people power, mostly people power, were used to remove the solids. Some of the solids were pumped to the south basin and the remaining solids were removed and land applied on nearby farms, almost three hundred tons of the material.

The bottom liner has had to be removed and cleaned before it can be sent to the Landfill near Sandtown, and some of the rocks in the bottom have been removed. We are now awaiting the completion of the liner replacement, then we will be replacing all of the aeration chains in the north basin. This project had been scheduled for 2006, but is now accelerated.

Since March, the south basin has treated the entire wastewater flow from the county, approximately 12 million gallons per day. We have continued to meet and remain far below our permit limits, but have had to waste more solids to be treated by K-F Technologies and turned into Kentorganite—our highly prized soil conditioner. By the end of July we expect to finally complete the project and we will have a better operation in the basin. The big question that will remain is will the whale appear in the south basin? We will find out later this year or early next—when we drain it for a look-see.

July 29th paycheck may be a little different

Since July 2005 has three payday Fridays, the paycheck issued on July 29 will have a little extra for those employees with dependent medical and dental deductions. These type deductions are scheduled twice per month (24 pay periods), while the normal calendar year has 26 pay periods. Likewise, employees/retirees receiving medical cash back will not have an extra \$17.50, \$25, or \$50 paid that pay day.

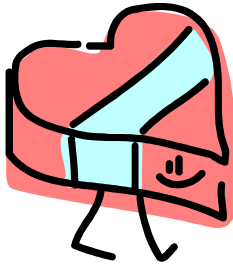
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The boss always scheduled the weekly staff meeting at 4:30 on Fridays. When one of the employees finally asked why, he explained: "I'll tell you why—I've learned that's the only time when none of you seem to want to argue with me."

Employees give Heart to community at Walk!

By Carissa Zeiters, Personnel Technician II

It's time to dust off your sneakers and start training for the main event of the year. The "Rocky" movie song "Eye of the Tiger" plays in the wings as you lace up your shoes and start your training. That's right folks it's time for the 14th Annual Dover Heart Walk. The event is scheduled for Saturday, September 17, 2005, 8 a.m. at Scull Mansion.



Kent County Levy Court employees now have access to a great fitness room which includes tread mills and a beautiful walking path to help employees get pumped

up for the Heart Walk.

Last year Kent County Levy Court participated in the Annual Heart Walk to support the American Heart Association and honor former Clerk of the Peace EDIE HEMPHILL. Our team consisted of approximately 30 walkers which included employees, and their family and friends. The grand total raised by Kent County Levy Court was a whopping \$2,981! Our team was awarded a certificate for most funds raised from a company of 251-300 employees. What a great honor!

Let's kick it up a notch this year by setting a higher fundraising goal and expanding our roster. We can do it if we begin fundraising this month.

Please contact CARISSA ZEITERS in the Personnel Office at 744-2310 if you would like to join the Kent County Levy Court team. I welcome your ideas and suggestions on fun ways for the team to raise money. GO, LEVY COURT!

Heat emergencies

(Continued from Page 7)

Extreme heat emergencies are more commonly termed "heat strokes" are one of the few true medical emergencies and are immediately life threatening. Symptoms of heat stroke include unconsciousness, convulsions and seizures, and run-away increasing body temperature. The body has lost all mechanisms for regulating temperature. The skin will be hot to the touch and there will be NO SWEATING!!

Treatment for heat stroke includes airway and respiratory support, controlled active cooling, IV fluid resuscitation, and treatment of seizures and cardiac rhythm changes.

To avoid the thrills of emergent fluid resuscitation BE SMART. When conditions are hot and humid and your activity is increasingly strenuous drink lots of fluids.

Water is the best start...personally I go through about 16 ounces per hour. Electrolytes are also important. It is possible to dilute your body chemistry to the point of causing symptoms. There are plenty of commercially produced supplement drinks and they are basically all the same.

Supplements are helpful but don't forget to eat a reasonable diet throughout the day. "Grazing" helps (eating smaller quantities at more frequent intervals) as the body is allowed to absorb more constant supplies of nutrients.

One last note: alcohol is not a substitute for water. At least twice each year Paramedics treat people for dehydration who say something like "I can't be dehydrated....I've been drinking all day!"



Welcome to Kent County!

Name: DEBBIE ELDERS

Job: Account Analyst

Date hired: June 1, 2005

Education: Bachelors degrees in Accounting and Business Administration

What I like most about my new job: My co-workers

Greatest accomplishment: Being a great mother

Future goals: Obtaining my CPA and a Masters degree

Person/event that most inspired me in my career: Working for a CPA firm

I'm most relaxed and happy when I'm doing this: With friends

Family: Son, Scott

Favorite TV show: 4400

Favorite sport: Football

Favorite music: Rock music

Favorite saying or slogan: Trust in the Lord

Who has had the most impact on my life: My son, Scott

A dream I have is to: Work with children

Words that describe me: Giving, friendly, honest



SOME ANSWERS TO THOSE NAGGING QUESTIONS

By Allan Kujala, Personnel Director

Q. *Since our new offices are located near the front door of the new County complex, delivery people are constantly asking us where to deliver pizzas, Chinese food, or some type of equipment. What can be done to stop these unnecessary interruptions?*

A. Putting your concern in *Kent Connections* will go a long way to inform your co-workers that they need to give detailed information such as office or room number to delivery personnel when placing ofice orders. Thanks for pointing this issue out.

Q. *I read in Kent Connections all the time that this is the primary source for communication with County employees, but I see a lot of information is left out or I guess simply ignored. Who decides what goes into the newsletter and why is stuff left out?*

A. *Kent Connections* is “a newsletter published by Kent County Levy Court for its Employees” and Retirees. Read Page 1—the page banner or masthead is the same every month. Much of the content for the newsletter is written by Personnel Office staff and numerous contributors. All of it is reviewed by me and I ultimately decide what goes in and what gets left out. That decision is usually based on space requirements, but I also do not include bad news like an employees termination. You may have heard that a certain co-worker was terminated, but you won’t read about it in the newsletter. Other matters of a private or disciplinary nature will not be printed either, nor will issues related to collective bargaining. We try to focus on the “good stuff” such as employee achievements and the “factual stuff” such as the budget, new ordinances or policies, and new employees. We in the Personnel Office hope you enjoy your monthly newsletter, we put a lot of effort into it. Oh, and thanks for your great question. Obviously, you are paying attention.

Q. *Why are there so many reserved parking spaces for Levy Court? They are rarely used and when they do come to the building I see them parking near the front door. The spaces blocked out could be put to better use—like more employee parking?*

A. You have got to be kidding! Are you new or something? Have you never had to park in the Archives parking lot on the other side of Legislative Mall when we were in the O’Brien building? Or had to circle

for what seemed hours when the Legislature was in session or some event was being held. There are so many excess parking spaces at the new Administrative Complex, I can’t even take this question seriously. It’s embarrassing. But if it concerns you that much, I recommend that you talk to four Commissioners about your feelings. Oh yeah, let me know how that turns out.

Q. *A friend of mine was going to apply for a County job, but decided not to after his father told him that government jobs are impossible to get and someone already working for the County will get the position. Is that true?*

A. No that is not true. You and I are stereotyped by the public as highly paid lazy individuals that got their jobs through patronage rather than skill and ability. It is important for all of us to daily demonstrate to the public—the taxpayers or fee payers whom actually do pay our salaries, that we earn every dollar we receive and we are the best qualified for our position. Many of us could make thousands, even tens of thousands more in the private sector, but we chose to be public servants. It is a noble profession that offers less pay and perhaps less opportunity, but great job satisfaction, good benefits, and a stable work environment. Regarding advertised County jobs, most of the time an internal candidate is not eligible, but when one is they have to be equal to or better than the external candidates. Kent County hires the best qualified applicants for its vacancies.

Q. *My department head has discussed with me that she intends to reassign me to another position and fold my current duties into another position someone else already does. What are my rights if I don’t want this to happen?*

A. You have the right to resign. Sorry to sound so harsh, but County ordinance allows Department Heads to reassign employees within the department to other positions or work for which you are qualified. The alternative is lay off. The County has no obligation to continue to pay you if the work you do is no longer needed or can be performed more efficiently elsewhere. Your situation is exactly the reason employees need to constantly update and enhance skills and abilities. You need to make yourself extremely valuable, because no job is guaranteed.