



Kent Connections

A Newsletter Published by Kent County Levy Court for its Employees

June 2006



Employee of the Month *Ronald C. Berry*

The Kent County Employee Council has selected RONALD "Ron" C. BERRY from the Department of Public Works as the June 2006 Employee of the Month.

Ron, a Kent County employee since April 2003, is a GIS Clerk I in the Division of Engineering responsible for using GPS equipment to locate public utilities, conducting research to accurately locate utility infrastructure, and maintaining an electronic data base of all collaborated information.

Ron is a meticulous individual who strives to get the job done right. He has eagerly applied himself to quickly learn the process for performing locates of sewer force main and gravity lines throughout Kent County. On a daily basis, Ron is responsible for locating sewer lines for the Miss Utility program and is always ready as needed to handle short notice and emergency locates.

Ron is involved in the community, and as an added bonus to his co-workers, every year Ron bakes his famous "Death by Chocolate" cake for the annual United Way campaign silent auction.

Congratulations Ron on a job well done!

COMING NEXT MONTH:

- > How did the County do at Leg. Hall this year?
- > What's my role in County business continuity?
- > What's now effective with the new FY07 budget?

IN THIS MONTH'S ISSUE:

- | | |
|----------------------|-------------------------|
| 16 - A's to Your Q's | 4 - Mark Your Calendar |
| 4 - Birthdays | 4 - On The Move |
| 6 - From The Stacks | 6 - Recipe of the Month |

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

Levy Court shows thanks with picnic

By Allan Kujala, Personnel Director

The sincere appreciation and high regard Levy Court Commissioners hold for each employee is demonstrated in a number of ways throughout the year by competitive salary and benefits, individual recognition, employee service awards, employee Christmas luncheon and the annual Employee Appreciation Picnic scheduled for Wednesday, June 7 from 11 a.m. to 2 p.m. in the open area (the so-called North Forty) located on the northeast corner of the Administrative Complex property. The rain date is Wednesday, June 14.



The County employee-only event is organized by the Employee Council and features free hot-dogs, hamburgers, fried chicken, and side dishes along with fruit and dessert. Iced tea, lemonade and bottled water will also be provided. Co-workers serve as "Grill Masters" (or Mistresses) to help with the cooking, and volunteers are being sought to help set up beforehand and clean up afterwards.

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

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

2006 GRADUATION ACCOLADES

Staci Edwards, daughter of SHELBY BURD, from Caesar Rodney High School on June 3rd. She will attend Salisbury State University in the fall.

SUSAN HITCHENS received a Bachelor's degree
(Continued on Page 3)

Welcome to Levy Court!



Name: JOHN W. MATTERA



Job: Permit Technician

Date hired: May 1, 2006

Education: B.S. Computer Science from Spring Garden College in Philadelphia

What I like most about my new job: Location and challenge.

Greatest accomplishment: In concert with my wife – raising two daughters

Greatest challenge: I tend to look at challenges and obstacles as opportunities

Person that most inspired me in my career: Lou McQuirns, who launched my career while working at Tasty Baking Co.

If I had it to do over, I would have done this differently: Nothing differently

I'm most relaxed and happy when I'm doing this: Software development (now my hobby)

Family: Wife, Louise, and two daughters, Regina and Jessica

Favorite TV shows: Sci-fi, cooking shows

Favorite sport: Stock cars

Favorite meal: Enjoy all types of foods

Favorite music: Soft jazz

Favorite saying or slogan: Positive thoughts yield positive results.

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

A dream I have is to: No particular aspirations

If I won a million dollars, I would: Keep some and give some to my daughters

The most adventurous thing I've ever done is: A sample flying lesson (about one hour)

Three words that describe me: Innovative, creative, dynamic **3594**

Congratulations

Congratulations to Leland and KATIE RIDGWAY, Dispatcher II on the birth of their son, Conner. He was born on April 28, 2006 at 1:36 a.m. weighing in at 9 lbs 9.5 oz., 23 inches long.

Baby and first time mom are doing well.

EOM INSIGHT



Name: RON BERRY

Job: GIS Clerk in Division of Engineering

Years with the County: Three

Education: Graduated Orange High School in California, A.S. in Air Traffic Control from Community College of the Air Force, B.A. in psychology from Wesley College, and interned as a Drug and Alcohol Counselor

What I like most about my job: The independence. I enjoy the responsibility to make decisions on how my daily work is accomplished.

Family: Married 26 years, two daughters and one grandson

After work I enjoy: Restoring cars, reading and cooking

Favorite TV shows: NCIS, Mysterious Ways, and Stargate SG1

Favorite new movie: National Treasure

Favorite classic movie: Psycho

Favorite sport: Tennis

Favorite meal: Lasagna

Favorite music: All genres

Most recent book read: "Ishmael" by Daniel Quinn

Favorite Kent County restaurants: Where Pigs Fly

People (living or dead) I'd invite to dinner: Rachel Ray, Paula Deen, Sachmo, Adam Savage and Jamie Hyneman

I'm most proud of: Our daughters

Pet peeve: People who don't do their job

Motto: Do for others, not to them.

If I've learned one thing in life, it's: Everyone has something to offer that will enrich your life.

Who has had the most impact on my life: Me

A dream I have is to: Go skydiving

If I won a million dollars, I would: Buy each of our daughters a house that they couldn't sell until they were 50 years old.

You'd be surprised to learn that I: Have a copyrighted book of poetry and a children's book.

The most adventurous thing I've ever done is: Spend numerous hours tree-top flying over the jungle in a bubble front helicopter.

Three words that describe me: Loyal, dedicated, honest **0189**

Higher dependent benefit costs deducted in June

By Allan Kujala, Personnel Director

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



Employees retaining current levels of dependent health care coverage will see premium reductions due to the new 60% cost sharing contribution approved by Levy Court as part of the Fiscal Year 2007 Budget. Those employees with coverage for spouses, however, will see about a \$10 per month increase. The monthly premium for dependent dental insurance coverage remained the same at \$26, deducted in two equal \$13 payments each month.

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

The new monthly rates for dependent health insurance are effective July 1, 2006, but deducted from pay beginning June 2 as illustrated below.

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

FY07 DEPENDENT RATES	SPOUSE	CHILD(REN)	FAMILY
PREFERRED (PPO)	\$309.76	\$142.97	\$428.90
HMO HIGH (HMO)	\$265.54	\$112.20	\$375.06
HMO LOW (HMO)	\$230.16	\$87.59	\$332.00
MEDICARE SUPPLEMENT	\$121.62		
INDIVIDUAL EMPLOYEE	PPO	HMO HIGH	HMO LOW
County pays 100% of Cost	\$595.70	\$547.63	\$509.48

VBS representatives on hand June 5-9 to explain County benefit options

Learn more about your benefits & value

By Allan Kujala, Personnel Director

All employees should have completed their annual enrollment for the County's core employee benefits last month, including the new health insurance carrier—Blue Cross Blue Shield of Delaware.

During the first full week of June, enrollment counselors from Voluntary Benefits Systems will be available to meet with each employee at the various work sites. The purpose of this consultation will be to accomplish the following:



- Confirm all elections for the new Health Insurance Plan;
- Confirm all elections for Flexible Spending Accounts;
- Collect beneficiary information for the County provided life insurance plan;
- Collect/Update Emergency Contact information for each employee;
- Provide each employee with a Benefits Statement showing the hidden value of the County benefit plan;
- Educate employees on and assist them in enrolling in other voluntary benefits plans

This individualized benefit meeting will allow every employee to be confident their elections were correctly noted and inputted into the County payroll system. The County is switching carriers on several plans this coming fiscal year to provide the highest quality coverage at the very best price.

In addition to the whole life insurance policy offered for the first time last year, VBS will provide information about a Critical Illness and Accident/Disability Income Replacement plan offered through Allstate.

2006 GRADUATION ACCOLADES

(Continued from Page 1)

in Accounting from Wilmington College on May 15th.

Ashley Johnson, granddaughter of ANITA

LLOYD, from Caesar Rodney High School on June 3rd.

(Continued on Page 10)



ON THE MOVE . . .

Compiled by Carissa Zeiters, Personnel Technician II

New Hires

- 05/01/06 JOHN MATTERA, Permit Technician I, Grade 7, Planning Services/Inspections & Enforcement
- 05/01/06 BONNIE VOSHELL, Permit Technician I, Grade 7, Planning Services/Inspections & Enforcement
- 05/08/06 JOHN TINGER, Paramedic II, Grade 10, Public Safety/Emergency Medical Services
- 05/15/06 EFREM JONES, Custodian I, Grade 3, Public Works/Facilities Management

Promotions

- 05/21/06 MERRITT SAVAGE, Planner II, Grade 12 to Planning Supervisor, Grade 13, Planning Services/Planning
- 05/28/06 ROBERT BUTLER, Building Codes Inspector I, Grade 8 to Building Codes Inspector II, Grade 10, Planning Services/Inspections & Enforcement
- 05/28/06 TREY HOLLAND, Building Codes Inspector I, Grade 8 to Building Codes Inspector II, Grade 10, Planning Services/Inspections & Enforcement

Resignation

- 05/19/06 JEAN FABI, Planning Supervisor, Grade 13, Planning Services/Planning

Milestones

- 05/08/1986 KEITH MUMFORD, Recreation Division Manager, Community Services/Recreation - 20 years
- 05/25/1996 JOHN VAN DORPE, Deputy Sheriff, Sheriff's Office - 10 years

MARK YOUR CALENDAR



June 1-7, 2006 - Employee Council Silent Auction begins at 10:00 a.m. Items (and descriptions of items) and bidding sheets will be available in the Planning Services Office (room 117). The auction will close at 10:00 a.m. on June 7 with the winning bids announced at 3:30 p.m.

June 5-9, 2006 - Representative from Voluntary Benefit Services will be in available at various sites to confirm benefit elections.

June 7, 2006 - Employee Appreciation Picnic at the Administrative complex "North 40" grassy area from 11 a.m. to 2 p.m. Free food and fun for all employees. Rain date is June 14.

June 7, 2006 - Blood Pressure Checks at the Wastewater Facility from 2:00-4:00 p.m.

(Continued on Page 10)

COUNTY BIRTHDAYS



JUNE

- 03 Barbara Schroeder, Finance
- 03 Danielle Lamborn, Public Works/Engineering
- 06 Steve Watson, Planning Services/Insp. & Enforce.
- 09 Sherry Bourgeois, Planning Services/Planning
- 10 David Nesbit II, Public Safety/EMS
- 11 Kimberly Dixon, Tax Office
- 15 P. Brooks Banta, Levy Court Commissioner
- 16 Efrem Jones, Public Works/Facilities Mgmt.
- 18 Kathy Gooden, Assessment Office
- 21 Barbara Stough, Finance
- 22 Michael Evans, Public Works/WWF
- 22 Mike Rigby, Community Services/Parks
- 23 June Gladden, Assessment Office
- 23 Richard Baker, Public Works/WWF
- 23 Catherine Brown, Tax Office
- 25 Robert Savage, Public Works/WWF
- 27 Darla Dempsey, Community Services
- 27 Gina Glanden, Planning Services/Insp. & Enforce.
- 28 Joyce Melvin, Receiver of Taxes
- 29 Joe O'Connell, Planning Services/Insp. & Enforce.

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/Insp. & Enf.
- 10 Jim Welsh, Assessment Office
- 11 Lisa Cooper, Tax Office
- 14 Sharon Bean, Assessment Office
- 15 David Grygo, Public Safety/Emergency Comm.
- 17 Anita Lloyd, Planning Services/Planning
- 17 Teresa Carter, Finance
- 19 Michael Harrington, Public Works/WWF
- 23 Charlotte Donnelly, Sheriff Office
- 23 Scott Tanner, Planning Services/Insp. & Enforce.
- 25 Wayne McCarty, Community Services/Parks
- 25 William Vincent, Public Works/WWF
- 25 Cindy Grygo, Public Safety/EMS
- 26 Marti Stansbury, Planning Services/Insp. & Enf.
- 27 Dick Dempsey, Public Safety/Emergency Comm.
- 28 Ronald Smith, Levy Court Commissioner
- 29 Ruby Farmer, Tax Office
- 31 Jack Peterman, Levy Court Commissioner

(Continued on Page 10)

Annual Ransom golf tourney swings on June 30

By Rich Schlauch, Paramedic III

Again, it is time to gear up for the eighth annual benefit golf tournament, *Swing for Ransom*. This tournament is a benefit that helps ease the financial burdens of families whose children have been struck by catastrophic illness or injury.

Swing for Ransom, Inc. was conceived by a group of Kent County Paramedics and friends, when our friend, Ransom Crowder, age three, at the time, was diagnosed with Stage IV Neuroblastoma. She had already been through nine months of treatment and bone marrow transplant when the tournament took place in 1997. The proceeds from the Swing for Ransom Tournament went to help the family pay room and board, gas, phone and other assorted expenses while undergoing the treatments.

In 1999, Swing for Ransom raised \$3,500 to assist the family of Madison Hills, who was diagnosed with inoperable brain cancer. Shortly after the tournament, Madison passed away. Her parents asked Swing for Ransom to donate monies raised to the Ronald McDonald House in Wilmington. This is where many of our parents end up spending their time while their children are having treatments. Swing for Ransom donated \$3,500 in memory of Madison Hills.

In 2000, Swing for Ransom raised \$2,000 which was donated to the Smyrna Chapter of the Sunshine Foundation. They in turn were able to purchase a lap top computer for a wheelchair-bound boy, enabling him to attend college.

In 2001, Swing for Ransom allowed us to once again donate \$3,500 to Ronald McDonald House in Wilmington. However, we were notified of another acquaintance whose son was diagnosed with Leukemia. We then donated \$1,000 to the Sussex County Paramedic Fund, who in turn, helped out the family of that child.

In 2002, we were again able to donate to the Ronald McDonald House – only this time we had no one to honor or memorialize. Thankfully, our money went to help others in need. This was our best year
(Continued on Page 14)



Students "mock" Levy Court on zoning decisions

By Bret Scott, Communications & Research Assistant

Levy Court Commissioners welcomed 14 area high school juniors last month for Kent County's annual Youth in Government Day. During the annual event, the students get a comprehensive perspective of the work the Levy Court performs on a daily basis. The students are part of the Girls State and Boys State Delegation.



Students spent the morning participating in a mock Levy Court meeting where they are challenged in real life scenarios including personnel decisions, and land use and zoning ordinances.

"Each year we draw an exceptional group of students," says Commissioner Ronald D. Smith. "It's always an exciting time working with the students as they work their way through the issues. What's important is not necessarily the outcome of the issues but that they understand the factors that played into their decisions."

This year's group voted down an employee dress code revision that would have allowed County employees to wear shorts, skorts, and Capri pants, approved a rezoning to convert a Brownfield to a skate board park, and rejected a proposed rezoning to accommodate a huge planned unit development near Hartly containing a computer company's East Coast headquarters and employee housing.

Commissioners P. BROOKS BANTA, DONALD A. BLAKEY, and RONALD D. SMITH were on hand to coach the students on the dais and provide input into the working of the Levy Court. Kent County staff including HARRY VANSANT, SUSAN DURHAM, MIKE PETIT de MANGE, ALLAN KUJALA, MIKE WARD, KELLY CRUMPLEY, SCOTT BUNDEK, LORETTA WOOTTEN, and JEREMY SHEPPARD assisted with both the preparation and execution of this year's event.

The day closed out with a mock wedding ceremony performed by Clerk of the Peace Loretta Wootten.

FROM THE STACKS



By Kristi Rinckenberg, Library Technician (pt)

MONSTER

By Frank Peretti

Frank Peretti, by far, is one of my favorite suspense authors. The only problem I have with his work is that it is practically impossible to put down. One of his latest books, *Monster*, is no different.

The book takes place in the middle of the woods where the two main characters, Reed and Rebecca, have escaped their busy lives in the city to relax and rekindle the fire in their marriage. The trip starts out with a few arguments, beautiful views and high hopes for the time they will spend together. These expectations are shattered when darkness begins to take over and something invades their camp. Something whose scream will pierce even a readers ears and who leaves only the dead in its path.

Rebecca and Reed are separated. Rebecca is taken on a terrifying journey and Reed is desperately searching for his wife. Neither knows if the other is alive or not. The couple's faith and love is put to the test through twists and turns in the hundreds of acres they cover.

Peretti does an awesome job creating characters that are believable. So believable, in fact, that you will be looking for monsters around every corner and you will not stop reading until you find out what happens in the end. **4890**

Kent Co. Employee Obsessions

The display case on the main floor of the Kent County Administrative complex features a patriotic array of collectible Longaberger baskets collected by Personnel Technician SOPHIE DEAR and friend Patty Shelton.

On the second floor, chickens rule the roost with an eclectic display of poultry-themed keepsakes collected by Personnel Director ALLAN KUJALA's wife, Tina.

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! **5542**

Recipe of the Month

By Sophie F. Dear, Personnel Technician II

MEXICAN PIZZA

Recipe Summary:

Difficulty: Easy

Prep Time: 7 minutes

Cook Time: 20 minutes

Yield: 6 servings

User Rating: Four-star

1 tablespoon vegetable oil
 ¾ cup sliced fresh mushrooms
 ¾ cup chopped green bell pepper
 2 (12-inch) pizza crusts or frozen cheese pizzas
 2 (16-ounce) jars chunky salsa
 2 (8-ounce) packages shredded Mexican cheese
 (Monterey Jack, Cheddar, and other mild
 cheeses combined)
 1 (2 ¼-ounce) can sliced black olives
 1 cup shredded cooked ham
 Shredded lettuce
 Sour cream

Position the oven rack at the lowest level. If you have a pizza stone, place it in the oven on the rack. Preheat the oven to 425°F.

Heat the oil in a small saucepan and cook the mushrooms and green pepper over medium heat until crisp-tender, about 2 minutes. Cut the crusts into biscuit sized pieces using a biscuit cutter. Distribute the vegetables evenly over the crusts. Reserve 1 cup of the salsa and spoon the remaining salsa evenly over the pizzas. If you don't have a pizza stone, place the pizzas on a baking sheet. They won't be as crisp as they would if you placed them directly on the rack, but this is a lot less messy.

Bake the pizzas for 10 to 12 minutes, then sprinkle with the cheese. Bake for 7 minutes more. Serve the pizza slices topped with the reserved salsa, olives, cooked ham, shredded lettuce, and sour cream.

Cook's Tip: For a Greek style pizza, use olives, tapenade, spinach, and feta cheese. For an Italian Style pizza, use tomato sauce and provolone cheese.

Recipe courtesy Paula Deen, Television Food Network, 2003

The true test of a first-rate mind is the ability to hold two contradictory ideas at the same time.

F SCOTT FITZGERALD

Alzheimer's signs: What to look for & where to get help

By Sophie F. Dear, Personnel Technician II

Much attention has been given lately to achieving a balance between work life and home life. Many people are finding themselves caring for elderly parents, whether at home or in an assisted living or care-giving facility. June's voluntary training session will be an informational session regarding Alzheimer's disease.



Carol Bradley, daughter of now-deceased retiree JOAN DOUTHWAITE, will discuss recognizing the signs of Alzheimer's disease and the care-giving as it progresses. Carol was actively involved in the caregiving to her mother, from the diagnosis, through Joan's move into a skilled nursing facility, until her death. In addition, she had a job and a family that needed her attention as well. Anyone who has experience with caregiving for someone with Alzheimer's disease is welcome to attend and share their tips and experiences. Also, if you're wondering what to look for in a person with this disease, please attend this session.

The sessions will be held on Wednesday, **June 14**, 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.

In May, the topic was "Making Diversity Work". County employees who received credit for attending one of the sessions in May were MARY EISENBREY, JUNE GLADDEN, KATHY GOODEN, EVELYN JOPP, DIANE LOCKERMAN, GALE MAAS, STELLA PADILLA, SHEILA ROSS, LESLIE VASQUEZ, BILL VINCENT, and JAMES WELSH.

Thank you for your continued interest in voluntary training!

HOW TO BE EXCEPTIONAL
COMMUNICATION—e. Display versatility and insight in written communications; f. Use terminology and language that enables everyone to understand even the most elaborate ideas and complex information.

County emergency responders learn Hazmat life support

By Dave Mick, EMS Operations Support Officer

Emergency responders are likely to be confronted with hazardous materials incidents more than once in their careers. Paramedics are no exception. Hazmat is everywhere and we are all fortunate that the vast majority of the time it stays in its place and poses no threat at all. The unfortunate fact is that when hazmat does "jump out of its box" the prognosis for anyone affected is directly related to prompt and effective medical care. There is little time to hesitate. Safety for responders still comes first, but the knowledge and ability to effect immediate interventions for the patient is paramount.

"Advanced Hazmat Life Support™" is an internationally recognized program which teaches paramedics and other healthcare professionals techniques in rapid identification of toxic signs and symptoms and the most effective methods to manage the patient. This 2-day course originated at the University of Arizona and is now routinely offered in Delaware twice each year. This training is the pre-requisite to being designated as a "ToxMedic" which allows the paramedic to utilize a sub-set of Standing Order Protocols and additional pharmaceuticals to treat the hazmat exposed patient.

The core of AHLS focuses on five Toxidromes: Asphyxiant, Irritant Gas, Cholinergic, Corrosive, and Hydrocarbon. A toxidrome is a set of signs and symptoms specific to a type of hazardous exposure. Most any toxic exposure can be correlated to one of these toxidromes. Treatment of the patient follows the Poisoning Treatment Paradigm™ which addresses all the ways in which the paramedic can improve the outcome for the patient.

Currently there are twelve Kent County Paramedics with Provider status. Several of these medics are also AHLS Instructors. The goal is to eventually have as many medics trained as possible. Special "ToxBoxes" are being placed on the units so that trained medics have appropriate supplies on hand.

Personal kudos to: DAVID ABRAMSON, CINDY GRYGO, DOUG HADDAD, MARK HORTON, JENNIFER IMMEDIATO, KEN MCKENZIE, JOHN NAYLOR, RALPH NEIL, DOUG POORE, JOHN WITZKE, and TIM WYATT.

EMPLOYEE COUNCIL NEWS



By Michele Lapinski, Employee Council Secretary

Just a reminder to everyone that the annual Employee Appreciation Picnic will be held on Wednesday, June 7 (rain date, June 14) from 11:00 a.m. to 2:00 p.m. on the grounds of the administrative complex. The menu will include hamburgers, hot dogs, fried chicken, cold salads, sliced fruit and dessert. Iced tea, lemonade and bottled water will also be provided. We are still looking for some "Grill Masters" (or Mistresses) to help with the cooking, as well as additional hands to help us set up beforehand and clean up afterwards.

Casual dress will be permitted for this day. Shorts may be worn at the event, but employees must change upon return to the office. While tables and chairs will be set up, employees are also encouraged to bring a blanket or lawn chair since seating will be limited. County offices must remain open for business, so we encourage departments to stagger staff so that everyone will have a chance to come out, socialize for a bit and get something to eat. We will also be conducting a 50/50 raffle at the event.

In conjunction with the picnic, the Council will be holding a silent auction with the proceeds once again going towards the annual holiday dinner & dance. The auction will begin on Monday, May 26 with the "winners" announced the afternoon of June 7. Watch your email for more information.

The Council would like to congratulate RON BERRY of Engineering, June's Employee of the Month. In addition to a day off with pay, Ron will also receive a \$100 stipend, and a reserved parking space in 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 as Employee of the Year which will be announced in December.

Your Employee Council includes: President JASON MILLER, Vice-President KATHY SKINNER, Secretary MICHELE LAPINSKI, Treasurer CYNDI LAIRD, and members MARY EISENBREY, KATHY PHINNEY, and MELISSA STANLEY. **7030**

Tech Talk



By Patrick McLoughlin, Systems Development Consultant

Now where did that e-mail go?

Here are some helpful tips for finding those long lost e-mails in Novell GroupWise:

A. Finding an E-mail Item by Example:

1. To access the find e-mail window you could use any of the following methods:

- Click the Tools Menu and then click on the Find option.
- Press and hold the Ctrl key and then press the F key <Ctrl-F>.
- Click on the icon that resembles a magnifying glass on the main toolbar.

2. Once the Find e-mail window is displayed, click on the Find by Example tab if it is not already selected.

3. The Find by Example window allows you to find e-mails using any or all of the following criteria:

- From: Allows you to search for all e-mails sent to you from a specific person or e-mail address.
- To: Allows you to search for all e-mails sent by you to specific person or e-mail address.
- Subject: Allows you to search for all e-mails that contain the search criteria in the subject line.
- *Message: Allows you to search for all e-mails that contain the search criteria in the body of the e-mail. *= Recommended.

Please note that the more information that you enter into the Find by Example window, the more specific the results will be. Here are some examples of how you can use the Find by Example window:

Example #1: Find all e-mails that contain the word "canoodle" in the main body of any e-mails that you have sent or received:

- a. Click on Tools menu then click the Find option.
- b. Click on the Find by Example tab.
- c. Type the word *canoodle* in the Message section.
- d. Click on OK.

If Example #1 finds thousand of e-mails containing the word *canoodle* you can always narrow the results by entering in additional search criteria into the Find by Example window.

(Continued on Page 12)

BE CAREFUL AND HAVE A SAFE SUMMER

Reprinted from Home Safety Council

The summer season marks the time for families to enjoy some of America's traditional summer pastimes – barbecues, pool parties and backyard gatherings. However, family festivities could be interrupted by a trip to the emergency room if you don't follow simple steps to safeguard your family and friends against summer hazards.

"Kids and their friends are home more during summer so you want to make sure that your home is prepared for the increase in activity and guests," says Meri-K Appy, president of the Home Safety Council (HSC). "By being alert and prepared to summertime threats, families are reducing their chances of injuries for their loved ones."

The HSC recommends following these guidelines to keep your family safe in the summer:

Grilling Safety – According to the National Fire Protection Association, gas and charcoal grills caused an average of 1,000 structure fires and 3,400 outdoor fires in or on home properties in 2001. To make sure your next barbecue doesn't go up in flames, the HSC recommends the following safety tips:

- ✦ Designate the grilling area a "No Play Zone" keeping kids and pets well away until grill equipment is completely cool.
- ✦ Before using, position your grill at least three feet away from other objects, including the house and any shrubs or bushes.
- ✦ Only use starter fluid made for barbecue grills when starting a fire in a charcoal grill.
- ✦ Before using a gas grill, check the propane tank – fuel line connection to be sure it is working properly and not leaking.
- ✦ Never use a match to check for leaks. If you detect a leak, immediately turn off the gas and don't attempt to light the grill again until the leak is fixed. Never bring a barbecue grill indoors, or into any unventilated space. This is both a fire and carbon monoxide poisoning hazard.



Swimming Safety and Pool Security – Many drowning incidents involve swimming pools and spas. Drowning is a silent and sudden event, and HSC research found that many drowning deaths at home are related to swimming pools. Adopt the following guidelines from the HSC to help keep your pool area safe:

✦ Always practice constant adult supervision around any body of water. Older children should not be left in charge of younger children in the pool area.

✦ Install four-sided fencing to isolate the pool from the home. Four-sided pool fencing is proven to be an effective drowning prevention intervention. While many communities have

codes or regulations that require some form of pool fencing, there is not a consistent national standard.

✦ Pool fencing should be at least five feet high and have self-locking and self-closing gates.

✦ Position gate latches out of the reach of young children.

✦ Never prop the gate open or disable the latch.

✦ Clear debris, clutter and pool toys from the pool deck and adjoining pathways to prevent any falls.

✦ Keep a cordless, water-resistant telephone and poolside rescue equipment in the pool area and post emergency numbers and CPR instructions near the pool area.

✦ Enroll non-swimmers in swimming lessons taught by a qualified instructor. Pediatricians recommend that children ages five and older learn how to swim.

✦ Never swim alone. Even adults should always swim with a buddy.

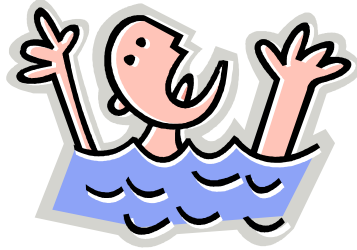
✦ Learn and practice the basic lifesaving techniques, including First Aid and CPR. Insist that anyone who cares for your children learn CPR.

Backyard Safety – Lawn mowing and landscaping

top the list of household chores when it comes to preparing for backyard parties and barbecues. The simple act of yard work can be riddled with opportunities



(Continued on Page 14)



2006 GRADUATION ACCOLADES*(Continued from Page 3)*

She plans to attend Frostburg College (Md.) in the fall.

Rusty Lloyd, son of JANET LLOYD, from Lake Forest High School on June 3. He will attend Southeastern University (Fla) in the fall.

Cody Lloyd, son of JANET LLOYD, from Lake Forest High School on June 3. He will attend Johnson & Wales University (NC) in the fall.

Tory McLean, son of CATHLEEN McLEAN, from Cornell University on May 28th. He received a Bachelor's degree in Economics and Government.

TaiLisha Miller, daughter of BARBARA MILLER, from PolyTech High School on June 2nd. She will attend Delaware State University in the fall.

Danielle Newton, daughter of JAMES NEWTON, Associates in Human Services with honors from Del Tech on May 16th.

Stephanie Newton, daughter of JAMES NEWTON, Associates in Early Childhood Education with honors from Del Tech on May 16th.

Katie Orona, daughter of PAT ORONA, from Dover High School on May 31. She will attend Wilmington College in the fall.

Ashley Uhey, daughter of PAT UHEY, from Baypath College (Mass.) on May 20th. She received a Bachelor's degree in Science Biology.

Megan Coventry, granddaughter of GEORGETTE WILLIAMS, from Caesar Rodney High School on June 3. She will attend Delaware Tech in the fall.

Brandon Yerkes, son of CRYSTAL YERKES, from Lake Forest High School on June 3rd. He will attend West Virginia University in the fall.

CARISSA ZEITERS received an Associate in Applied Science degree from Delaware Tech on December 12th, 2005.

MARK YOUR CALENDAR*(Continued from Page 4)*

June 14, 2006 - Voluntary employee training session on "Alzheimer's Disease". 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.

June 14, 2006 - Blood Pressure Checks at Annex at 9:00 a.m., Kent County Administrative Complex Room 222 from 9:30 - 11:00 a.m., O'Brien Bldg.

June 14, 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. **3254**

Welcome to Levy Court!

**Name:** JOHN TINGER**Job:** Paramedic**Date hired:** May 8, 2006**Education:** Bachelors Degree from Rutgers University**What I like most about my new job:** The warm friendly reception from everyone I have met.**Greatest accomplishment:** My family**Greatest challenge:** Relocation to a new state and new job**Future goals:** To provide the best life for my family**Person/event that most inspired me in my career:** Paramedic Patrick O'Flaherty**If I had it to do over, I would have done this differently:** Went to medical school**I'm most relaxed and happy when I'm doing this:** Playing golf**Family:** Wife and 17-month-old son**Most recent movie enjoyed:** I have a 17-month-old son – haven't seen any lately**Favorite TV show:** MASH**Favorite sport:** Soccer**Favorite meal:** Spaghetti and meatballs**Favorite music:** Classic Rock**Favorite saying or slogan:** "Very nice"**Who has had the most impact on my life:** My father**A dream I have is to:** Own my own horse**If I won a million dollars, I would:** Buy a house on a lake and a big boat**You'd be surprised to learn that I:** Am an avid horseback rider (Western style)**The most adventurous thing I've ever done is:** Move to Delaware**Three words that describe me:** Patient, understanding, driven **6771**

COUNTY BIRTHDAYS

(Continued from Page 4)

31 Naomi Galloway, Planning Services/Insp. & Enf.

31 Stella Padilla, Public Works/WWF

31 Wade Paugh, Planning Services/Planning

Welcome to Levy Court!



Name: EFREM R. JONES



Job: Custodian I

Date hired: May 15, 2006

Education: Graduate of Dover High School

What I like most about my new job: Everything

Greatest accomplishment: I got this job! Also, learned to overcome my fears.

Greatest challenge: Talking to people that I don't know well

Future goals: Retire when I'm 45 – 50 years old

Person/event that most inspired me: Pat Piazza – she's a great friend and a great person

If I had it to do over, I would have done this differently: Stayed in school and went to college

I'm most relaxed and happy when I'm doing this: Planting tulips

Family: Wife, Jane. She's very encouraging and positive, a beautiful person, and a nice friend.

Most recent movies enjoyed: Mission Impossible and X-Men III.

Favorite TV shows: 24

Favorite sport: Basketball

Favorite meal: Seafood lasagna

Favorite music: Contemporary Christian music/jazz

Favorite saying or slogan: Hope deferred makes the heart sick, but when dreams come true, there is life and joy.

Who has had the most impact on my life: Allen Eugene Copus and Mike J. Cobb – both are father figures

If I won a million dollars, I would: Give ten percent to my local church, give another ten percent to missions, pay off my bills, give \$20,000 to three shelters in Delaware, and help friends and family

You'd be surprised to learn that I: Cook and plant flowers

The most adventurous thing I've ever done is: Scuba dive

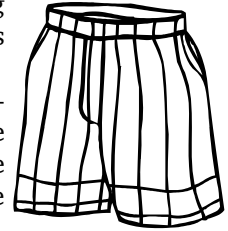
Three words that describe me: Integrity, trustworthy, dependable

Dress for summer with eye toward guidelines

By Allan Kujala, Personnel Director

Many employees are beginning to look forward to endless summer heat and adjusting the work wardrobe as temperatures soar - but don't go too far.

Five years ago, County department heads decided to tackle the sensitive employee dress code issue themselves, rather than have the Levy Court impose a policy.



The result of several meetings was the development of Work Attire Guidelines, that each agreed to enforce in their respective departments.

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

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

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

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

High Praise



Kudos to SOPHIE DEAR in the Personnel Office upon her recent graduation from the 17th class of the Dover Police Dept. Citizens Academy. *That's Great!!*

Congrats to BOB BUTLER, TREY HOLLAND, and MARTI STANSBURY in the Division of Inspections & Enforcement for passing the ICC Property Maintenance & Housing Inspector exam. *Outstanding!!*

Welcome to Levy Court!



Name: BONNIE H. VOSHELL



Job: Permit Technician

Date hired: May 1, 2006

Education: A.A.S. in Medical Technology, B.S. in Business Management

What I like most about my new job: The people -- having contact with this department while building our own home, I found

everyone very helpful.

Greatest accomplishment: Being general contractor on our new home

Future goals: Travel more

Greatest challenge: Returning to school after a number of years

If I had it to do over, I would have done this differently: Continued my education earlier in my career

I'm most relaxed and happy when I'm doing this: Painting, working in the yard, refinishing furniture

Family: Husband, Ron; daughter, Wendy Walter; son, Wade Carter; Stepson, Ron Voshell; stepdaughters, Kim Willman and Aimee String; eight grandchildren and four on the way!

Most recent movie enjoyed: The Notebook

Favorite TV shows: Two and a Half Men

Favorite sport: Baseball

Favorite meal: Pasta and salad

Favorite music: Soft Rock

Who has had the most impact on my life: My grandparents – good, honest, hardworking folks

A dream I have is to: Go to England to visit a girlfriend

If I won a million dollars, I would: Help my family

You'd be surprised to learn that I: Recently worked at the Blood Bank as Phlebotomist

The most adventurous thing I've ever done is: Live with a family in Mexico for two weeks (and I don't speak Spanish!)

Three words that describe me: Happy, dependable, trustworthy **2650**

CAT BOX



By Cathleen McLean, Payroll Administrator

Shift Differential

Every year when the Budget gets approved one item that is always included is the Shift Differential rate to be paid to employees for working 2nd and 3rd shifts.

Unfortunately some folks have a misunderstanding of who is entitled to this shift differential. I am going to quote the key wording from the budget book, "any employee holding a position that is normally engaged in shift work (having to stay on post until replaced) and/or is regularly scheduled to work the second....third shift ...shall receive a shift differential."

The interpretation is that if you work a rotating shift schedule or you normally work second or third shift you are entitled to receive the appropriate shift differential based on the currently approved budget amount for that shift. Any employee that works a little (or even a lot) beyond or before his/her normal day shift is not entitled to receive this shift differential.

If you have any further questions please call the Personnel Office at 744-2310.

Tech Talk

(Continued from Page 8)

Example #2: Find all e-mails that contain the word *canoodle* in the main body AND were sent by anyone with the last name *Jones*:

- Click on Tools menu then click the Find option.
- Type *Jones* in the From box. (make sure to clear out any first names if GroupWise auto fills the first name)
- Type the word *canoodle* in the Message section
- Click on OK.

If any Find by Example e-mail items are found, GroupWise will then present a window with all of the e-mails matching your search criteria. All you have to do then is double click on the e-mail to display the contents. If the Find by Example search is unable to find any e-mail items matching your search criteria, GroupWise will notify you that no items were found and allow you to modify your criteria if needed. **8620**

Atlantic Hurricane season starts again on June 1st

By J. Allen Metheny, Emergency Management Div. Manager

The National Hurricane Center reminds us that hurricane season starts on June 1st. In addition, they are telling us that the 2006 season will be another active year, but not quite as bad as last year when a new record was set for the number of named storms. In fact, I just received information that the Hurricane Center is going to develop a new system to name hurricanes so they won't run out of the alphabet again.

I have recently returned from the New Jersey Hurricane Conference where we heard the latest projections. The National Hurricane Center is predicting 17 named storms for the coming season. Of the 17, nine of them will gain enough strength to become a hurricane. Wind speeds that exceed 74 MPH result in a category one hurricane. Of the nine hurricanes, four are predicted to be major storms. And, the Hur-



ricane Prediction Center is predicting that there is a three times greater than normal chance for one of these hurricanes to come on landfall north of Cape Hatteras, North Carolina.

Now is the time when everyone should stop and think about their plans for a possible major hurricane striking Delaware.

Do you have a plan to help you get through the storm and be able to recover after it is over? Every family needs to be prepared. You should have an emergency kit with sufficient food for three days, enough medications for a week or so, and an evacuation plan for the family.

As we all learned from Hurricane Katrina when it devastated New Orleans last year, help is not always available when you need it. FEMA now tells us that everyone should be able to take care of themselves for at least three days. This is a little quicker than what happened during Katrina.

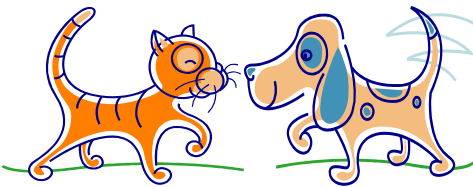
Now is the time to make your plans. When a storm approaches, it is important to listen to the weather reports and then follow the instructions given. By doing so, everyone should remain safe.

Make pet care plans before Hurricane strikes

By Maxwell Metheny with J. Allen Metheny

My name is "Maxwell" Metheny and I want to share some information with all my friends that have parents who work for Kent County Levy Court. ALLEN METHENY is my "daddy" and I heard him discussing some bad news the other day that I want all dog owners to know. This message will also pertain to our feline friends, not that I have too many of them.

I heard daddy talking about us in case there is a hurricane or other disaster and they would have to leave and go to a shelter somewhere. Do you know that they would not be able to take us to most of the shelters in the State of Delaware? The American Red Cross manages most of the shelters in Delaware and they do not allow pets (except Seeing Eye dogs) into the shelters. A lot of our friends in New Orleans last year had to be left behind when Hurricane Katrina came into the City. I think this is awful and I want everyone to know how to take care of us



in case a hurricane or other disaster comes and our parents have to leave home.

I heard my "daddy" talking about some of the things that needed to be done long before they would have to leave. I want my friends whose parents work for the County to make sure plans are made for our safety. Some of the things "daddy" was talking about were:

If our parents plan to go to a shelter, they must find a place for us. We cannot go to an American Red Cross shelter. Maybe a friend would take care of us or we could go to a kennel. "Daddy" said they are trying to get some pet shelters in Delaware. But, our parents should make their own plans in advance.

We have to make sure we have identification tags so we can find our parents later. Our tags should include names, addresses, and phone numbers. Identification should also be on our pet carriers (who has them- I am too good to have a carrier).

Our parents must also make sure we have food and especially treats that we really like if we have to go to a pet shelter or go stay with our friends. If we take any medicine, we also need to make sure

(Continued on Page 14)

Ransom golf tourney

(Continued from Page 5)

and the donation was \$5,000.

The 2003 tournament was once again very successful. We were able to donate the most ever with \$10,630 going to the Ronald McDonald House, \$3000 went to People's Place, and we sponsored a team in the American Cancer Society's Relay for Life. Ronald McDonald House has even named a patient room for the Swing for Ransom charity.

In 2004, we were able to help a family whose child was suffering from Leukemia with paying almost \$1,000 of their expenses, plus \$8,000 for Ronald McDonald House, \$1,000 to People's Place, \$1,000 to March of Dimes, and \$500 to the American Cancer Society.

In 2005, some of the proceeds were spent on a family who had financial needs in order for them to care for their 3-year-old child stricken with a fatal disease plus another \$5,000 to Ronald McDonald House, which has named 2 rooms for the for the Swing for Ransom charity.

This year's tournament scheduled for June 30 beginning at 9 a.m. at Jonathan's Landing Golf Course promises to be every bit as rewarding as all the years passed. We are looking for volunteers on the day of the event and for golfers to come out and support the great effort. For more information visit our website at swing4ransom@comcast.net or call Todd Hannah at (302) 242-8457.

It is with your dedication and support that we are able to raise funds and assist local children's charities. Without your willingness to give of your time, effort and donations, a child would not receive much needed help.

Well Ransom is now 13, our friend in Sussex County is doing great, Madison and Michael are little angels watching over us from heaven. Your continued support will help us see many more families through trying times. **9387**

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. KAREN LEWIS of the Division of Engineering was the only person to find her number and claim a movie tickets in May.



HAVE A SAFE SUMMER

(Continued from Page 9)

for injuries if you're not careful. The HSC recommends the following tips to make sure your backyard doesn't become an injury trap:

- ✦ Wear protective goggles and ear protection while using outdoor machinery to prevent sight and hearing-loss injuries.
- ✦ Keep all garden tools out of children's reach and store them with tines, blades or spikes pointing downward.
- ✦ Fuel mowers outside and only when the motor is completely cool. If necessary, store small quantities of gasoline outside the home in a detached garage or shed, tightly sealed in an approved safety container and out of the sight and reach of children.
- ✦ Start the mower outdoors to avoid raising carbon monoxide levels inside the home or garage.
- ✦ Store pesticides in their original containers and out of the reach of children, and only mix and store pesticides in containers not used for eating and drinking.
- ✦ Clear sidewalks and pathways of any toys and clutter to avoid any falls.
- ✦ Make sure all play areas are equipped with proper shock-absorbing materials, such as nine inches of wood chips, mulch or shredded rubber (according to the Consumer Product Safety Commission).

Make pet care plans now

(Continued from Page 13)

they get it. We also need to make sure they take our leash so we can go for a walk when we need to take care of business. Oh, and don't forget our favorite toys.

"Daddy" was telling "mom" that we really have to be well trained and obedient if we go to a pet shelter or to a friend's house. This rule would not apply to me; but everyone else needs to heed this rule. I am well-trained and obedient all of the time. (Just don't ask "daddy")

Another thing he said was that we all should learn to ride in vehicles. That's no problem for me because I get to ride to the beach a lot in the summer and go for ice cream in the winter.

Well, I just wanted all of my friends to know what I heard "daddy" talking about the other day. He really has a good plan for me and I want all other parents to have a good plan for their pets also. If anyone has any questions, they can talk to my daddy.

P.S. My daddy helped me with the computer part. I have trouble finding the right keys sometimes.



Safe Summer Day 2005

Safe Summer Day events at County Park June 17

By Wayne McCarty, Park Facilities Specialist

Kent County's Department of Public Safety and Department of Community Services will host the Eighth Annual Safe Summer Day event bringing safety and health-care professionals together for four hours to provide exhibits, information, interactive displays, and real-life practical concepts to Kent County residents and visitors of all ages on Saturday June 17 from 10 a.m. to 2 p.m. at Brecknock Park in Camden.

Each year we average from 1,000 to 2,000 visitors at the numerous activities including:

- The "NO-ZONE TRUCK" from Delaware Motor Transport Assoc., Inc. This truck has the ability to make a two-story house disappear.
- Great Safety Adventure from the Lowe's Home Safety Council. The Great Safety Adventure travels nationwide on two tractor-trailer trucks. Rover's 1,200-square-foot home opens up to become a living room, kitchen, bathroom, bedroom, and backyard. Rover is pretty cool. He helps visitors find common safety hazards, such as a pan on a stove, a plugged-in hair dryer placed too close to a sink, and dangerous poisons.
- My Family CD of Delaware (parent/child abduction prevention workshops and safety resources) will provide personalized CD's of your child.
- Delaware Solid Waste Authority will provide environmental resources and information.
- Delaware State Police and other local policing agencies will provide interactive displays such as K-9, Kick Butt, Roll-over, and many others.
- Delaware Office of Highway Safety, Risk Watch, and Safe Kids Coalition will provide car seat inspections and related safety information.
- Kent County's own Public Safety Dept. will present many health, safety, and homeland security displays and provide on-site emergency medical services.
- A patriotic salute and recognition for our military, national and local civil servants will take place at noon.
- Military and local fire companies with their equipment will be on hand to provide you with a first hand look at what they do to protect us.
- State Police and/or National Guard helicopter(s) may drop in for a visit (mission permitting).
- Fire Companies will be cutting cars in half as part of an on-site rescue.
- Some visitors may get wet (you know how those fire guys and gals are) when the fire alarm rings.
- Inflatable child tested units (super moon-bouncers) will be available for the youngsters.
- Pony rides may be available.
- Radio stations and a live DJ will be on site.
- Food will be provided at a very reasonable cost.
- Trash Can Dan, Buckle Bear, and many of their friends will be walking around.

Come early and join the fun and learn with your neighbors. All events are free.

SOME ANSWERS TO THOSE NAGGING QUESTIONS

By Allan Kujala, Personnel Director

Q. *Is it just me or do you find it irritating when employees use their County cell phone as a walkie-talkie right in the middle of your work area?*

A. Yes, yes I do. It is just plain rude. The person receiving the call speaks loudly so he can be heard and the caller likewise responds in a loud crackly voice. They really need to take it outside or into a hallway. I understand that the “walkie” feature is less expensive than making a normal cellular call, but it was surely not intended for interior communication—because it seriously interrupts the office environment. So if you have a walkie-talkie feature, do us all a favor, step away and take the call in the hall.

Q. *I gotta say I'm just disgusted by the chewing gum that employees are spitting on the sidewalk, parking lot, and grass areas just outside the employee entrance of the Administrative Complex. What can be done about this behavior?*

A. Unfortunately, I can't think of much except to simply ask employees not to do it. I hate to get gum on my shoe just like you do, and it must happen often because I am starting to see gum at the front door too. Both entrances have trash cans, so employees should deposit their gum in the trash. Keep in mind that if you dislike removing gum from surfaces, so do the County's facilities management crew. So, be kind and think of your co-worker when contemplating ejecting gum onto any surface.

Q. *I heard recently that the Deeds and Wills offices will be moving to the Administrative complex and our office might have to move else where. We just got here, why do I have to move? Why can't Deeds and Wills stay in the O'Brien building or go elsewhere?*

A. You must have missed the headline—the State of Delaware purchased the Robert W. O'Brien building from the County about a year ago and intends to knock it down for a new court administration building. Deeds and Wills have to move. The Administrative Complex is almost twice the size of the O'Brien building, so sufficient room exists to accommodate the two offices. In order to make these services more convenient for our citizens—the very ones who pay our salaries, a couple of offices may be required to move upstairs. While the situation may not be ideal, we all have to do our part to make this work. It is expected

that a final plan will be developed by Levy Court over the next month or two, since the State is talking about an end of the year demolition date. Stay tuned.

Q. *Is Friday risqué day at the County?*

A. If by risqué you mean “really dressed down”, the answer is no. For some staff members, casual Friday has apparently started to become very casual and that is unacceptable. Employees failing to follow the County's work attire guidelines can find them the subject of serious disciplinary action. Dress professionally—your customers expect it and the County demands it.

Q. *Speaking of work attire, what about socks?*

A. I strongly support socks and the wearing of them! The dress code for County uniforms requires socks and I think that means crew or ankle high socks—not those quarter socks that make it look like you are not wearing socks. The socks should be white or color coordinated to the shorts being worn. Socks are not paid for by the County as part of the uniform, just as underwear is not—but you need to wear that too. The guidelines are not as specific as I am being here, but when they were developed we assumed everyone would want to project a positive image for the County. If you don't care about the County, should you really stay here?

Q. *I heard a comment the other day that irritated me to no end. I was trying to explain how something the employee did impacted the work I do. She said “... that's not my problem.” Am I crazy for being upset?*

A. No. Every job at the County impacts the job of someone else. Even if not directly, the ill will of you doing your job poorly impacts each of us, by creating unhappy citizens. You may not believe how a paramedic performs impacts you, but it does because the good or bad feeling the patient has affects how they feel about Kent County and all the people working here. The same is true of the sewer worker, dispatcher, deed clerk, or planner. You should consider how your efforts make the whole County hum along. If you can make some else's work life easier by changing a process, it will be rewarded many times over. You ought to think outside of the box, but don't forget to look inside at the rest of us.