

A Newsletter Published by Kent County Levy Court for its Employees

April 2013

Employee of the Month: *Vincent V. Parsons*

The Kent County department heads have selected VINCENT V. PARSONS from the Department of Public Works as the April 2013 Employee of the Month.



Vince has been a Kent County employee since February 2011 and holds the position of Biosolids Technician I in the Division of Wastewater Facilities. His primary duties include managing the biologic solids handling process during his shift, the safe operation of equipment; implementing minor repairs to highly mechanized equipment; and ensuring the production of a high quality product desired by the farming community.

Vince actually started with the County as a temporary employee in the Facilities Management Division before being hired full-time as a custodian at the Administrative Complex. His dedication to the job and mechanical skills made him an ideal candidate for a new Maintenance Worker position at the wastewater treatment facility where he transferred in July 2011. About a year later, he was promoted to his current position in biosolids. Vince not only works diligently to keep the equipment operational and capable of producing consistently a high quality KentOrganite soils amendment but also improves the appearance of the offices and hallways.

According to Public Works Director HANS MEDLARZ, "Vince has an extremely positive attitude. He volunteers for every overtime opportunity and still has a great mind-set at the end of a double shift. He has taken it upon himself to learn the ins-and-outs of the biosolids process and can ably assist the Biosolids Supervisor with training new staff."

Congratulations Vince on a job well done!

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Levy Court reviews draft FY14 budget

By Allan Kujala, Personnel Director

Static growth and unpredictable State and Federal budgets greatly tempered the annual budget debate last month as Levy Court Commissioners wrapped up the review process and achieved consensus on a modest 2 percent cost of living adjustment for employees and retirees. The proposed Fiscal Year 2014 Kent County budget is slated to go to public hearing on April 23.

In addition to the COLA, Commissioners agreed to grant a half step (1%), the first such increase in four years, and a plan adjustment to get most employees back on a step in the payroll system.

Kent Connections is published for the employees and retirees of Kent County Levy Court using Microsoft Publisher® & Microsoft PowerPoint®. Comments, suggestions and story ideas should be addressed to: Kent County Personnel Office, 555 Bay Road, Dover, DE 19901, or given to Allan Kujala, Cathleen McLean, Yvonne Messina, or Margo Mangiamelo-Orlando. Or call the Personnel Office at (302) 744-2310.

Despite department requests for nine new positions and 16 reclassifications/hours change, Commissioners only moved 3 reclassifications in the Public Safety and Finance departments and one
(Continued on Next Page)

FY14 budget eyed

(Continued from Page 1)

new position in the Public Works Department along with a work week extension from 35 to 40 hours for Recorder of Deeds staff forward in the budget process.

The budget assumes the State will continue to fund 30% of paramedic operations and not cost shift any programs or expenses to the County as a result of the State budget adoption process. The plan also incorporates employee contribution increases for self and dependent dental coverage and adjusts contribution rates and funding mechanisms for health insurance.

The \$23.4 million general fund budget is essentially the same as the current amended budget plan year, but includes a slightly higher contingency and an additional \$100,000 contributed to volunteer fire companies.

The proposed Capital Expense Budget establishes a number of new line items intended to create a funding source for future equipment replacement in the seven-year old Administrative Complex, such as audio/visual hardware. The budget also includes annual set asides for long range or major capital projects like the proposed gymnasium, Brecknock Park Manor house

repairs, Hunn Recreation Area improvements, and major equipment replacement, such as routine computer storage capacity upgrades, paramedic cardiac monitors, and vehicle replacement.

The \$16.3 million Sewer Fund budget, which is financed by quarterly sewer fees (not property taxes), is about equal to the amended FY13 budget and includes assorted pumps and generators, a biosolids pug mill, mower, two replacement trucks, and a mini-excavator.

The \$8 million Sewer Fund Capital Budget includes \$2 million for aeration system improvements at the treatment plant, \$1.1 million for design and construction of the East Dover sewer system, \$1.1 million for design and construction of the Pickering Beach sewer system; \$800,000 for outfall relocation and storm-water management at the treatment facility, \$600,000 for future spray irrigation land acquisition, \$200,000 for a study of site specific water standards, and several other projects—construction of which are all subject to requested federal and state grant funding.

The overall \$43.3 million combined budget also includes funding for the 134 trash districts, 129 streetlight districts, landfill remediation, and various internal service funds.



Several Kent County employees participated in the annual fundraising campaign for the Muscular Dystrophy Association last month including County Administrator MIKE PETTIT de MANGE (far left) who volunteered to collect cash for the Soup and Sandwich lunch and jailbirds KATHY PHINNEY (center), ANGEL SHORT (above), BETTY LOU MCKENNA (left) and COLIN FAULKNER (not pictured) raising over \$2,000 in pledges for "bail money" at the "MDA Lock Up" hosted by Buffalo Wild Wings.

Employee Council elects new officers

By Allan Kujala, Personnel Director

Employee Council met for the first time last month following the untested February election and selected its leadership for the upcoming year.



Trudena Horsey
President

The group reelected TRUDENA HORSEY, Accountant II in the Department of Finance, as President; reelected DANIELLE LAMBORN, GIS Specialist in the Department of Planning Services, as Vice-President; re-

lected YVONNE MESSINA, Personnel Technician II in the Department of Administration, as Treasurer; and elected BEVERLY HAY, Account Specialist II in Comptroller's Office, as Secretary.

The remaining members of Employee Council are PAT ORONA from the Deeds Office, MARTI STANSBURY of the Department of Planning Services and recently



Danielle Lamborn
Vice-President

elected DAVID WHITNEY, Projects & Training Coordinator in the Department of Public Works.



Yvonne Messina
Treasurer

The new Council got right down to work by discussing various upcoming fundraising opportunities. The group must raise a large sum to pay for the annual Holiday Social set for December 14 at the Elks Lodge for the first time and the annual Employee Holiday Luncheon slated for December 11. They also debated what type food (barbecue or picnic fare) to serve at the annual Employee Appreciation Picnic typically held in June.



Beverly Hay
Secretary

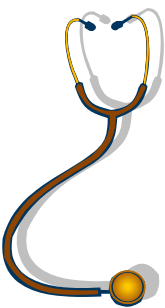
In addition to selecting the Employee of the Year, organizing the Employee Picnic, Holiday Social, and Holiday Luncheon, the Employee Council regularly provides input to the County Administrator and Personnel Director on issues.

Insurance premium spike prompts change

By Allan Kujala, Personnel Director

After two years of 0% increases, it was inevitable that health insurance premiums would rise in the upcoming plan year. But the 18% spike proposed by Highmark Blue Cross Blue Shield Delaware last month was not expected and is not sustainable in the County budget.

The Request for Proposals sought alternative insurance plans, and Blue Cross offered a Modified Health Reimbursement Account with Exclusive Provider Organization option for consideration. Levy Court



embraced the proposal and incorporated the alternative plan into the proposed FY2014 budget.

Transition to the new HRA/EPO option should be seamless for employees and non-Medicare eligible retirees. There is no change in coverage for the Medicare supplement (Medigap), except the premium.

The new EPO plan eliminates the PPO and HMO options, which means there will be some differences. Employees will no longer receive partial coverage for non-Blue Cross network treatment (the PPO option had covered 75% of out-of network services). As long as the doctor, specialist, or facility accepts Blue Cross, *(Continued on Next Page)*

FY2014 DEPENDENT RATES*	SPOUSE COVERAGE	CHILD(REN) COVERAGE	FAMILY COVERAGE
Blue Advantage (HRA/EPO)	\$320.00/month	\$134.95/month	\$452.18/month
MEDICARE SUPPLEMENT	\$171.31/month		*Pending FY14 budget approval



ON THE MOVE...

New Hire



RAFAEL S. SEFIL
Custodian
Grade 3
Department of Public Works
Facilities Management Division
03/25/2013

Promotions

ELIZABETH A. PERRY
Custodian Supervisor, Grade 7
From Custodian, Grade 3
Department of Public Works
Facilities Management Division
03/14/2013



JOHN F. CALLAWAY
Maintenance Mechanic II, Grade 8
From Maintenance Mechanic I, Grade 6
Department of Public Works
Wastewater Facilities Division
03/27/2013

Milestone

RICHARD M. ALLEN
5 years
Paramedic II
Department of Public Safety
Emergency Medical Services Division
03/14/2008



FIND THE

*Stay informed and earn the chance to win a free movie ticket compliments of Employee Council by reading Kent Connections every month. Look for the last four digits of your Social Security number somewhere in the current newsletter and be the first or second to contact the Personnel Office at 744-2310. RICHARD SCHLAUCH in the EMS Division and JASON GARY in the Wastewater Facilities Division spotted their numbers and won a movie ticket each last month. It is easy to win, just read the Kent Connections—your employee newsletter! **4692***

NUMBERS

EPO replaces PPO/HMO

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coverage will be provided. The HMO option mandated a referral from the primary care physician to any specialist, but that requirement is eliminated under the EPO.

Levy Court has agreed, subject to budget approval, to set the employee-paid dependent premium at the current HMO-High option rate, which means existing PPO premiums will decrease, but the HMO-Low dependent premium will increase. The County will continue to pay the full cost for employee only premiums and contribute 60% toward dependent premiums, but is eliminating medical cash back (\$35/\$50). Eligible employees and retirees waiving County health benefits due to equal or better coverage elsewhere will continue to receive to \$100 cash back each month.

The HRA component of the new plan will not effect employees directly, but will require the County to self-insure the first \$10,000 of claims for each individual (maximum of \$30,000 per family) for hospital stays including semi-private room & board, physician & surgeon services, and related professional services, laboratory services, imaging services, high tech radiology (MRI, etc.), chiropractic care, radiation therapy and chemotherapy, outpatient surgery and anesthesia, ambulatory surgical center, maternity and related services, mental health inpatient and intensive outpatient care, inpatient private duty nurse, durable medical equipment, skilled nursing facility, and home health care.

In addition to any expenses over \$10,000 for services listed above, Blue Cross will pay first dollar (all costs), after the normal \$10/\$20 co-pays, for preventive medical services, primary doctor's office visits and treatment, specialist care, and mental health office visits, emergency services such the emergency room and urgent care centers (\$100/\$20 copays), as well as prescriptions at the current \$10 generic, \$25 brand name, \$50 non-formulary co-pays with a 90 day supply costing twice the co-pay.

Final Levy Court approval of the HRA/EPO option is anticipated in April with Open Enrollment scheduled for the month of May. New enrollment forms for all employees is not expected, but new cards will be issued. **3937**

Students to mock Levy Court in April

By Kia Evans, Public Information Officer

Smartly dressed high school students will be roaming the halls of the Kent County Administrative Complex beginning at 8:00 a.m. on April 11 for the annual "Youth in Government Day" program. The event brings together high school juniors from across Kent County to learn about the services County government offers and how it operates.

Students will tour the Kent County Administration Complex and the Emergency Services Building, including the 9-1-1 Center, and participate in a mock Levy Court Business meeting where they will portray County Commissioners and consider local hot button issues such as an employee dress code.

During the lunch break, students will meet with Kent County Revolutionary War Officer Colonel Allen McLane and President George

Washington, portrayed by local historical interpreter Tom Welch, to learn about life and events of colonial era Kent County.

This year Youth in Government Day falls during National County Government Month sponsored by the National Association of Counties, which encourages counties from across the Nation, to unite and raise public awareness about the roles and responsibilities of county government.

This year's National theme "Smart Justice – Creating Safer Communities" seeks to draw attention to the importance of Counties conducting business in a manner that is cost efficient and transpar-

ent to the constituents they serve.

The day will conclude at about 2:30 p.m. with a mock marriage ceremony presided over by Clerk of the Peace LORETTA WOOTTEN with students portraying the bride and groom. Wedding cake will be served.



Few growls heard at dog licensing deadline

By Kia Evans, Public Information Officer

Very few yelps and growls were heard as the dog licensing deadline passed last month, but business was brisk enough to leave workers panting.

Dog licensing and dog control responsibilities were transferred by the State to the counties about three years ago, and the licensing component was brought in-house this past fall at significant cost savings.

KATHY PHINNEY, Senior Secretary in the County's Administrator's Office, was assigned licensing duties and was able to manage the process right up until the final month when up to two dozen dog owners a day would appear to present rabies vaccination documentation,

pay the fee, and collect their dog tag.

Extra help was provided during the last few days before the deadline by ROSE WURZEL, YVONNE MESSINA, and MARGO MANGIA-MELE-ORLANDO.

"Our office was extremely busy right up to March 1," said Phinney. "But being able to listen to the stories of pet owners makes my job worth it. This was our first year, but I think we stayed on top of it and the people seemed to appreciate that this service was available here in the County building."

Dog License applications are available on the County website and can be submitted by mail as long as it is accompanied by a copy of the dog's current rabies certificate, proof of being spayed or neutered, along with a check or money order. The licenses will be processed and returned within 2-3 business days. The rabies vaccinations must be valid at the time the appli-

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EMPLOYEE OF THE MONTH—INSIGHT

Name: VINCE PARSONS

Job: Biosolids Technician I

Years with the County: 2 years, 1 month

Education: High School Graduate

My role as a County employee: Working within the Department of Public Works in the water treatment plant, operating filter presses, boilers and thermal dryers. Processing waste into a useable product.

What keeps my job interesting: No two days are ever the same!

What gives me a sense of accomplishment on the job: Knowing that I have given 100% no matter what task has been given to me and that I'm there when people need me.

Professional advice I would like to offer to other County employees:

Hard work does pay off so always work as hard as you possibly can.

Family: Married for 28 yrs to a wonderful wife named Roxanne. We have 2 children who are a blessing to us; a son named Vince Jr. (24) and a daughter names Olivia (13).

Civic involvement: I am involved with my church youth group.

After work I enjoy: Cooking, BBQ's , spending time with family and astronomy.

Favorite new movie: I prefer old movies like Alfred Hitchcock, A Christmas Carol and Dracula.

Favorite All Time movie: Star Trek

Favorite TV show: The original Twilight Zone

Favorite sport: Football

Favorite music: Christian & Classic Rock

Favorite Kent County restaurant: Olive Garden

Favorite Kent County event: The Peach Festival

Three people (living or dead) I'd invite to dinner: My Mom, Bob Ross and Abraham Lincoln

I'm most proud of: My Family



Pet peeve: Laziness

If I've learned one thing in life, it's: Never take anything for granted and don't ever give up.

Life goals and values important to me: Being the best person that I can be and being a positive role model for my children and those around me.

Characteristics and values important to me: Honesty, dedication and persistence.

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

Personal goals I have accomplished or would like to accomplish: I would like to make it over to see our sponsored child, Salome who lives in Kenya.

If I could have been in any profession of my choosing, I would have been an: Astronaut.

If I could have two wishes, they would be: For my children to have all their dreams come true and to end world hunger.

You'd be surprised to learn that I: Have a tarantula and scorpion living at my house.

The most adventurous thing I've ever done is: Owned my own business. **9785**

Dog licensing deadline

(Continued from Page 5)

cation is applied for. Phinney notes that under Delaware law, all dogs, 6 months of age or older on or before March 1, must be licensed within the county in which they reside. Licenses can be purchased for either one or three years.

Currently, the license fee for spayed/neutered dogs for 1 year is \$10 or 3 years for \$25. A Non-spayed/non-neutered dog license fee for 1 year is \$15 or 3 years for \$37.50. Seeing eye, lead or guide dogs or dogs that have previously served in a branch of the United States armed forces must be licensed, but are exempt from the licensing fee. **0312** **8842**

FROM THE STACKS

By Hilary Welliver, County Librarian



Support your local author(s) in April

Maria V. Snyder's best-selling debut novel, *Poison Study*, is the featured title of the 2013 *If All Kent County Read the Same Book* program. Libraries throughout Kent County will host in-house book discussions featuring *Poison Study*.



Kent County Public Library offers two opportunities to discuss the book in April: Saturday, April 6 at 1 p.m., and Thursday, April 11 at 5 p.m. Copies of *Poison Study* are available at the library's front desk and on the bookmobile; participants need attend only one book discussion.

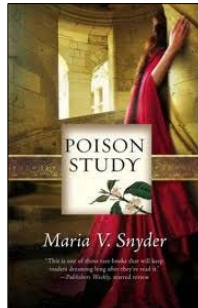
The highlight of the month-long series will be an invitation to an exclusive meet-the-author event, where book discussion participants will have the opportunity to meet New York Times bestselling author Maria V. Snyder and pepper her with questions! The public will also have an opportunity to meet Ms. Snyder at during National Library Week at *Authors and Audiences*, Kent County Public Library's annual showcase of local and regional writers and illustrators on Saturday, April 20, at 2 p.m.

This is the first year for *If All Kent County Read the Same Book*, which is reaching out to the community to encourage teens and adults throughout Kent County to read the same book and participate in dialogue regarding the novel. Independent book groups are encouraged to register with their local library so they can receive information about all the related events. Dover, Harrington, and Smyrna libraries are also hosting book discussions as part of *If All Kent County Read the Same Book*.

About the book

Poison Study is a fantasy novel written by Maria V. Snyder and the first in the *Study* series. It is the story of a nineteen-year-old felon, Ye-

lena, who after spending just less than a year in a dungeon awaiting execution is given the choice to live -- on the condition that she becomes the Commander's Food Taster.



Valek, assassin and right hand man to the Commander, feeds Yelena Butterfly Dust, a powerful poison, to prevent her escape. If Yelena doesn't receive a daily dose of the antidote, she will die. When a plot against Valek and the Commander is discovered, Yelena possesses a skill set unique in the kingdom which could confound the traitors' plans.

Can Yelena's enforced loyalty, necessitated by her dependency on the antidote, be relied upon or coerced?

The books are in! Pick up your copy and join the dialogue!

Meet authors on April 20

The third annual *Authors and Audiences* event will be held on Saturday, April 20 at 2:00 p.m. at the Kent County Public Library during National Library Week.

The annual showcase of local and regional writers and illustrators will provide a singular opportunity to meet and support local, regional, and national authors. Authors participating this year include: J. Alex Blane, Maxine Browne, Weldon Burge, Michele Chynoweth, Liz DeJesus, First State Chapter IAAP: Kishma George, Letisha Galloway, Natasha Simms, Rodney Davis, James Milton Hanna, LS King, Jowana Lamb, Nancy E. Lynch, Janet Scott Mcdaniel, Viney Loretta Moore, TJ Perkins, Jeremy G. Preston, Judith Reveal, Reese Rigby, Carrie B. Robinson, Barbara Anne Rose, Christy Shaffer, Maria V. Snyder, Lottie Stiffel, Judi Thomases, Marilyn Tyner, and Kimberly A. Williams. The authors' books will be for sale.

Levy Court sets \$3 dental benefit premium in FY14

By Allan Kujala, Personnel Director

County employees and eligible retirees have enjoyed a no-cost dental benefit for more than 20 years, but an overlooked provision of the federal Patient Protection & Affordable Care Act will bring that to an end with the current fiscal year.

The PPACA regulation requires self-insured dental plans, like Kent County, to charge a “nominal premium” for coverage and allow enrollees the ability to opt out of the program.

As a self-insured program, County budget writers estimate expenses based upon prior claims paid and that figure has consistently been about \$31 per month per employee. The



dependent coverage premium was set at the same rate, also based upon claims paid, but that has steadily increased over the past two years. As a result, Levy Court Commissioners agreed to increase dependent dental to \$35 per month.

Levy Court also decided to set the “nominal” individual dental benefit premium at \$3 per month. Along with the new individual and higher dependent premium, Commissioners agreed to increase the annual maximum benefit to \$1,500 per calendar year per enrollee.

Unless an employee or retiree chooses to opt out in writing the new \$3 individual premium and \$35 dependent (\$38 for both) will be deducted beginning June 1. Health and dental premiums are collected one month in advance.

For more information about the County's dental benefit contact the Personnel Office at 744-2310.

KENT COUNTY BIRTHDAYS



APRIL

- 01 Gale Maas, Administration
- 01 Mari Fabres, Public Works/WWF
- 03 Terri Misiewicz, Finance-Accounting
- 03 Joshua Norris, Public Safety/Emer. Comm.
- 04 Tami Edwards, Finance-Assessment
- 06 Katie Ridgway, Public Safety/Emer. Comm.
- 07 Marty Hayes, Clerk of the Peace Office
- 07 Jason Gary, Public Works/WWF
- 09 Karen Cooper, Finance-Tax
- 10 Mark Horton, Public Safety/EMS
- 11 George Kuerner, Public Works/WWF
- 11 Craig Harvey, Public Works/Engineering
- 14 John Mieczkowski, Public Safety/EMS
- 15 Sarah Keifer, Planning Services Director
- 16 Donna Zerhusen, Finance-Accounting
- 16 Michael Bishop, Public Safety/EMS
- 17 Rose Wurzel, Administration-Economic Dev.
- 17 Rodney Smith, Planning Services/Planning
- 18 George DeBenedictis, Planning Services/I&E
- 24 Michael Hudson, Public Safety/EMS
- 25 Robert Watts, Public Safety/Emer. Comm.
- 27 Richard Mosley, Public Works/WWF
- 28 Daniel McLaughlin, Public Safety/Emer. Comm.

- 29 Keith Mumford, Director of Comm. Services
- 30 Darren Jones, Public Safety/EMS

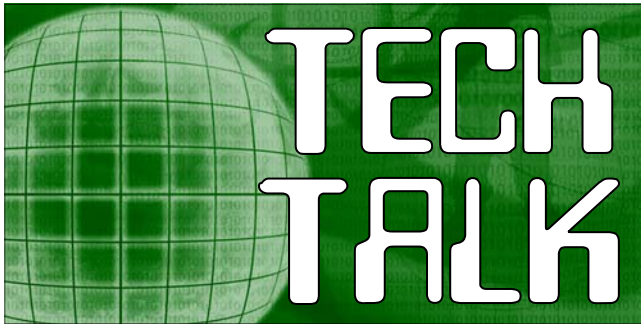
MAY

- 01 Jill Johns, Planning Services
- 01 Wm. Patrick Herrman, Public Safety/EMS
- 03 John Messina, Community Svcs/Parks & Rec.
- 04 Justin Hurley, Public Works/WWF
- 05 Jack Loftin, Public Safety/Emergency Comm.
- 10 Audrey Stanford, Finance-Assessment
- 11 David Richter, Public Works/WWF
- 12 Dale Jones, Planning Services/I&E
- 13 Shaun Wellwood, Public Works/WWF
- 15 Patrick Quillen, Comm. Services/Parks & Rec
- 15 Sheila Ross, Finance-Assessment
- 17 Michele Howard, Planning Svcs/Planning
- 19 Terry Gentry, Public Works/Facilities Mgt.
- 20 John Callaway, Public Works/WWF
- 21 Robin Andino, Public Safety/Emer. Comm.
- 22 Glen Howell, Levy Court Commissioner
- 22 Robert Brooks, Public Works/WWF
- 22 Richard Washington, Public Works/WWF
- 24 Mary Ellen Gray, Planning Svcs./Planning
- 26 Larry Warner, Deputy Sheriff
- 28 Keith Powell, Public Works/WWF

Wearable technology on the horizon

By Mary Hazelwood, Network Specialist

Many of us have a tech gadget on them at all times—a smartphone in their pocket or a tablet in their backpack. But these gadgets may soon come



out of hiding. The tech world is predicting consumers won't just be using the latest gadgets—they will be wearing them. Wearable technology is a category of technology devices that can be worn by a consumer and often include tracking information related to health and fitness. Other wearable tech gadgets include devices that have small motion sensors to take photos and sync with your mobile devices.

In the 1980s, Casio came out with calculator watches, while the 1990s and 2000s saw a number of attempts to sync wrist pieces with the PC. Finally, we're starting to see real, useful watches that work with our phones and the cloud to help us stay connected, fit and informed. One example of a watch like this is the Pebble. Shown for the first time at Consumer Electronics Show 2013, the Pebble was born out of a Kickstarter project. Sleek, thin, and colorful, the \$150 Pebble syncs with both Android iOS handsets to showcase e-mail and social-networking updates. Its e-ink style LCD displays caller ID too, supports multiple watch faces, and is readable in direct sunlight.

Then, there are wristband-style gadgets that connect to iPhones and Android phones to track stats such as your heart rate, the number of steps you take and the quality and duration of your sleep. Several examples are the Fitbit Flex and the Basis Band. Both are meant to be worn all day long. The appropriately named Flex is a soft bracelet encased in a rubbery skin. The idea

is that it's malleable enough to stay firmly wrapped around your wrist but be comfortable enough to wear around the clock. The MSRP is \$99.95 The Basis Band is a continuous heart rate monitor that doubles as a digital watch and sells for \$199.

Google Inc. has been testing augmented-reality eyeglasses that feature cameras and use voice recognition. Google Glass is a pair of glasses with an integrated heads-up display and a battery hidden inside the frame. Wearers can record what they're seeing in real life and broadcast it over a Google+ Hangout, perform a quick Google search and send a hands-free voice message with the glasses. They can view data such as directions and weather on a tiny screen connected to the device, and tell the glasses to take a photo. Google is currently selling its prototype to companies for \$1500.

Bluetooth headsets aren't terribly attractive, and holding your phone up to your ear is inconvenient. But thanks to a pretty pendant necklace from Novero, you no longer have to choose between style and convenience. Available for \$348 at AhaLife.com, the necklace features Bluetooth 2.1, a MicroUSB charger, and 4 hours of talk time or 100 hours of standby time. The necklace has an open design, with the earpiece hanging down next to the pendant. If you get a call, simply tap a small button on the pendant, swing the earpiece up and into your ear, and start talking away.

The idea behind wearables is to integrate technology into everyday basics. Bringing tech into the fold, developers say, will create a more seamless experience with technology that involves fewer devices to carry around and less time rummaging through your purse or pocket. Although wearables are still a ways from widespread, mass-market adoption, analysts say they could one day replace smartphones altogether.

**Dog Control Problem?
Call Safe Haven at (302) 674-8686**





Across The Hall

INSIGHT INTO THAT OTHER DEPT/DIV/OFFICE

Aeropark Development Authority

Purpose: To develop, promote and administer the Kent County Aeropark, which consists of over 100 acres of industrially zoned land along Horsepond Road in Dover adjacent to Dover Air Force Base.

Meetings: As needed, but at least quarterly, in the Administrative Complex

Supporting Department: Administration

Chairman: Joanne Masten, 1st District

Members: Michael Bundek, 3rd District; William Hare, 2nd District; Ronald Hinsinger, 4th District; Ronald Parker, 6th District; K.C. Sheth, At-Large; and Richard Vetter, 5th District.

Primary supporting staff: JAMES WADINGTON and ROSE WURZEL

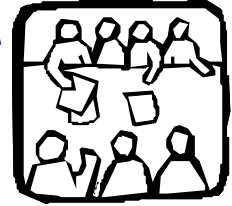
Major Tasks: Promote and actively seek tenants for the Aeropark; Develop land leases and recommend costs and terms of such; Create developments standards to ensure a high quality industrial park; Maintain the industrial park's assets.

Interesting Facts: The Authority is currently focused on the proposed construction of a Air Cargo ramp at the adjacent Civil Air Terminal and stimulating additional economic development there. Although formed in the early 1990s, the Authority had remained largely inactive for the past 10 years. **5398** **1703**

High Praise

Kudos to Environmental Program Manager JAMES NEWTON, P.E. for earning the Envision™, Sustainability Professional certification from the Institute for Sustainable Infrastructure after passing their certification examination. He can now use the "ENV SP" designation. *Outstanding!*

EMPLOYEE COUNCIL NEWS



By Beverly Hay, Employee Council Secretary

A very special "Thanks" goes out to DOROTHY CHEATHAM and AUDREY STANFORD for all their hard work and dedication to the Employee Council during their years of service! Some of us have some big shoes to fill! Let them know how much you appreciate them next time you see them in the hall! They did an outstanding job!

The new members on Council, Beverly Hay, Comptroller's Office and Dave Whitney, Wastewater Facilities Division, attended their first meeting in March. After a couple of years with all females and all Administrative Complex staff on Council, everyone is looking forward to some heavy lifting by Dave and more participation from the treatment facility near Frederica.

The Employee Council held its annual election of officers at the March meeting and congratulations are in order for President TRUDENA HORSEY; Vice-President DANIELLE LAMBORN; Secretary BEVERLY HAY and Treasurer YVONNE MESSINA.

We hope the employees enjoyed the recent breakfast socials! Look for them again in the future! A BIG thank you goes out to JOHN ZISTL in the Assessment Office for assisting in the cooking!

April showers bring May flowers. Are you looking forward to the warm weather and spring flowers? I know I am! Look for these events to be popping up in April!

A *Flip-Flop Basket* filled with goodies for the upcoming warm weather. Raffle tickets are one for \$3, three tickets for \$5 and 10 tickets for \$10 See DANIELLE LAMBORN or MARI STANSBURY for chances

April Showers Raffle - How lucky do you feel? This raffle is worth \$250!! Tickets are one for \$2 or 3 for \$5. Look for the flyers!!!!

*Thank you for your continued support of Employee Council fundraisers!! **1054***

Help Preserve the Earth April 27

By Wayne McCarty, Parks Facilities Specialist

Blaze a new trail this spring by joining friends and neighbors for the 18th annual Kent County observance of Earth Day by helping to cut a new



Volunteers began blazing a trail at the Hunn Recreation Area last fall.

trail within the interior of the Hunn Recreation Area near Dover.

This a continuation of the County's most aggressive volunteer project yet. It will require many volunteers willing to do some hard work. Along with developing a new trail, a number of trees will need to be planted along an existing trail on Saturday, April 27, from 9:00 a.m. - 2:00 p.m. (rain-or-shine).

The Park and parking area for this project is located at 1624 Sorghum Mill Road, Dover, Delaware 19901. From the North Gate of Dover AFB, go West on Rt. 10, turning south (left) on Sorghum Mill Road.

NEW BABY BOY

Congratulations to J.R. SHORT (Dispatcher II), and Damianna Torres on the birth of their son, Austin Lee Short. He was born on February 28, 2013 at 7:58 a.m. weighing 8 pounds, 15 oz. and measuring 20.5 inches. Austin was welcomed home by big sister, Aubrey Marie. Best wishes.

There will be something for all ages and abilities to do from Trail Blazing, Tree Planting to Site Clean-up (removing discarded household items, trash, and unwanted vegetation). Volunteers will be working under the supervision of "Team Leaders" and Parks staff. All participants under the age of 14 years must be accompanied by a pre-registered adult parent or guardian volunteer.

The funding for the trees is being provided by Kent County Levy Court and The Memorial Tree Fund from Trader Funeral Home of Dover.

Participants should bring work gloves, hard-soled, lace-up shoes or boots (no sneakers, please). If you are volunteering to plant trees, also bring a round-point shovel, if available. Be sure to dress appropriately for outdoor work and the weather. A handicapped-accessible restroom, hot and cold drinks, and snacks will be provided to all volunteers.

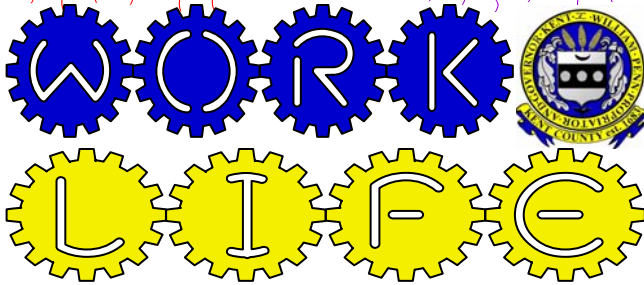
To register as a Volunteer and for more information about this special public event, call WAYNE McCARTY at 744-2489. Volunteers may also register on the day of the event at the Project Site. All registered volunteers will receive a certificate of appreciation and possibly other appreciation gifts (sponsors pending and welcomed).

Please join Kent County Community Services on Earth Day at Kent County's Hunn Recreation Area. Come celebrate and enjoy the experience of leaving a place better than you found it.

Discount Movie Tickets

Discount movie tickets to Dover Mall's Carmike Theaters are for sale in the Personnel Office.

The limited number of discount tickets cost **\$7.50** each, and can be used for any movie on any day or time except 3-D and special engagement films.



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

I take great pride in being a Kent County Levy Court employee and am also extremely grateful for all the benefits that are available – from the considerable amount of paid holidays, sick time, and vacation time available to pension planning and medical benefits.



I have personally had to make use of FMLA (Family Medical Leave Act) time and medical benefits for my husband almost three years ago, when he was diagnosed with a major artery blockage and required double bypass surgery. During open enrollment, I added him to my medical plan as his employer did not have medical coverage as comprehensive as the County's and in comparison cost-wise, we were paying more for his coverage thru his employer. I am confident that had we not made this transition with his healthcare coverage that we would still be paying medical bills. I also enjoy the different types of people that we get to interact with and meet - both internal and external customers. Most of them are pleasant and very appreciative of the various discounts that are available on their taxes. I have made some true friends while working for the County as well and I wouldn't trade them for the world. I consider myself very fortunate indeed. — KIMM DIXON, Cashier



MARK YOUR CALENDAR



April 4, 2013 - Blood Pressure check at the Wastewater Treatment Facility from 2:00 - 4:00 p.m.

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

April 10, 2013 - Cigna Employee Assistance Program Webinar: "Dreaming of a good night's sleep" at 2:00 p.m. See flyer for information

April 10, 2013 - L&W Insurance representative available to answer health insurance questions from 2:00-3:00 p.m., Administrative Complex, Room 213.

April 12, 2013 - Employee Council Raffle "Spring Basket". Be sure to get your tickets

April 16, 2013 - Employee Council Cash Raffle for \$250. Be sure to get your tickets.

April 17, 2013 - Cigna Employee Assistance program Webinar "Go you Go Green" at 2:00 p.m. See flyer for information

April 24, 2013 - Administrative Professional Day. Thank your AP.

May 1-31, 2013 - Employee insurances Open Enrollment. Visit the Personnel Office to complete forms to make changes to health, dental or optional life insurance coverages effective on July 1. Also only time to enroll and re-enroll in Flexible Spending Account and add/change AFLAC insurances.

High Praise

Congratulations to LESLIE PERSANS, Asst. Director of Planning Services—Inspections & Enforcement Division, upon her recent reappointment by Gov. Markell to the State of Delaware Manufactured Home Installation Board for a three-year term. *Applause!!!*
Give a Gold Star to KEVIN SIPPLE, SCOTT BUNDEK, and all the 9-1-1 dispatchers for an e-mail from Carlisle Fire Company Past Fire Chief Bill Carpenter thanking the group for all the assistance provided during his 3-years as chief. *Keep up the good work!!*

Welcome to Levy Court!



Name: RAFAEL SEFIL



Job: Custodian

Date Hired: March 25, 2013

Education: Associates Degree

What I like most about my new job: Working for Kent County.

Greatest accomplishment: Coming to the United States.

Greatest challenge or obstacle: Learning to speak a little Spanish.

Future goals: To get my citizenship.

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

If I had it to do over, I would have done this differently: Started my career with Kent County sooner.

I'm most relaxed and happy when I'm doing this: Working.

Family: 2 Sisters that live in the area.

Most recent movie enjoyed: Batman

Favorite TV show: The Ellen Degeneres Show

Favorite sport: Baseball

Favorite meal: Any

Favorite music: Country

Who has had the most impact on my life: My mother.

A dream I have is to: Have a Happy Family.

If I won a million dollars I would: Donate money to an orphanage.

You'd be surprised to learn that I: A family member of mine runs a small business.

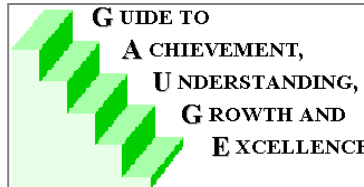
The most adventurous thing I've ever done is: Gone on a Camping Trip.

Three words that describe me: Friendly, humble, and quiet.

Employee performance evaluations due May 31

By Allan Kujala, Personnel Director

It is vitally important for supervisors to discuss job performance with employees on a regular basis. How else will staff members know what to expect when the annual performance appraisal using the G.A.U.G.E. system rolls around each spring?



The evaluation process can be enlightening and empowering if handled correctly. The GAUGE format has been used successfully to identify areas in need of improvement as well as areas of consistently outstanding performance. The thought provoking format has been praised as more objective than previous programs because scoring is better understood by both parties—the employee and the appraiser.

The comprehensive performance appraisal system rates each employee on “Core Value Competencies”, such as customer service; ethics and integrity; job knowledge and skills; professionalism; and self-management.

The system also rates each employee on “Performance Essential Competencies”, such as communication; development of self; initiative; interpersonal skills; quality of work; and teamwork. Each employee is further rated for performance in a specific skill group, such as Clerical, Maintenance/Trades, Technical, Professional, Supervisory and Management.

The levels of performance achievement are divided into five areas - Ineffective, Somewhat Effective, Effective, Highly Effective, and Exceptional. An employee would typically score at different levels in each competency. It is designed to be virtually impossible to score a “5”.

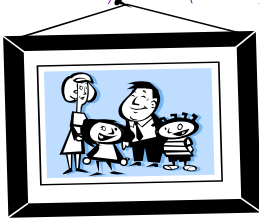
The GAUGE evaluation forms are on the County's intranet on the V: drive, in the County-Info folder, in Forms file under GAUGEappraisal-form.doc. For more information, call 744-2310.

IN NEXT MONTH'S ISSUE

- > *Who's Kent County's Favorite Administrative Professional?*
- > *What's in the adopted FY2014 County budget?*
- > *What's improving at the Emergency Services Building?*
- > *What's up with Open Enrollment?*

Bragging Rights

Share your family photos, stories, & more



McKenna's great grandson certified
Christopher "Grant" Clark, great-grandson of Recorder of Deeds BETTY LOU MCKENNA, received his "Personal Trainer" certification last month from Delaware Technical Community College - Corporate and Community Programs. Grant has been actively working toward this goal in the field of fitness for over two years and hopes to gain employment using his training

Nesbit's son entering service in May
DAVID NESBIT, Paramedic II, reports that his son Dalton will be joining the U.S. Navy in May and shipping out to San Diego for boot camp. David is very proud his son is continuing the legacy of serving our Country.

Golt's daughter in Odyssey of Mind
Rhiannon Golt a 6th grader at William Henry Middle School and daughter of DIANA GOLT, Assistant Director of Public Works participated in "Odyssey of the Mind" last month in Georgetown and their team placed 4th in the competition.

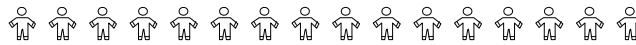
Sweeney's daughter recognized
Amy Jenson, daughter of Levy Court Commissioner JODY SWEENEY, was awarded the "Spouse of the Year Award" for the McConnell Air Force Base Maintenance Group in Wichita Kansas, which includes three squadrons. She earned this recognition by working with other spouses and families to integrate the Air Force into their lives, welcoming new Air Force families, and providing support for those spouses and families. She was also awarded the Fisher Distinguished Civilian Humanity Award for the 25+ Air Mobility Command Air Force Bases in the mid-west. The award exemplifies "qualities of patriotism, generosity, and selfless dedication to the members of the armed forces through an outstanding humanitarian act of service." Amy her husband Chad Jensen, a Chief Inspector, and sons Cole and Cannon, have been stationed at McConnell for three years.



HOW TO BE EXCEPTIONAL

INITIATIVE—a. Define new assignments based on personal observations and work with supervisor to modify them if necessary; b. Work independently and expertly outside scope of assigned responsibilities without instructions; c. Work tirelessly and attentively until task is completed..

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



Kent Co. Employee Obsessions

Take a minute to visit the display case on the first floor of the Kent County Administrative Complex featuring a unique arrangement of novelty salt and pepper shakers collected over the years by Wills Clerk II PAT UHEY.

Got an interesting hobby or like to collect limited edition baubles? Then show off your talent for amassing things. Contact the Personnel Office. **9226** **9736**



Monthly statistics from Kent County Department of Public Safety

2013	FEB	JAN	'13 YTD
9-1-1 calls	6,055	7,003	13,058
# calls by Cell Phone	4,307	4,885	9,192
Fire incidents	398	505	903
Ambulance incidents	1,712	1,951	3,663
Paramedic incidents	934	1,062	1,996
# Patients to hospital	515	599	1,114
# Patient DOA	20	15	35
# Patient refuses care	36	42	78
# Patient release/BLS	70	85	155
# Response cancelled	241	273	514



Shelby Burd



Mari Fabres



Cynthia Goldsboro



Jennifer Graham



Jill Johns



Evelyn Jopp



Libby Kelley



Charlotte Lindquist



Gale Maas



Barbara Miller



Christina Morton



Kathy Phinney



Angel Short



Nicole Vautard



Patty Virdin



Rose Wurzel



Jayne Zeranski

County administrative staff to be honored in April

By Margo Mangiamele-Orlando, Personnel Technician I

Wednesday, April 24th is an extra special day and every office assistant knows why. It is Administrative Professionals Day, and the Personnel Office will once again coordinate a show of appreciation for the clerical staff by all Kent County Employees.

Photographs of all the hard working and dedicated secretaries employed by Kent County will be on display in the Kent County Administrative Office Complex lobby to introduce the public to the most important person in each County Office.

Finally, the Kent County employees will choose their favorite administrative professional and that special person will receive a special price package.

The employees nominated for Kent County's Favorite Administrative Professional include: SHELBY BURD, Finance; MARI

FABRES, Wastewater Facilities; CYNTHIA GOLDSBORO, Sheriff's Office; JENNIFER GRAHAM, Emergency Medical Services; JILL JOHNS, Planning Services; EVELYN JOPP, Administration; LIBBY KELLEY, Planning; CHARLOTTE LINDQUIST, Sheriff's Office; GALE MAAS, Administration; BARBARA MILLER, Engineering; CHRISTINA MORTON, Inspections & Enforcement; KATHY PHINNEY, Administration; ANGEL SHORT, Community Services; NICOLE VAUTARD, Emergency Management; PATTY VIRDIN, Planning; ROSE WURZEL, Economic Development; and JAYNE ZERANSKI, Public Works.

The Nominations were limited to those fulltime Kent County clerical employees with the position title "Administrative Secretary", "Senior Secretary", or "Clerk". Other employees may perform similar duties and their efforts are greatly appreciated.

DISABILITY, FMLA & WORKERS COMP, INTEGRATED

Q. I appreciate the information presented in last month's Q&A about the County's death benefits. It got me to thinking about how an employee would deal with a serious long term disability caused by an injury, exposure, cancer, or similar ailment. Can you explain how that issue is handled?

A. *Excellent question. Interestingly, during my 16 years here, the number of long term disability insurance participants nearly mirrors the number of untimely deaths. Fortunately, both are few in number—only 7 between them. The County provides, at no cost to the employee, a long term disability benefit equal to 60 percent of the annual salary up to an monthly maximum of \$3,000. In order to qualify for LTD, an employee must be absent from work for a debilitating injury or illness for at least 6-months. The benefit is integrated with social security, so it will be reduced upon award of social security disability benefits—if any. The LTD coverage ends at retirement age.*

Q. Six months? How does that connect with FMLA and the 12-weeks of leave provided by law?

A. *FMLA requires the County to retain your position during 12-weeks of qualifying leave during a rolling 12-month period and it requires employers to maintain all employee benefits, such as health, dental, life, LTD insurances as well as pension participation. After the 12-weeks conclude the County is no longer required to provide those benefits or retain your position for you.*

Q. What happens when I run out of FMLA while waiting for the 6-months to pass to become eligible for LTD?

A. *You would be laid off and you would lose your County benefits, although health and dental benefits extension would be available through COBRA at the former employee's cost. If the employee*

has accrued sick or vacation leave on the books, that time will extend the paid leave and benefits through the LTD eligibility date. Donated leave can cover the time gap, although no employee can receive more than seven months of donated leave. However, County paid health and other benefits would end when LTD begins.

Q. How could I ever accrue enough leave to cover the six months needed to become eligible for LTD?

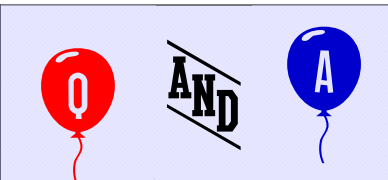
A. *The County's sick leave maximum accrual is set at 120 work days, which with holidays equals six months. The possibility of serious illness or injury is why employees need to bank as much leave as possible. Don't burn it as soon as you earn it!*

Q. What if I am disabled due to an injury at work covered by workers compensation? Do I still lose my job after FMLA and qualify for LTD?

A. *When an employee is injured at work and is eligible for workers compensation, the same 12-weeks of FMLA applies. After that time and any accrued or donated leave is exhausted—as provided in policy, the employee would be laid off and lose all County-paid benefits. Worker's compensation would pay two-thirds of the employees pre-injury wages until eligible for social security or settlement. LTD is not available to employees with worker's compensation covered injuries and illnesses.*

Q. And my pension, how is it impacted?

A. *If an employee becomes eligible for the County's long term disability program, the pension plan continues to count the time during disability toward the years of service for benefit calculation and eligibility purposes. Once the County pension begins, the LTD benefits would be reduced much in the same way as when social security benefits begin.*



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