

Telegraph



for related articles on retirement and budget cuts, see page 8.

projected budget shortfall forces buyouts

Early Out Program Offered

Nearly 500 current Oakland County employees are being offered an opportunity to retire early. The action is being taken to deal with a projected budget shortfall in 2004 of \$13.9 million. If half of those eligible take advantage of the offer and only 50 percent of the vacated positions are filled, the county will save an estimated \$7.4 million. That would still leave another \$6.5 million worth of savings to find elsewhere.

In order to qualify for early retirement, an employee's age and service, including military service credits and Michigan Reciprocal Retirement Act Service time must total 75 years by December 31, 2002 with a minimum service of 25 years and a minimum age of 50 years. The offer is also open to employees over the age of 60 with at least eight years of retirement service credit accrued.

Using the above criteria, 366 employees in the

Defined Benefit Program and 127 employees in the Defined Contribution Program qualify. However, 166 employees in the DB program have already chosen not to retire early and another 84 in the DC program have likewise decided to stay on.

Those who choose to retire early will receive a lump sum retirement pay of 26 weeks based on the employee's salary level as of September 30, 2002. The first day to apply for retirement was October 15. Employees will have from November 15 until January 31 to make up their minds on whether to stay or go with March 31 being the last day they can actually retire.

The last time an early retirement program was offered was 1993 when the county faced a \$24.5 million budget shortfall. Then 250 employees, about half of those eligible, took advantage of the early-out offer.

INSIDE

2
whence we came

3
we remember

4
what's your story?
tribute to a friend

5
talents featuring:
LaMarte Novak
Spaysky

6 & 7
Employee/month
buying a PC

8
Q & A benefits
person to person

9
lunchbox
Xmas effort

10 & 11
kudos

12
medical care
facility

Call to enter The 3rd Annual Employee's Art Exhibition

All Oakland County employees, retirees and their family members are invited to submit original artworks pertaining to any subject executed in any medium.

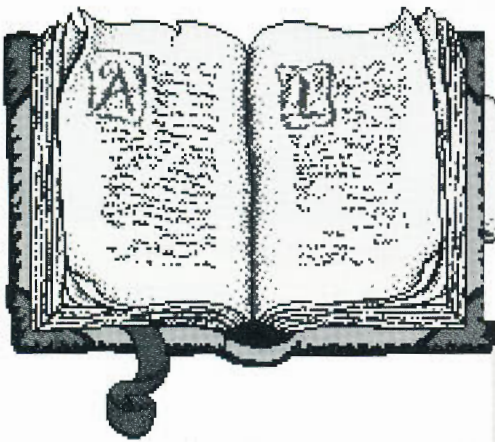
Three works maximum per entrant will be considered. Artwork must have been completed after 2000. Submissions may not have been shown in any previous Oakland County Employee Art Exhibition. Entered work is not to exceed

five feet in either direction. All entries must be presentation ready: two-dimensional work ready to hang, wire only; three-dimensional work, with necessary presentation hardware. Unprepared entries or previously entered works will be rejected. Works by artists under age 18 will be accepted in a special category..

This year's juror is Carol Paster, the Executive Director for the Creative Art Center in Pontiac.

Entries are to be delivered to the Office of Arts, Culture and Film in the Executive Office Bldg. on the main campus on November 21 and 22 from 9 am to 1 pm. The show will run from November 25 to January 3, with a reception slated for December 4.

For info or entry form, contact Kristie Everett Zamora, Director at 248-858-0415 or zamorak@co.oakland.mi.us



from whence we came

by Margie See, Media and Communications

Did you know there is a cemetery located on county grounds? At first glance, you will be taken in by the beauty of the area, the lush, green grass, the peacefulness of the well-hidden, 2-1/2 acre, plot of land. Full-grown trees and flowering shrubs dotting the gently undulating landscape offer welcoming shade and an inviting spot to spread out a blanket and spend a quiet afternoon reading or just daydreaming. The lovely, park-like setting, located on West Boulevard, a narrow dirt road off Oakland Avenue, is deceiving.

Except for the wrought-iron archway indicating the entrance to the Oakland County Cemetery, there is not much to identify the peaceful setting as anything more than an out-of-the-way park. One small, white wooden cross and a few scattered headstones become noticeable



once inside the gates. But, the flat, round grave markers identifying the location of other burial plots have long since sunk below the sod, leaving no trace of what, or who, lies beneath. Sadly, during the late 1800's and early 1900's, record keeping wasn't a high priority at a cemetery that was occupied by the county's homeless and indigent, most of whom had been residents of the Poor Farm. In many cases, the only information on record is a name, plot number, and date of interment. In some instances, only a name is given, leaving no indication of age or date of death. A hard life followed by an anonymous burial.

In the mid-1900's, recording keeping began to improve, and some interesting facts can be found in the notations made on the index cards that were used to record information regarding the contents of individual burial sites. For instance, back in his day (whenever that may have been), Virgil Tucker experienced overcrowding in an unusual sort of way. His index card included no date of interment, but there was an interesting

note below his name. "Possible 3 persons in grave site. Unknown infant and man."

The unfortunate circumstances of Frank E. Phillips, buried 8/1/44, were recorded with these cryptic words: "Resident of the infirmary for 13 years. No relatives. No assets. No insurance." 'Nuff said.

This long-forgotten cemetery has been inactive since 1972. There are still open spaces available, but because of inaccurate record keeping, it's impossible to determine exact locations.

Veteran's Services is making a concerted effort to identify all of the deceased who are veterans, and are, therefore, entitled to more appropriate grave markers. Kim Krumm, a technical assistant for Veteran's Services, is handling the detective work. Nearly 1,200 county residents are buried at the Oakland County Cemetery, most of them adults. And, there are over 100 graves whose occupants are unknown. So far, her diligence has unearthed six veterans and a number of promising possibilities. Her painstaking work, however, is far from over.

Telegraph

Published every three months by

Office of Media & Communications

Executive Office Building
1200 North Telegraph Road
Pontiac, MI 48341-0409
Phone: (248) 858-1048
Fax: (248) 858-5111

e-mail:

www.dustmanb@co.oakland.mi.us

We welcome and encourage you to send us your articles, photographs, suggestions and comments.

Editor: Robert E. Dustman

Design: Sue Quinlan

Production: Jill Batey

Contributor: Margie See

Photography:
David Van de Grift
Sanders Printing &
the Oakland
County Print Shop

Printing:



WE REMEMBER

A brief ceremony commemorating lives lost in the terrorist attacks took place in front of a huge banner hanging from the west wing of the courthouse on September 11, 2002. Speakers included Brooks Patterson and Bo Schembechler, with patriotic songs sung by Mark Tinsdale. A nighttime photo of the banner is featured on the upper left.

Later in the day, a memorial (pictured above) dedicated to fallen police officers and firemen throughout Michigan was unveiled by Oakland County Sheriff Michael Bouchard and a contingent of policemen, firemen and visiting dignitaries.



Steve Zehnder, who was a summer intern for Judge Joan Young, shows off the special New York Rangers jersey he had altered to pay tribute to the victims and heroes of 9/11. The jersey shows the Statue of Liberty on the front and September 11 on the back. The number "9" is on the left sleeve and the number "01" on the right sleeve. Steve, the 23-year old son of Public Services Director Mike Zehnder, is pursuing his masters degree in criminal justice from Boston University.

Campus Security and Local Homeland Security Update

by Mike Loper

During the past few months Oakland County Emergency Response & Preparedness has been working closely with the Sheriff's Department, FBI, Michigan State Police, Michigan National Guard and other federal, state and local agencies to better coordinate crisis and consequence management activities.

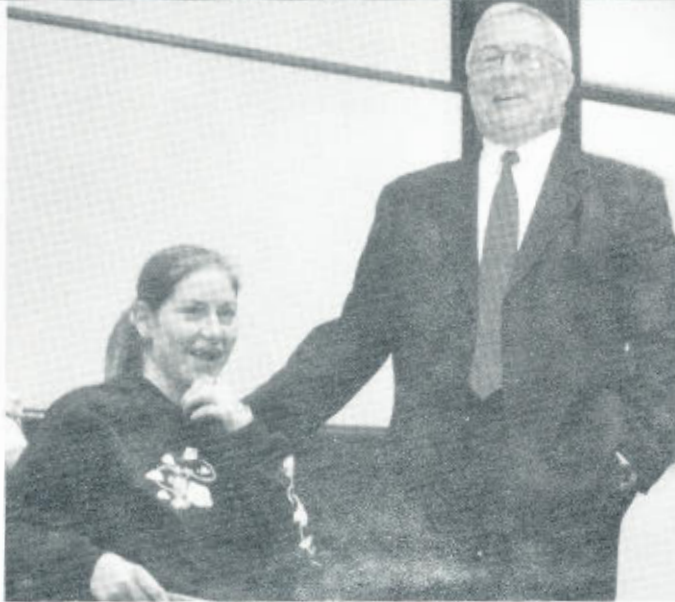
Some of the recent activities include:

- Vulnerability Assessments at key facilities and infrastructure to include Oakland County Airports
- Coordinating and sponsoring 60 local firefighters participation in a Hazardous Materials Technician training course at Oakland Community College
- Purchase of four (4) Rapid Deployment Air Shelters/Decon Systems
- Participation in a FEMA Training Exercise with the CDC at Mt Weather, Virginia
- Developing a partnership and training with Canadian National Railroad

Employees should be advised that CN Railroad Pontiac Yard, located adjacent to the main County Service Center conducts a test of their HAZMAT/Evacuation Siren the first Thursday of each month at 11:00 am.

Special Casual Day Raises \$10,000

On September 21, 2001, L. Brooks Patterson presented Tricia Taylor with a check for \$10,000 raised on a special Employee Casual Day. Tricia lost her legs in an accident at Arts, Beats and Eats over the Labor Day weekend. Tricia has 3 relatives who work for the county: Kathy Taylor of Development and Planning; Kurt Taylor of FM&O and Sherry Locher of the Sheriff's Dept. Many thanks to county employees who contributed so generously.



Tricia Taylor wrote the following note to county employees:

I would like everyone to know how much I appreciate your support and interest in me. I would like to thank you very much for your generous donation. I'm planning on attending college and it will help me with the cost.

*Thank you very much,
Tricia Taylor*

Tribute to a friend

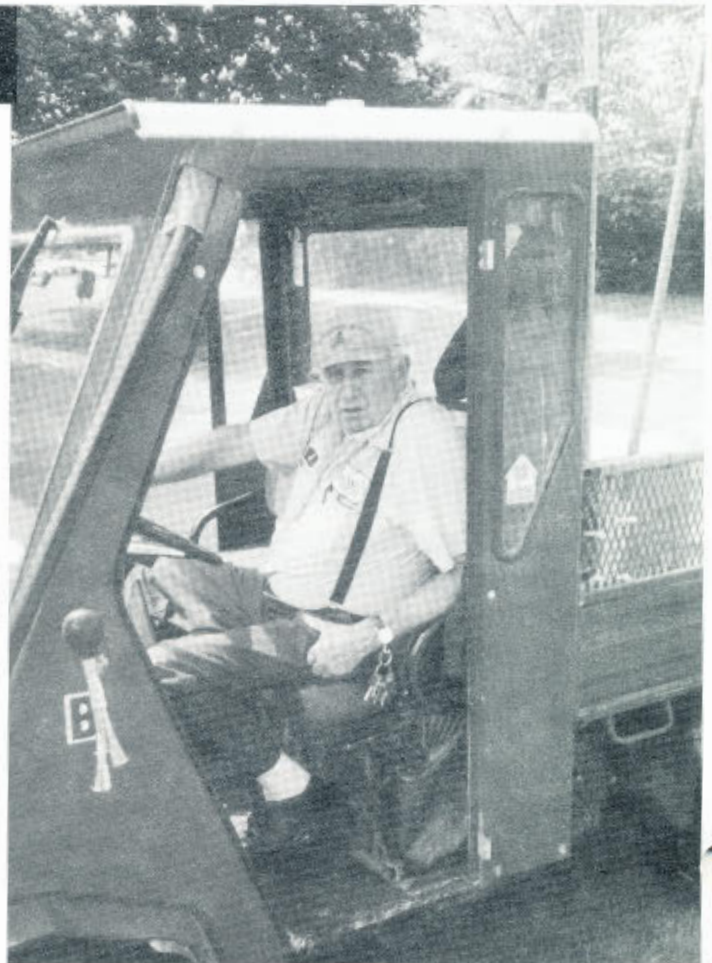
The newly planted, tri-colored beech tree you may have noticed near the courthouse west wing extension was donated by friends as a living memorial to Oakland County groundskeeper, Joe Horn, who passed away January 22, 2002 after an extended illness. Joe began working for Oakland County Grounds in the spring of 1969 and took great pride in his duties, which included planting and caring for the colorful display of flowers around the Service Center.

In 1978, he and his wife, Judy, relocated to Florida, where he started his own landscaping business. While living in Florida, the German-born man, who fled to the States when his homeland fell under Communist rule, became a United States citizen. "No man

could have been happier or more proud to become an American," revealed co-worker, Sandy Middleton.

The couple moved back to Michigan in 1996, and Joe returned to the job he'd left behind. Happy to be back home, he brightened the days of his co-workers with unexpected surprises. "We would come in to work some mornings to find bunches of flowers on our desks that he'd picked up for us at the County Market," said Sandy. "Joe loved his job."

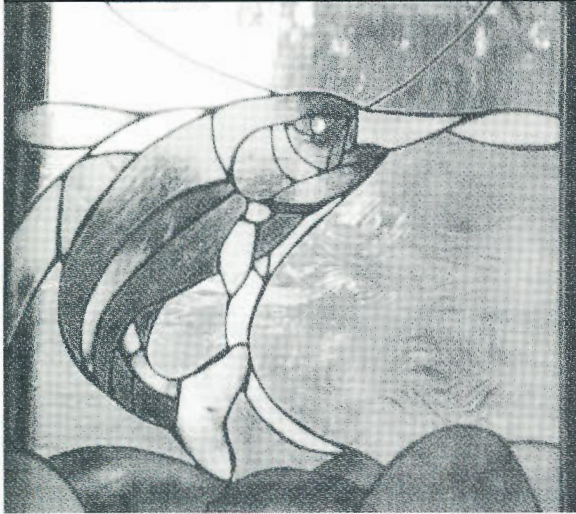
When he became ill, he stayed in touch with co-workers with a Nextel radio he purchased for just that purpose. On good days, he would stop in for a visit. His warmth and friendship will be greatly missed.





◆ gail novak ◆

chief
emergency management



Talk about a couple of cut-ups. For the last ten years, Gail and her husband Paul have spent their leisure time creating original stained glassworks for commissions, exhibits and craft shows. Look for Gail's work at this year's Employee Art Exhibit starting in November.



◆ dodie lamarte ◆

administrative supervisor
community corrections



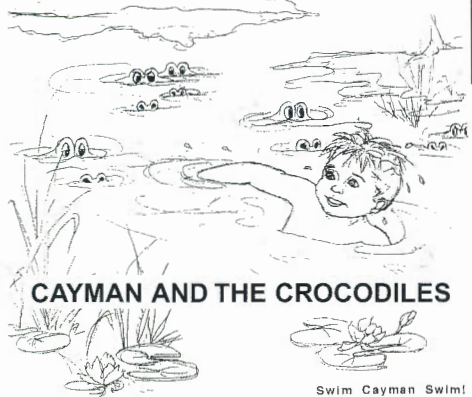
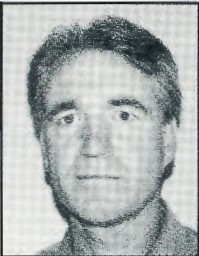
For the past 25 years Dodie LaMarte has sung baritone in a barbershop quartet. She is a six-time state champion, including this year. Dodie and her quartet, Musicality, will be competing for the National Women's Barbershop title the first week in November in Nashville, Tennessee.

telegraphing our talent

Do you or someone you know have a talent?
Call 858-4096.

◆ darwyn spasky ◆

children's village



CAYMAN AND THE CROCODILES

Swim Cayman Swim!

Darwyn Spasky has paid loving tribute to fathers and sons by designing and recording a unique CD and coloring book for his son Justin and his grandson Cayman. "Cayman and the Crocodiles" tells the story of a small boy lost in the Everglades who grows up with crocodiles until rescued by his daddy. The charming coloring book is hand illustrated by Darwyn and the CD records the story in musical form with Darwyn singing the tale.



Ruth Martin



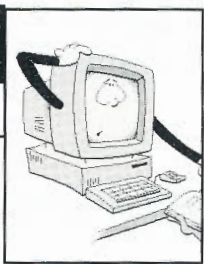
Ruth Martin is a true animal lover. For the past 21 years, she has been a kennel attendant at the county's Animal Care Center in Auburn Hills. Her duties include cleaning the animals, waiting on customers, screening applicants for adoption, and assisting the vet. In her earlier days at the center, Ruth was trained to do the euthanasia, but that procedure is now performed by the veterinarian. The amount of time Ruth spends with the animals allows her to get to know their individual personalities, and she receives a great amount of satisfaction from her job when she is able to find just the right home for them.

"Ruth is a great employee," said supervisor, Sergeant Heidi Hawley. "She's very dependable and goes out of her way to help the public and me."

Ruth lives in Lake Orion with her husband, Ron, their two teen-aged children, three dogs, and two Bearded Dragon lizards.°

from the desk of

Matt Pawlowski
Software Help Desk, IT



from the desk features an employee guest columnist writing in an area of their job expertise. If you would like to be the next guest columnist, call 84096.

A personal approach to buying a PC

Shopping for a home computer can be a confusing and frustrating experience. Below are some tips and guidelines to help you become an informed shopper, and is general enough to apply to all IBM PC compatible home computer purchases.

Don't feel pressured to buy a high-end PC. General-purpose users will probably get the best value from an inexpensive midrange PC. Here are some of the major components that will most affect your experience:

- **CPU (Central Processing Unit)** - also known as the processor, this is the brain of the PC. Today's CPUs are very powerful and any speed grade is likely to do a good job for general-purpose use. The fastest processors come with a price premium.
- **Memory** - also referred to as **RAM (Random Access Memory)**, will probably have a bigger affect on how your PC feels than the CPU. Look for 256MB (Megabytes) at a minimum. If you plan to work with graphics or have many programs open at once, think about 512MB.

- **Hard Drive** - This is where your data is stored when it is not being worked on in memory. This is another component in which the smallest hard drive you can purchase is more than a general use machine will need, unless you plan to do video editing.
- **CD/DVD Reader/Writer** - It's probably best to look for a drive that can read DVDs as well as CDs. Some PCs also include CD or even DVD writers. Writeable CDs are quickly replacing the need for floppy disc drives.
- **Modem/Network Card** - Access to the Internet is a large part of using a computer. If you will be using a dial-up service, you will need a modem. If you have a broadband connection (cable or DSL), you'll need a network card.
- **Monitor** - Choose at least a 17-inch monitor, although 19 and 21-inch models are becoming more affordable. When comparing monitors, a buzzword to understand is 'dot pitch'. The smaller the dot pitch, the sharper the image on the screen.

- **Printer** - Laser printers print at a higher quality but they are generally black and white only. Inkjet printers are most common for general black and white and color use. Some inkjet printers are optimized for printing photographs.
- Another consideration is the software bundled with the computer. Almost all new PCs will come with the latest version of Microsoft Windows. Some manufacturers will also offer a subscription with an Internet provider.
- There are advantages to shopping online and in a retail store, try to explore both. Most online retailers allow you to configure your PC with exactly what you want. Both online and retail stores will offer various degrees of warranties and service plans, and can vary from one to five years. Keep in mind that five years is a very long life for any PC. If your PC requires service, some plans may require you to send your PC to the manufacturer; others can have a technician come out to you. Some companies offer help desk technical support, which may be the greatest value of all.

DYEEES Month



★ Bonnie Stone says the best part of her job at Community Development is working with local municipalities and getting to know the many nice people in the various communities. But at the same time, Bonnie admits there are both good and bad points to her job. Who among us can't say the same thing? As a contract compliance technician, Bonnie makes sure all the communities that she deals with on a regular basis follow the rules and regulations set forth by the federal government. Bonnie, an 11-year veteran of the department, is also responsible for disbursing HUD funds to the 50 participating communities. She also sees to it that the cities, townships and villages are reimbursed their Community Development Block Grant dollars.

As an employee, Bonnie is highly respected and appreciated by her supervisor, Mike Pucher. "Bonnie is very personable, approachable and friendly," says Pucher. "She works extremely hard at her job."



Bonnie Stone

Scott Beach



Scott Beach began his career with Oakland County in 1990 as a youth specialist at Children's Village. Since then, Scott has been promoted to youth and family caseworker where he works with the juveniles placed by the court at the Village and their families. Ron Frink, Beach's supervisor, says "Scott is as patient as a saint." Frink says Scott is very dedicated to helping families change their behavior.

"There's really nothing negative about Scott," says Frink. "Scott is very quiet and doesn't say a lot, but he has a wonderful sense of humor that sends people into stitches. He'd make a great standup comedian."

For his part, Scott enjoys the people he works with and likes the support he receives as well as the team spirit displayed by his colleagues. "Scott is the first one to step forward when something needs to be done," says Frink.

"The best part of my job is coming to work everyday and giving away the government's money," says Jonathan Putnam, veterans counselor at Veterans' Services. Jonathan counsels veterans and their dependents. His job is to make sure they receive the maximum benefits from the federal, state and local governments. Jonathan recently won an award of \$100,000 for one vet and got his client's monthly allotment raised from \$700 to \$2,000.

"Jonathan is a great employee who works hard and is always willing to help," says his supervisor, Jack Becher. "He's absolutely tenacious when it comes to being an advocate for veterans who may have gotten shortchanged by the Veterans' Administration."

Jonathan came up through the ranks, starting at Veterans' Services 22 years ago as a driver. Since then he's helped hundreds of veterans and their families cut through tons of bureaucratic red tape.



Jonathan Putnam

Don Drussel



After getting laid off at General Motors in the mid '80's, Don Drussel moved to Florida where he spent seven years before returning to Michigan and joining the Oakland County family. Don was initially hired as a custodian and likes to say that he's cleaned just about every restroom between the Executive Office Building and the Sheriff's Department.

A year after starting at the county, Don transferred to the Maintenance Division where he's worked the last dozen years as a general maintenance mechanic.

"There's a lot of variety in my job because I'm hardly in one place for more than two or three days at a time," Don says.

Don's favorite leisure-time activities include bowling, darts, golf and participation in the county softball league.

"Don goes out of his way to make sure all his responsibilities are completed with the highest degree of professionalism," says his supervisor, Chuck Lester.

BENEFITS

Q&A

- Q** Are federal and state taxes withheld from pension checks?
- A** Federal taxes are withheld. However, pension payments are not state taxable, therefore state taxes are not withheld.
- Q** How can I enroll or change my payroll deductions for deferred compensation?
- A** Call Fidelity at 1-800-430-2363 or the Internet at <http://mysavingsatwork.com>.
- Q** What is the deferred compensation limit for 2003?
- A** The limit for 2003 is \$12,000. Employees age 50 and over can contribute an additional \$2,000 as long as they are not participating in the special catch-up.
- Q** What is the special catch-up?
- A** If an employee has not contributed the maximum allowed in deferred compensation during their employment with the county, they may be able to contribute up to twice the contribution limit (2003 = \$24,000) for the 3 years preceding their normal retirement age.
- Q** What are the IRS regulations regarding the hardship provision?
- A** A hardship is an unexpected emergency that is beyond the control of the participant.
- Q** When do I have access to my deferred compensation money?
- A** You can access your account when you separate or retire from county service. During active employment you have access to deferred monies through the IRS hardship provision or you can call Fidelity for a loan from your account at 1-800-430-2363.
- Q** How many retirement plans does the county offer?
- A** Two. The defined benefit retirement plan is for employees hired prior to July 1, 1994. The defined contribution plan is for employees who chose to convert from the defined benefit plan or hired after July 1, 1994. (Some bargaining unit dates may differ.)
- Q** When I retire can I choose the Traditional Blue Cross plan even though I do not have it as an active employee?
- A** Employees hired prior to January 1, 1997 can choose the Traditional Blue Cross plan when they retire regardless of the medical coverage they have as an active employee. (Some bargaining unit dates may differ.)

person to person

L. Brooks Patterson



Challenges and opportunities are the two words that best describe what Oakland County is facing these days.

Not since the \$24.5 million shortfall in 1994 has Oakland County had to be so nimble and creative in dealing with its finances. A projected \$14.4 million shortfall for 2003 was dealt with swiftly and effectively through a series of measures that included reductions in certain program expenditures and a hiring freeze.

As I indicated in the last edition of the Telegraph, Oakland's budget woes can be attributed to three things: a reduction in revenue sharing from the state; a decline in investment income and rising health care costs.

The County's 2003 budget is balanced, but Oakland County still must wrestle with a projected \$13.9 million shortfall for FY 2004. There's also the distinct possibility we may not be out of the woods for 2003. Should either Proposal 3 or 4 on the November 5 ballot pass, or if the newly identified state FY 2002 budget deficit grows, serious County budget adjustments for 2003 will be required.

Heading into 2004, the state is facing a projected \$1.2 billion budget shortfall. This deficit will grow to at least \$2 billion if either Proposition 3 or 4 pass. This widening gap between expenditures and revenues will negatively impact every local unit of government in Michigan, including Oakland County.

There's every reason to believe that revenue sharing for counties will eventually be eliminated. If this happens in 2003, we will be forced to cut another \$21 million from the current County budget. If the county revenue sharing elimination does not happen till 2004, we will lose \$18.7 million. Combined with the \$13.9 million deficit we already face for 2004, a total of \$32.6 million will be at risk next year.

Given the state's budget problems, we can be sure that all cuts won't come

from just revenue sharing. As the state's budget problems grow, and a Citizens Research Council analysis says they will into 2009, Oakland County can expect to lose some discretionary grants as well. Oakland County receives almost \$90 million in state program payments and in state only or state/federal grants. Much of this will be exposed.

We have taken a proactive approach to the budget situation by initiating an incentive program to encourage eligible employees to retire early. If just 50 percent of eligible employees take advantage of the offer, we will be able to save about \$7.4 million. A hiring freeze has also been extended.

So these are some of the challenges we face. But there are opportunities as well. We now have an opportunity to re-engineer county government as we work to wean ourselves off revenue sharing. In building future budgets, we will revisit existing programs to identify those that are mandated, those which are discretionary and prioritize the services we offer.

As positions are vacated, our employees will have more opportunities for promotion, both vertically within departments and laterally through transfers to other departments across county government.

At this point the budget situation is still very fluid. No one is really sure what the future holds. But if our budget situation continues to worsen and if the hiring freeze and retirement incentive program don't achieve the needed reduction in costs, it may be necessary to look at employee layoffs.

We will try to avoid doing that because of the adverse effect it would have on our employees and their families and the level of services we are able to offer our citizens.

Lukich Family Restaurant
 3900 Rochester Road
 (between Wattles & Big Beaver)
 Troy, MI 48083
 (248) 528-9955

out of the LUNCHBOX

**Giorgio's Counterside
Gourmet Restaurant**
 25920 Greenfield
 Oak Park, MI
 248-968-4060 or 968-4061

Serving the best food in a friendly atmosphere is the goal of Lukich's owner Donna Lukich. She is on the job from 5:30 am to 9 pm each day to ensure that her restaurant does exactly that. All the food is homemade with fresh specials served each day in very generous portions. These mouth-watering entrees include beef stroganoff (\$5.50), stuffed peppers (\$5.25) pork tenderloin baked with dressing (\$5.25), chicken stir fry (\$5.50) and meat loaf platter (\$5.25)

The regular menu features European favorites such as stuffed cabbage, polish sausage, potato pancakes, pierogis, sauerkraut and cheese or apple blintzes. If you're feeling patriotic, American entrees such as fresh roast turkey (\$7.39), baked ham (\$6.29), lake perch (\$11.50) or shrimp basket (21 pieces at \$5.95) are available. Specialty sandwiches, fresh salads, breakfasts and homemade soups round out a menu that offers something for everyone. Top off a delicious meal with homemade pie and relax in your cozy booth . . . does life get any better than this? Lukich's also lend their personal touch with a catering service and a banquet room that seats 50 - perfect for that office party.

This dumpy looking, hole-in-the-wall restaurant doesn't look like a place you'd care to have a meal in, but it is home to some of the area's finest gourmet food. Giorgio's decor consists of diner-like green Formica countertops, vinyl chairs and stools, and scuffed linoleum floor. Nothing fancy. As a matter of fact, it might even look a little scary. But don't let the look keep you away.

Every pasta dish is made from scratch, and the sauces are tomato and herb based. Surprising entrees like Veal Marsala, Steak au Poivre, Shrimp Bordelaise, and fresh Lake Superior Whitefish are just a few of the choice menu selections. For a lighter lunch, soups, salads, and sandwiches fill the menu, and breakfast is served until 4:30 every day. Don't skip dessert. The selection at Giorgio's will blow you away. Cherries Jubilee, Peach Flambe, and Bananas Foster are made right before your eyes. Unbelievable. Prices are extremely reasonable and portions are large. If you don't like the decor, try the carryout and bring your meal home to give it the presentation it deserves.

Do you have a favorite lunch spot that is off the beaten track? Let us know!

These reviews are neither an endorsement of any particular restaurant, nor an endorsement of one restaurant over another. They are informational only. The Telegraph would be happy to receive the names of other restaurants for possible review. The County is not responsible for the quality of food or service provided by any of the restaurants reviewed.



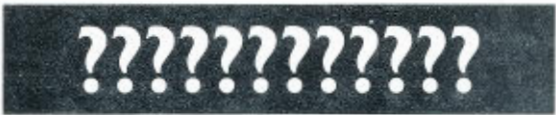
Operation Good Cheer

When the Christmas season rolls around this year, thousands of infants, children, teenagers and adults with disabilities will see their wishes come true, thanks to the efforts of Operation Good Cheer, and the thousands of volunteers who gather each year to purchase, wrap, deliver and distribute gifts statewide.

On December 6 and 7, 2002, Oakland County International Airport will be the starting point for the annual Operation Good Cheer, which is sponsored by Child and Family Services of Michigan. Their goal is to provide foster children with the kind of Christmas they deserve. Some of these children have never owned a bike, a baby doll, or a new toy in their lives. They have been abused, neglected and separated from families unable or unwilling to care for them.

Gifts are purchased from each child's "wish list", picked up by volunteer trucking companies at various donor locations across the state and then delivered to Oakland County International Airport, where they are sorted according to destination code. Volunteer pilots load their aircraft with gifts and deliver them to city and county airports across the state. At each airport, the pilots are met by agency volunteers who distribute the gifts to the child in care.

This year more than 4,000 Christmas wish lists are expected. If you are interested in donating or volunteering as a pilot or package sorter at the airport, contact Katie Williams at (517) 349-6226 or Katie@cfsm.org.



A census taker calls at a house. He asks the woman living there the ages of her three daughters. The woman says, "If you multiply their ages the total is 72; if you add together their ages the total is the same as the number on my front door, which you can see." The census taker says, "That isn't enough information for me to calculate their ages." The woman says, "Well, my eldest daughter has a cat with a wooden leg." The census taker replies, "Ah, now I know their ages."

What are the ages of the three girls?

Answer to Summer issue puzzle

The puzzle stated: "Ben bet his friends that they couldn't take hold of the ends of a piece of string and, without letting go, tie a knot in the middle of the string. After they failed, he showed them how it was done. What did he do?" The correct answer is that he crossed his arms, then picked up the string and tied it. There were no correct entries.

kudos coming & going

kudos



Doug Williams received the 2002 Leadership Recognition Award from the National Association of Government Defined Contribution Administrators (NAGDA) for outstanding achievement regarding the Oakland County Deferred Compensation Plan

Carol McCullough and **Regina Holloway**, Public Health nurses, presented at the National Juvenile Detention Association Conference.

Betty Yancey, Personal and Preventive Health Services program coordinator for the Health Division was awarded the Michigan Dept. of Community Health Charles Vincent Lifetime Achievement award for long-term commitment to prenatal care services and issues.

Diana Hojnacki, public health nurse in the Health Division, received the Excellence in Practice award from the Michigan Public Health Association, Community Health Nursing section.

Lynn McDaniels, Personal and Preventive Health Services chief of Special Programs for the Health Division, has been named chief nurse of the Air Force Reserve 927th Aeromedical Staging Squadron at Selfridge Air National Guard Base.

Peggy McCormick, public health nurse for the Health Division, received her master's degree in health education from Wayne State University.

Rochelle Meacham, support specialist for the Health Division, received her Bachelor of Science degree in Public Administration from CMU.

Healthy People, Healthy Oakland was awarded two grants from the Michigan Dept. of Community Health. The Child Passenger Safety grant will provide car seats and car seat safety education to low-income minority clients in the City of Southfield. The Walkable Communities grant will provide training to improve the walkability of Oakland County.

Suzanne Weinert, Health Division health educator, received the Great Lakes Chapter Society of Public Health Education (GLC-SOPHE) Young Professional Award.

Nadia Batarseh, Health Division public health nurse, was featured in the Feb. 2002 issue of Transcultural Nursing. The article was titled, "Arabic Roots Help This Public Health Nurse".

Little Oaks Graduates, **Adam Dignard**, **Dana Dorris**, **Morgan Hill**, **Nick Hutton**, **Andrew Kramer**, **Jennie Renas**, and **Michael Sims** proudly received their diplomas in August. A reception offering pizza, pop, cake and ice cream

followed the ceremony.

Rima Raouf, Drain Commissioner's Office, received a Master of Arts Degree in Computer Science from the University of Detroit-Mercy in June.

Ms. Lauran Howard, chief of Adoptions and Juvenile Support for the Oakland County Circuit Court, has received the U.S. Congressional Angels in Adoption Award for 2002. The award recognizes individuals who have made a difference in the lives of children and families and adoption.

promotions



Debbie Land was promoted on 6-29-02 from engineering aide to engineering tech for the Water Maintenance unit of the Drain Commissioner's Office.

Adam Griffin was promoted on 6-15-02 from maintenance laborer to maintenance

mechanic I for the Drain & Sewer Maintenance unit of the Drain Commissioner's Office.

Richard Turner was promoted on 6-15-02 from maintenance laborer to maintenance mechanic I for the Drain & Sewer Maintenance unit of the Drain Commissioner's Office.

Michael Rogers was promoted on 6-15-02 from maintenance laborer to maintenance mechanic I for the Drain & Sewer Maintenance unit of the Drain Commissioner's Office.

Rodney Landrum was promoted on 6-29-02 from maintenance laborer to maintenance mechanic I for the Drain & Sewer Maintenance unit of the Drain Commissioner's Office.

Jeffrey Ingsbee was promoted on 6-29-02 from maintenance laborer to maintenance mechanic I for the Drain & Sewer Maintenance unit of the Drain Commissioner's Office.

Neil Cooper, FM&O Maintenance unit, was promoted from alarm installer to general maintenance mechanic on 7/13/02.

Joe Kozma, Drain Commissioner's Office, was promoted from chief engineer to deputy and manager of the Engineering and Construction Division on 6/29/02.

Phil Sanzica, Drain Commissioner's Office, was promoted from assistant chief engineer to chief engineer of the Engineering and Construction division on 7/27/02.

Karen Warren, Drain Commissioner's Office, was promoted from civil engineer II to civil engineer III on 7/27/02.

Dianna Gardner was promoted from engineering technician to engineering systems coordinator for the STP unit of the Drain Commissioner's Office on 5/4/02.

Steve Masters was promoted from maintenance laborer to maintenance mechanic I for the Drain & Sewer Maintenance unit of the Drain Commissioner's Office on 7/27/02.

Paul Dove was promoted from right-of-way technician to GIS/CAD technician II for the Right-of-Way unit of the Drain Commissioner's Office.

Joseph P. Kozma, chief engineer of the Drain Commissioner's Office was promoted to deputy and manager of the Engineering and Construction Division on 6/24/02.

Sidney Lockhart was promoted from civil engineer I to civil engineer II for the Construction unit of the Drain Commissioner's Office in 7/02.

Mark Danowski was transferred from Info Tech to Drain on 5/4/02 and promoted on 5/18/02 to engineering tech for the Engineering unit of the Drain Commissioner's Office.

Scott Guzzy was promoted to chief of purchasing on 8/19/02.

Lynne Gafford was promoted to Public Health nursing supervisor.

Marlene Hegland was promoted to Public Health nursing supervisor.

Lois Winer was promoted to Public Health nursing supervisor.

Letha Chatham was promoted to Public Health nurse III.

Celeste DiParvine was promoted to Public Health nurse III.

Nancy Gill was promoted to Public Health nurse III.

Leslie Kammer was promoted to Public Health nurse III.

Steven Koth was promoted to assistant chief engineer on August 24, 2002 in the Drain Commissioner's Office.

Jeffery Richards, Custodial unit, was promoted to custodial worker II on 8-10-02.

new hires



Kirk Miller was hired on 7-15-02 as an engineering aide for the STP unit of the Drain Commissioner's Office.

Heather Parrish was hired on 7/30/02 as a student for the

Engineering Support unit of the Drain Commissioner's Office.

Ryan Jones was hired on 8/5/02 as a maintenance laborer for the Drain & Sewer Maintenance unit of the Drain Commissioner's Office.

Joan E. Daniels was hired on 3/19/02 as a buyer II assigned to the Drain Commissioner.

Edward (Ted) Tucker was hired 4/2/02 as a buyer

celebrations life events

II assigned to Info Tech.

Karishma Shaw hired into the Health Division's Children's Special Health Care Services unit.

Steve Ellis hired into the Health Division's Health Education unit.

Lisa Weber Arroyo was hired into the Health Division's Nutrition unit.

Daniel Bigger was hired into the Health Division's Environmental Health Services unit.

Jeanine McCloskey was hired into the Health Division's Environmental Health Services unit.

Susan Rosenberg was hired into the Health Division's Lab.

Suzanne Swann was hired into the Health Division's Jail Health Clinic.

Karen Banish was hired into the Health Division's Environmental Health Services unit.

Angie Barlow was hired into the Health Division's Personal and Preventative Health Services unit.

Dianne Woodside was hired into the Health Division's Central Support unit.

Mark Bidinger was hired into the Health Division's Central Support unit.

Ma Block was hired into the Health Division's Central Support unit.

Teresa Handzo was hired into the Health Division's Environmental Health Services unit.

Bonita Hill was hired into the Health Division's Central Support unit.

Dawn Ransbell was hired into the Health Division's Environmental Health Services unit.

Dawn Trogden was hired into the Health Division's Central Support unit.

Katherine Egan was hired into the Health Division's Central Support unit.

Christine Wysocki was hired into the Health Division's WIC unit.

Sheryl Baron was hired into the Health Division's Personal and Preventative Health Services unit.

Melinda Beatty was hired into the Health Division's Personal and Preventative Health Services unit.

Carol Bis was hired into the Health Division's Hearing and Vision unit.

Mari John Braddock was hired into the Health Division's Environmental Health Services unit.

Paulette Cordell was hired into the Health Division's Central Support unit.

Le Giddings was hired into the Health Division's Personal and Preventative Health Services unit.

Karen Harville was hired into the Health

Division's Personal and Preventative Health Services unit.

Krissy Kadulski was hired into the Health Division's Central Support unit.

Sandra Matich was hired into the Health Division's Hearing and Vision unit.

Dionne Moore-Smith was hired into the Health Division's Nutrition unit.

Michael Morris was hired into the Health Division's Environmental Health Services unit.

Dryan Dyer, Tech Support for FM&O, was hired as student engineer, PTNE, 9-9-02

Justin Tryles was hired on 7-23-02 as customer service technician for the CLEMIS division of Information Technology.

marriages



Ed Joss, FM&O Tech Support unit, and his wife, Casey, were married 7/13/02.

Pamela Vandell of Auditing married Whitney Barrow on August 24.

Mohammad Shukur, Information Technology, married Firdaus Fathima on 8-4-02.

Jemarice Tademay and **Todd Simpson**, both of Information Technology, were married on 7-5-02.

births



Joe Murphy, FM&O Administration unit, and his wife, Lisa, welcomed son, Kyle Joseph, on 7/25/02. 8lbs. 1oz. and 20 1/2".

David Dunn, Electronics unit of the Drain Commissioner's Office, and his wife, Colleen, celebrated the birth of their daughter, Megan Anne, born 7/23/02.

Steve Stuart, STP unit, and his wife, Kara, welcomed daughter, Schuyler Grace, on 8/12/02.

Lisa Currier, Purchasing Department, and her husband, Tom, welcomed their second child, Noah Michael, on 8/4/02.

Congratulations to **Samuel** (Pump Maintenance) and **Carol Turner** on the birth of a new son, Wesley William, born 8-27-02.

Congratulations to **Steve Gay**, Information Technology, and his wife, Lynn, on the birth of their son, Mason Emanuel, born on 7-16-02.

Susan Proksch, Information Technology, and husband, Dave, are the proud parents of Abigail Eileen, born on 8-16-02.

Kelly Armata, Library for the Visually and Physically Impaired, gave birth to Katelyn Elizabeth on August 24, 2002. Katelyn weighed 7 lb 14 oz and was 20" long.

transfers



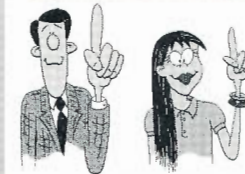
Colleen Fallscheer transferred from the Drain Office to the Purchasing Department on 4/22/02.

Madeline Lorence transferred from the Health Division's Central Support unit to the Medicaid Outreach and Advocacy program.

Jonathan Oesch transferred from FM&O to the Drain Commissioners' Office on 8-10-02.

Martin Griffiths, with the Drain & Sewer Maintenance unit since 11-24-97, left for a position with the Road Commission of Oakland County.

announcements



FLU SHOTS: The Oakland County Health Division expects to begin giving Flu shots at the end of October. Call the Flu Vaccine Hotline at 1-800-434-3358 or visit

their website at www.co.oakland.mi.us/health for updated information about Flu Clinic start dates, hours and locations.

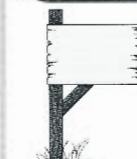
The Collection Connection Charitable Recycling

Recycle your cell phones and printer cartridges while helping others through local charities. Recycling bins are located at the One Stop Shop in the Executive Office Building. Proceeds will go to the Rainbow Connection and the Oakland County environmental education programs.

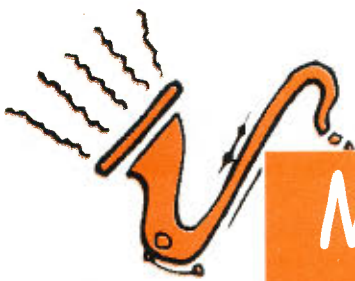
Please e-mail Lani at morganl@co.oakland.mi.us for more information.

This program is an initiative of REAP2 and Automation Alley.

for sale



Four bar/counter chairs, deep cushioned, dark rust color, good condition - \$100. Call Carol Stephan at (248) 858-0936.



Toot Thy Horn



Medical Care Facility

new stuff

The Oakland County Medical Care Facility (MCF) recently signed up their nursing assistants with the National Association of Geriatric Nursing Assistants as a way to empower them and give them recognition as the true professionals they are. The facility has also begun utilizing the Eden Alternative philosophy for long-term care which places an emphasis on nurturing residents rather than just caring for them.

MCF has also installed a pond with waterfall and will soon be implementing a code alert system. Those patients who are most ambulatory will wear a special band that triggers an alarm if an outside door is opened.

The Oakland County Medical Care Facility, formerly called the Oakland County Hospital and once located in what is now the Executive Office Building, is a fully licensed, skilled care nursing facility. It is certified for Medicare and Medicaid dollars.

The nursing home's 110 employees provide 24/7 care to Oakland County residents who can no longer be cared for in their own homes or through a community-based program.

The Medical Care Facility has 120 beds and an occupancy rate this year of between 93 and 95 percent. The facility operates an annual budget of \$8 million.

Residents frequently go on outings to places like the Detroit Zoo, the circus, Frankenmuth, Birch Run for shopping and shows. Weekly bingo games and church services are also available.

A beautician, barber and massage therapist offer their services to residents on a regular basis.

spot light

During her 18 year career at the Medical Care Facility, Cindy Davis has worked her way up through the ranks from LPN on the midnight shift to her current position as supervisor of Administrative Services.

Cindy's primary areas of responsibility are admissions/medical records; materials management; liaison between contract services; chair of the Quality Improvement and Safety Committee and corporate compliance officer.

"The most challenging part of my job is the day-to-day changes in this type of business," says Cindy.

The best part of her job, says Cindy, is the residents.



Residents enjoy Senior Prom Night, a yearly event at MCF

Did you know??

■ The MCF receives no county subsidy, it is self supporting.

■ MCF is not mandated by law to be a county facility.

■ Unlike most nursing homes, MCF has its own on-site pharmacy, lab and x-ray.

■ Former employees do not automatically qualify for care at MCF.

■ 88 percent of the residents at MCF are Medicaid