

THE TELEGRAPH

VOLUME III NO. 1

MARCH 1989

A message from the County Executive

Here's an explanation of pay raises, benefits

Dear Employees,

Welcome to 1989. During the past few weeks, I have heard several discussions concerning 1989 pay raises and various assumptions about deductions for health care benefits. So let me explain how we arrived at the pay increase formula and how we dealt with the cost of medical benefits.

As you know, health care costs in this country are rapidly rising. You also know that I am a believer in balanced budgets. I could not justify going into the red to pay for benefits.

It is fact that numerous major employers have made substantial shifts to sharing the increasing costs of benefits, and particularly health care benefits, with employees. Several major employers in Michigan, for example, have recently shifted to employees' health care costs ranging from increases in deductibles and co-pays of \$700 per year and above for health benefits that were formerly employer paid. Many other employers are simply beginning to pass along all cost increases in their health care plans to

employees in order to survive in business.

The 1989 general salary increase for non-union and certain union bargaining groups was **not 4.5 percent** as interpreted by some employees, but rather an amount **less** than 4.5 percent represented by the formula: 4.5 percent minus \$136.

I know this may seem confusing but it was determined to be the most prudent method of raising salaries and dealing with the spiraling health care costs as well as other budget concerns.

Several options were considered, including setting the 1989 salary increase at a flat 4 percent or a flat increase somewhat below 4 percent. The formula of 4.5 percent minus \$136 however, was selected after considerable discussion.

There is no easy remedy for establishing salary increases when we are faced with funding significantly higher health care costs for employees.

Some of you may disagree with the method used for 1989, but it is likely that some of you would disagree with



Dan Murphy

any approach that we might take to reach a sound, balanced budget.

However, the equivalent of \$136 dollars per employee was removed from the salary increase pool to help fund increased health care costs in 1989 prior to setting 1989 salaries. The \$136 dollars per employee is but a token relative to the full cost and value of that benefit. You continue to have the same benefits in 1989 that you had in 1988.

Please be assured that your concern relating a preference for a payroll deduction to help fund health care cost increases has been heard and will be thoroughly reviewed again should health care costs continue to escalate beyond what can be prudently accommodated in future budgets.

Sincerely,
Daniel T. Murphy

Congratulations Sandy Zipser Our First "Unsung Hero"

New to the Telegraph this month is the Unsung Hero column. Each quarter we will dedicate this space to introducing you to a County employee who has gone beyond the call of duty. Perhaps this is the person who helped you on the big project a few weeks ago. Or maybe this is the person who volunteers free time to a charitable cause. Or maybe this is the person who is simply always there to give a helping hand. We want to know about these special people who, through their hard work and upbeat outlook, have made a difference. All nominations for this column must be submitted by a manager and sent to Public



Information, E.O.B., Rm. 202.

Our first Unsung Hero recipient is Sandy Zipser. Sandy is an auxiliary health worker in the Early Periodic Screening Diagnosis and Treatment (EPSDT) program in Oakland County's Health Division. The EPSDT Program

is part of Medicaid's Preventive Health Plan. In addition to her 13 years of service in the County, Sandy has been quite active in various community organizations.

"Sandy is a very good public relations person. She has done an excellent job recruiting families to utilize our program," said Sharon Hinkins, EPSDT Program Coordinator for Oakland County.

For four years Sandy has been working with special adults in the Jewish Association for Retarded Citizens program at the Jewish Community Center in West Bloomfield. Her positive attitude has

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Editor's Column



Suzan Singer

Dear Readers,

Thanks so much for your support. The Telegraph is really growing and that's because you are getting involved and sending articles.

We have added a new feature that will focus on alcohol and drug abuse. Each edition we will address another concern regarding the progressive disease of substance abuse and helping employees learn to recognize the warning signs in themselves and in their loved ones before it is too late. Remember confidential employee treatment is available by calling Eva Clark, Employee Assistance Program Coordinator at 85393.

Sincerely,
Suzan Singer

Letter To The Editor

Health Deduction Needs Explanation

Dear Editor,

First, I appreciate the 4½% increase which we, the Oakland County employees, were all given by the Board of Commissioners for 1989.

What I don't understand though is why all the "fancy footwork" with the \$136 deduction for our health care. It is my understanding that although it is true our raises were figured at our old rate times 4½% and then minus \$136, when our service increments, retirement benefits, etc. are calculated, it is after the \$136 has been deducted. I disagree strongly with this method and from the feedback I've received, so do other county employees. My base pay is my old salary times 4½% - \$136 health care co-pay has nothing to do with my salary base.

Specifically, I do not like that a precedent has been set where our fringe benefits can be tampered with **without** employee input. Granted, it may only be a few dollars this year - but what about in years to come - this year it's health care, what will it be next year? I do not mind co-paying the \$136 because I do understand the spiraling cost of health care, however, I would've appreciated the opportunity to either pay it in one lump sum or have it deducted per pay period. I feel that my benefits should be based solely on my increased salary - Prior To The Deduction Of The \$136.

Thank you for your time.

Sincerely,
Karen M. Dedenbach
Oakland County and
Administrative Assistant to the
Clerk/Register of Deeds

Editor's Response:

Please see the County Executive's column for a response to your question.

County employees brighten holidays for others

It takes a great number of dedicated volunteers as well as generous employees to make a seemingly impossible task come together to add up to a big success. This is exactly what happened with the County's annual United Way Campaign for 1988-89.

United Way's enormous task of raising funds this year was compounded by the large number of persons affected by the plant closings. It was recognized that due to these layoffs, there would be fewer persons contributing and a greater demand for services which are supported by the United Way. To this end, an appeal was made to the governmental units and the community asking everyone to dig a little deeper this year to help meet the increased needs.

A successful campaign was conducted last year which provided \$64,115 in cash donations and pledges by County employees. The goal for the 1988-89 campaign was set at what appeared to be an unrealistic target of

\$75,000, an increase of almost \$11,000 over the previous year. How would we ever be able to increase our contributions by 17%? After all, the employees did well last year, didn't we?

Whenever County employees have been called upon to go the extra mile, they have always come through. This project was no exception. Most contribution cards have been received and accounted for, but we continue to receive one or two stragglers. The contributions received by the end of the United Way campaign totaled an astounding \$75,006.78 which is quite an achievement.

To the many volunteers who did the lion's share of the work by soliciting funds in their departments, and to all who contributed their hard-earned dollars, we wish to say thank you. Through this achievement, County employees have once again shown that we are doing more than reaching out for our paychecks. Through generosity and caring for others, we have reached

out to meet the needs of those in our own community. Oakland County is a very special place, which is true largely because of its very special employees.

Sandy Zipser

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made for a more cheery atmosphere for those who rarely have any social activity.

When not working at the County or assisting at the Jewish Community Center, Sandy can most likely be found at a Special Olympics event where she is known as a dependable volunteer.

This past Christmas Sandy volunteered her time at the Ronald McDonald House in Detroit. She registered families, answered phones, performed clerical tasks and socialized with the residents while their children were hospitalized at Children's Hospital.

Kudos to Sandy!

Friend of the court goes on television

The nation's child support system report card was issued last October and Oakland County's Friend of the Court was voted Valedictorian of the class.

Using data supplied by the Federal Office of Child Support Enforcement, the House Committee on Ways and Means graded each state in the following areas: paternity establishment efforts, paternity collections in and out of the state, cost effectiveness, and degree to which child support collections reduced costs of the Aid to Families with Dependent Children

(AFDC) program.

Michigan was one of only four states to receive an A grade and Oakland county was noted for having the model system in the country.

"Our system is made up of dedicated people who do what the public needs done for them in a very difficult situation," said Friend of the Court Referee Adrian Spinks.

So impressive was the report the Friend of the Court was featured last month on the CBS news program 48 HOURS. Taping for the program took place the week before Christmas and

despite the hoopla business went on as usual.

The news crews attended mediations, sat in on referee and court hearings, and rode with Court Service Officers in pursuit of delinquent payors.

Child support is fundamentally a state responsibility and we in Michigan and specifically in Oakland County can be proud of the fact that while we are working towards improvement we are viewed as the best of the best when it comes to providing this very essential service.

The Fire Marshal's Corner

by Larry Wesson

Today I wish to share something with you, an old piece of writing that can be found in just about every fire house and burn center in the world. The author is unknown, the message is not.

The Enemy

I am more powerful than the combined armies of the world. I have destroyed more men, women and children than all the wars of all nations. I massacre thousands of people every year. I am more deadly than bullets, and I have wrecked more homes than the mightiest guns.

In the United States alone, I steal over 500 million dollars each year. I spare no one and I find my victims among the rich and the poor alike, the young and the old, and the strong and the weak. Widows know me to their everlasting sorrow. I loom up in such proportions that I cast my shadow over every field of labor.

I lurk in unseen places and do most of my work silently. You are warned against me, yet you heed me not. I am relentless, merciless and cruel. I am everywhere, in the home, in the schools, in the factory, on land, in the air, and on the sea.

I bring sickness, degradation and death, yet few seek me out to destroy me. I crush, I maim, I devastate—I will give you nothing and rob you of all you have...

I am your worst enemy—

I AM RAMPANT FIRE!

Nutrition program celebrates its 20th anniversary by Cooperative Extension

EFNEP-The Expanded Food and Nutrition Education Program is celebrating 20 years of service to the residents of Oakland County. Since the program began in January, 1969, more than 7,000 Oakland County low income families have learned how to prepare safe, healthy and economical meals. EFNEP participants learn basic nutrition concepts, food buying skills, food preparation, menu planning, food preservation, proper food storage and sanitation.

EFNEP was created at the federal level and officially began programming thru the Cooperative Extensive Service in 1969 in 50 states and the U.S. territories. This program is targeted at

low income families with children. It is the largest federally funded nutrition education program in the country. County and state funding supplement the federal monies.

The objectives of EFNEP are, to help low income families acquire the knowledge, skills and attitudes and adopt behaviors necessary for nutritionally sound diets, and to contribute to personal development and improvement of the entire family's diet and nutritional well-being.

For more information about the Expanded Food and Nutrition Education Program here in Oakland County contact the Cooperative Extension Service, North Office Building.

The Haven thanks County Employees

Thanks to generous Oakland County employees, two area organizations were able to brighten the holidays of many more people. MaryLou Prevost and Carolyn White of Personnel and Porferia "Porky" Mellado of Circuit Court organized a project where county employees gave food, clothing and money to help others.

One recipient of the holiday goodies was the Baldwin Avenue Community Center. The Center provides meals for up to 500 people a day, offers temporary shelter for the homeless, and makes efforts to get people back on their feet again.

Residents of The Haven, a refuge for abused women and children, were also able to benefit from county employees and good will.

"We have never had a problem with participation at the County," said Prevost, who is the United Way Chairperson for the County. "County employees have always been very generous with their contributions and their support."

The next drive begins at Easter. Anyone interested in making a donation of food, clothing or money should contact MaryLou Prevost at 858-1846.

Get to know our new Commissioners

Six new people have joined

Jim Ferrans



Serving his community is nothing new for Oakland County Commissioner Jim Ferrans.

Ferrans, who has been a Pontiac police officer for nearly two decades, said that it is his concern for equal representation for the City of Pontiac that motivated him to pursue the position on the board.

"I have been involved in Pontiac politics for the last decade and felt it was time to expand my efforts to the County level where there is opportunity to do good things for Pontiac and for the county as a whole," said Ferrans.

Ferrans, who serves on the Finance Committee and is minority vice chairman of the Planning and Building Committee, is looking forward to working with the commissioners on Oakland County issues.

Ferrans has recently been promoted to administrative assistant for the Chief of Police, Community Relations. One of the tasks performed by Ferrans in this position is a regular "Say No to Drugs" lecture at Pontiac elementary schools.

When not working Ferrans enjoys spending time with his wife Linda, daughter, Amy, and sons Jeremy and James.

Donn Wolf

For some people politics is a hobby but for Donn Wolf it is a way of life.

Wolf, who is a Community and Government Affairs Representative for Detroit Edison, pursued the Commission position because, as he put it, "Oakland County is one of the best organized counties in the nation and I wanted to be a part of it. I also knew that I had a lot to bring to the position."

Wolf's primary goal these days is to implement a plan, which he says, will keep him in close contact with his constituents.

Wolf knows how important communication is and his background is testimony to that fact. In addition to co-authoring two books on politics, Wolf has managed political campaigns and has headed a lecture series discussing the in-and-outs of politics.

Wolf, who has five children and seven grandchildren, lives with his wife in Farmington Hills.



Jack Olsen

Jack Olsen is not exactly a new face on the Board of Commissioners but a returning member. He served as a commissioner from 1980-86, and has recently rejoined the Board for his fourth term.



Mark Chester

Mark Chester, who is a Senior Purchasing Expediter at General Motors, comes to the Oakland County Commission with extensive background in community involvement.

"I have been active with many community committees in the past where I had often risen to either president or chairman. It was then that I could best continue to serve these communities at the County level," said Chester. "I believe that county government is the way to reach out and assist the people."

Chester, his wife Denise, and their two children Mark, 2 and Dayna, 4 live in Troy. When not working Chester can be found either spending time with his family or working in his basement where he is setting up an office for his Commission work.

Chester has been appointed Vice-Chairman of the Planning and Building committee, which is responsible for implementing the solid waste program, and serves on the personnel committee.

Olsen of Huntington Woods is retired and enjoys golfing, reading, playing tennis and spending time with his wife Bernadine. The Olsen's have two adult children.

Olsen wanted to become a commissioner to ensure that the residents of southern Oakland County shared in and contributed to the benefits and decisions that affect the whole county.

Olsen hopes to achieve the above objectives, as well as to, "make sure there is equity in the courts. I would also like to help shape a solid waste plan that benefits all the residents of Oakland County. Our needs must keep pace with the growth and demands of the County."

Meet our new Commissioners



Ruth Johnson

Quitting your job so that you devote all your time and energy to the needs of the Oakland County Board of Commissioners may seem a little extreme for some but not for Ruth Johnson.

Johnson was a contracted psychiatric liason at Oakland County's Children's Village. She turned in her resignation when she

decided to run for Commissioner.

It hasn't taken Johnson very long to get into the swing of things either. She has been appointed vice-chairman of the Health and Human Services Committee and serves on the Planning and Building Committee, the Zoning Coordinating Committee and the Community Mental Health Board where there are several sub-committees also on her list of involvement.

One of Johnson's immediate goals is to maximize the effectiveness and efficiency of programs for the families, youths and seniors currently using County services.

Johnson, who lives in Groveland with her husband Don Nanney, enjoys playing tennis and wallyball and, when weather permits cross country skiing.



Mike McCullogh

It was his eagerness to make sure that the city of Royal Oak receive its share of County services that prompted Attorney Mike McCullogh to run for the Oakland County Commission.

McCullogh, his wife Lisa and their 17 month-old daughter live in Royal Oak. He said that there are many current County issues that could effect the lives of his fellow Royal Oakers.

"There are a couple of issues unique to Royal Oak that I want to get involved in. I want to make sure Royal Oak is fairly represented on both the solid waste and road repair issues," said McCullogh.

When not working McCullogh enjoys reading, gardening and playing tennis.

Aspiring to Management

People who aspire to management positions generally possess certain characteristics, writes Dr. John B. Milner in *Interaction*. These are:

- A favorable attitude toward authority figures and respect for hierarchies.
- A desire to compete with papers.

- An assertive and "take charge" personality.
- A tendency to enjoy exercising power over subordinates.
- A need to stand out from the crowd.
- Acceptance of routine.

—*Executive's Digest*

Children's Village reaches to the public for support

The holiday season was that much brighter this past year thanks to a group of Oakland County teenagers.

Students from Rochester, Southfield Lathrup, Royal Oak Shrine, Bishop Foley and Marion high schools joined together to make the holiday season a special time for the Children's Village residents.

Brigid O'Connor and Greg Alessi from the Department of Public Information and Children's Village respectively, visited the schools last fall and asked the teenagers to be a part of the first annual Teens Helping Teens program.

The project, which raised more than \$2,000 in gifts and donations, was created because Children's Village staff realized that in the past they had received a surplus of gifts for the younger residents and not enough gifts for the teenagers who make up the majority of the population at the Village.

"We spoke to the student councils about what we had in mind and

explained to them the reasoning behind the project," said Alessi. "We then gave them a wish list put together by the teenagers in the Village. The rest was up to them."

"The high school teenagers were responsive to the idea from the start," said O'Connor. "Each group decided how they were going to raise the money

necessary to buy the gifts and raise money is exactly what they did. This was a very special group of teenagers."

The students presented their gifts and donations to Children's Village Manager Mike Worrell only a few days before Christmas and were then presented with a proclamation from Mr. Murphy.



Public Information intern Brigid O'Connor hands a prolamation to Sister Jean Herb of Marion High School thanking her for her work for Children's Village.

Employees make news

NOTABLES

Congratulations are in order for **Patricia Crane**, 52nd District Court Probation Officer, who ran the Chicago Marathon in October, 1988. Ms. Crane completed the 26.2 mile race; her 6th marathon ran in the 4 years since she first began running.

Recreation Specialist **Greg Alessi** of Children's Village recently received permanent professional status through the National Council for Recreation Certification. He is now recognized as a therapeutic recreation professional.

Children's Village cooks **Jan Miller** and **Judy Rabideau** recently completed the first level of a state-wide training program for the Michigan Department of Education. Miller & Rabideau received pins and certificates for their efforts.

A new parks and recreation program called "**Scooter**" was recognized by the Michigan Recreation and Park Association for providing customer service and information to guests in the Oakland County Parks. The program debuted last summer.

The "Scooter" moniker resulted from information-on-wheels offered by parks and recreation interns and seasonal staff who roamed the parks in golf carts. The staffers provided information such as brochures, calendars and flyers; assisted park visitors with special needs or requests, and conducted surveys among picnickers, swimmers and campers.

In its first season, the "Scooter" program interacted directly with several hundred Oakland County Parks visitors and was a visible symbol of service for thousands more. The program will be expanded for the summer of 1989.

Staff serving as "Scooters" in 1988 were **Chris Bundy** of Flint, **Joan Davidson** of Farmington, **Jim Dunleavy** of Highland, and **Shawn Smith** and **Dean Vanderkolk**, both of Clarkston.

Commissioner **David Moffitt** received the Distinguished Brief Award for the Cooley Law School Law Review for the best brief with the Michigan Supreme Court in 1988.

Oakland County's Director of



Joan Newby

Community Affairs traveled to Atchison, Kansas last November to sing her heart out.

Joan Taylor-Newby was invited to join a select group of people in the performance of Handel's Messiah at the Benedictine College in Atchison, Kansas.

Taylor-Newby, who holds a degree in music education from Kansas State University, was the featured Mezzo Soloist in the performance.

Taylor-Newby has taught vocal music in Wichita, Kansas; Flint, Michigan; Highland Park, Michigan; and at Oakland University.

She developed and directed the music department of Nairobi College in East Palo Alto, California from 1970-75 and is currently the soloist at Unity Church in Pontiac.

Sargent Keith Overby of Public Safety was invited by the Michigan Probate Judges Association of Michigan to speak to 150 Probate Judges on the topic of Court Room Security.

Overby has been invited by the Oakland County Community Mental Health Services to speak to approximately 400 employees on confronting aggressive intruders.

Overby is also working with the American Red Cross on children programs concerning First Aid and crime prevention.

Anyone interested in the childrens programs should contact Red Cross representative Diane Baudoux at 334-3575 or Sargent Overby at Public Safety.

The Northwest Oakland County Historical Society in Holly is sponsoring their 20th Annual Antique Show and Sale. The show & sale will take place Saturday, April 29 from 10 a.m. to 8

p.m. and Sunday, April 30 from 12 noon to 5 p.m. The show is at Sherman Middle School in Holly.

The Childrens' Village Advisory Council presented Dr. Robert Locey with a check for \$8,000.00 raised at a fundraiser held on November 3, 1988. The fundraiser took place at the Deer Lake Racquet Club and was a great success.

During the month of December, the staff of the Central Case Management program sponsored two holiday parties for clients which proved to be the highlight of the season for many of them.

One of the parties took place at the Clawson YWCA and the other took place in Pontiac at a building donated by the day by the Pontiac Osteopathic Hospital.

The Central Case Management staff would like to thank all those who made the parties possible and express their heartfelt appreciation.

The **Honorable Hilda R. Gage**, Judge of the Sixth Judicial Circuit Court in Oakland County, has been re-elected to the Michigan Judicial Tenure Commission for a three year term. Judge Gage was elected to the Tenure Commission by circuit judges throughout Michigan.

Jack D. Wiegand, Friend of the Court Family Counselor, is secretary for the Michigan Council for Family and Divorce Mediation.

Robert S. Kief, Friend of the Court Referee, was recognized by the Friend of the Court as its 1988 Employee of the Year.

Linda S. Hallmark was elected for a three year term to the State Bar Family Law Section Council.

Kim S. Bateman received the 1988 Distinguished Service Award from the Michigan Family Support Council at its annual conference in mid-October.

Last October, Congress gave Michigan and its courts an "A" on their child support enforcement effort "report card", as President Reagan signed new child support legislation into law.



County Executive Dan Murphy and Commissioners Marilyn Gosling, Madeline Luxon, and Larry Pernick cut the ribbon opening the new Mobile Services unit as health department staff Tom Gordon and Judy Anderson look on.

Mobile Unit on the move

by Ann Louise Moberg

The new Oakland County Breast Cancer Mobile Unit has been reaching many women since it hit the streets.

"The unit is functioning at maximum capacity," said Judith Anderson, program coordinator.

Anderson said the model program of the county is very comprehensive as opposed to some services which may provide only one componet.

The comprehensive program being offered in the Mobile Unit is the same quality service provided in-house since 1976:

- Breast-Self Examination instruction
- Breast Physical Examination by a specially trained Public Health Nurse
- Low dose-Radiation Mammography

The goal of breast cancer detection is to detect it early. Early tumors can be treated with a higher cure rate. The county adheres to the guidelines of the American Cancer Society for mammography:

Ages:

- 35-40 Base line mammogram
- 40-50 Annually or biannually
- Over 50 Annually

The charge is \$12 for the first visit and \$7 after. Women over 60 are not charged. Most insurances are accepted.

County Executive Daniel Murphy, braved a cold winter's day to help inaugurate the new Mobile Unit at a ribbon-cutting open house at the South Office last December. Other county dignitaries included several county commissioners: Marilyn Gosling, Madeline Luxon and Lawrence Pernick. Thomas Gordon Health Division Manager, Rosemarie Rowney Health Division Administrator and

Judith Anderson also spoke of the Mobile Unit's potential. Various members of the BCDC advisory committee including Shari Berard and Carolyn Murphy also braved the cold.

Storing Clothing

Storing winter clothing properly should prevent moth and carpet beetle damage to fabrics containing wool or other animal fibers. In Michigan, clothes moths are not the problem they once were, but carpet beetles can still be trouble-some. Recommendations to control these insect pests are:

- Wash or dryclean woolens before storing them in clean plastic bags or other airtight containers. If woolens are not cleaned, hang them in bright sunlight for a day or more and brush thoroughly before storing.

- If closets and drawers are not airtight, be sure to vacuum the area thoroughly and spray entire inside surfaces with a general purpose indoor insecticide (not an ant and roach product). If you are not certain on which product is correct, check with you local garden center.

- Cedar chests/closets provide good protection against insect pests. Store only freshly laundered or drycleaned clothing in cedar.

For further information, "Protecting Woolens Against Clothes Moths and Carpet Beetles" (#HG-113) is available at your Cooperative Extension Service.

Dealing With Two Income Families

submitted by
Cooperative Extension

As the number of two income families increases, questions arise on how to spend the money.

Common questions for the two-paycheck family include: should the money be pooled without noting who brought home which paycheck? Should bills be split down the middle, or should one spouse pay for the necessities and the other, the frills? Should the partner who makes the higher income have more decision-making power? Or should one paycheck be saved for a long-term goal, such as a down payment on a house?

According to Elaine Glasser, Home Economist for M.S.U. Cooperative Extension Service in Oakland County, many two-income families are "poolers" who combine their incomes to pay for household and personal expenses. This approach has the advantage of equally valuing each person's earnings. But if one worker's earnings are significantly higher than the other's, problems may arise when spending decisions need to be made.

Pooler couples may be wise to consider retaining independent allowances. This allows each person to make purchases without being accountable to each other.

Two income families may also be "equal sharers" or "proportional sharers." In the first situation, each puts an equal amount into joint checking and savings accounts to cover typical household expenses. The remainder can be saved or spent as the couple wishes.

If one spouse is earning more than the other, this system can cause resentment because the partner with the lower income chips in a larger portion of his/her income. This problem can be overcome by using proportional sharing. Each contributes a percentage of his/her salary to cover expenses. The remainder is available for each to use as he or she wishes.

In making the decision between joint and separate accounts, a couple needs to consider the advantages and disadvantages. Joint accounts can simplify recordkeeping and give a greater feeling of "our" money. On the other hand, separate accounts offer a greater sense of independence.

Calendar of Events

March 3

Stephen Sondheim's Company and afterglow at Birmingham Theatre, 8 p.m. Benefit sponsored by Oakland Parks Foundation. Call 335-2771 for tickets and information.

March 3,4 & 5

Country Folk Art Show at Springfield Oaks Activities Center. More than 100 folk artisans from across the country. Friday 5-9 p.m., \$6 admission; Saturday & Sunday 10 a.m.-5 p.m., admission \$4. Call Betty Long, 634-4151, for information.

March 4

"Maple Magic" nature program at Independence Oaks Nature Center, 1-2:30 p.m. Learn the process of old-time maple syrup production and taste some maple products. Cost: \$1/person. Pre-registration required. Call 625-6473.

March 14-April 4

Oakland County Parks and Recreation Commission photo exhibit at Royal Oak YMCA on Eleven Mile Road in Royal Oak.

March 18

"Gems of Blue" nature program at Independence Oaks Nature Center, 1-2:30 p.m. The story of the Eastern Bluebird will unfold as you learn of the efforts to "bring them back" to Independence Oaks. Find out how you can help right in your own back yard. Pre-registration is required. Call 625-6473.

March 18

Ballroom Dance at Waterford Oaks Activity Center, 8-11 p.m. Featuring a live band. Call 858-0913 for details.

March 18

Easter "Spring Fling" at Springfield Oaks County Park, noon-2 p.m. Walks with Mr. & Mrs. Easter Bunny, egg hunt, bluegrass band and airplane marshmallow drop. Co-sponsored by Springfield Township Parks and Recreation and Waterford Parents without Partners. Admission \$2/vehicle. Call 625-8133 for details.

March 19

"Introduction to Metal Detecting" seminar from 1-3 p.m. at Independence Oaks Nature Center. Sponsored by the Oakland County Parks Volunteer Metal Detecting Club. Park entry fee will be charged. Call 625-0877 for more information.

March 19

Antique Show at Springfield Oaks

Activities Center, 10 a.m.-4 p.m. Juried antique show featuring authentic antiques from 40 exhibitors. Call 625-8133 for more information.

March 29 & 30

"Predators" mini-class at Independence Oaks Nature Center, 1-3:30 p.m. Youth 9-13 years old will explore animals who kill to live. Activities, games and more. Cost: \$5/child per session. Pre-registration required; call 625-6473.

April 1

"Flora & Founa Foolers" nature program at Independence Oaks Nature Center, 1-2:30 p.m. Explore extraordinary plant and animal facts and fables. Pre-registration required; call 625-6473.

April 7

Ballroom Dance at Waterford Oaks Activity Center, 8-11 p.m. Featuring a live band. Call 858-0913 for details.

April 8

"High as a Kite" nature program at Independence Oaks Nature Center, 1-3 p.m. Learn about wind and kites, and make a simple kite. Cost: \$3/kite. Pre-registration required; call 625-6473.

April 15

"Weatherwise" nature program at Independence Oaks Nature Center, 1-2:30 p.m. Learn about cold and warm fronts, high pressure areas and more. Cost: \$1/weather instrument. Pre-registration required; call 625-6473.

April 18 & 25

"Weave-a-Reed" nature mini-class at Independence Oaks Nature Center, 7-9 p.m. Learn about natural materials and create a spring basket. Must attend both sessions. Cost: \$15/person. Pre-registration is required; call 625-6473.

April 22

"It's Tree-mendous" nature program at Independence Oaks Nature Center, 1-2:30 p.m. Celebrate Arbor Day by planting a tree and learning why they are vital to the environment. Cost: \$1/person. Pre-registration is required; call 625-6473.

April 23

Antique Show at Springfield Oaks Activities Center, 10 a.m.-4 p.m. Juried antique show featuring authentic antiques from 40 exhibitors. Call 625-8133 for more information.

April 29

"Sky Dancers" nature program at Independence Oaks Nature Center,

7:30-9:00 p.m. Observe the courtship flight of the American Woodcock and other evening aerialists. Pre-registration is required; call 625-6473.

May 5

Ballroom Dance at Waterford Oaks Activity Center, 8-11 p.m. Featuring a live band. Call 858-0913 for details.

May 5-14

Weekend camping begins at Addison Oaks and Groveland Oaks County Parks. Call Addison Oaks at 693-2432 or Groveland Oaks at 634-9811.

May 6

"Slippery Singers" nature program at Independence Oaks Nature Center, 7:30-9:00 p.m. Listen to the calls of native frogs on an evening walk. Pre-registration required; call 625-6473.

May 6

Waterford Oaks Court Games Complex opens for summer season. Complex features tennis and volleyball courts, shuffleboard, horseshoe pits, picnic shelter and control station with rental equipment. Located adjacent to Waterford Oaks Wave Pool. Call 858-5433 for more information.

May 7

Mountain Bike Race at Addison County Park. Observed trails and cross-country race for all ages. Prize drawings and awards for racers. Spectators welcome. For more information call 693-2432.

May 8

Waterford Oaks Bicycle Motocross (BMX) track opens for 1989 season. Weekly practices and races. Call 858-0915 for information.

May 10 & 13

"Beginning Birding" nature mini-class at Independence Oaks Nature Center, 7-9 p.m. on May 10; 8-10 a.m. on May 13. Learn the basics of bird watching through lectures, handouts and field experience. Cost: \$3/person/session. Pre-registration required; call 625-6473.

May 13

Oakland County Kite Flying Festival, noon-5 p.m. at the Oakland County Service Center. Kite flying demos, kite-making seminar, and kite flying for all ages. Raindate: May 14. Call 858-0916 for more information.

May 13

"Wildflower Wanderings" nature program at Independence Oaks Nature Center, 1-3 p.m. Identify woodland wildflowers during an outdoor hike.

Calendar of Events

Cost: \$1/person. Pre-registration is required; call 625-6473.

May 14

FAL Flatfooters 10k Run at Independence Oaks County Park, 9 a.m.-noon. Police Championship and Public 10k Run and one-mile Fun Run. For information, call Patty Fortin at 673-1827.

May 18

County Employee "Walk Michigan" at the Oakland County Service Center. Join a one-mile walk between 11 a.m. & 1 p.m.; register across from Commissioners Auditorium on event day. Walkers are eligible to win an all-expense paid trip to Mackinac Island for the annual Labor Day Bridge Walk. Call 858-0916 for more information.

May 19

"Senior/Retiree Open" Golf Tournament at Red Oaks Golf Course. Nine-hole tourney with several age categories. Actual scores as well as adjusted Calloway handicap system will be used; plaques awarded. Cost: \$3.50/person. Call 541-5030 for information.

May 19 - September 10

Regular camping season begins at Addison Oaks and Groveland Oaks County Parks. Primitive and modern sites with electricity and water available. Call Addison Oaks at 693-2432 or Groveland Oaks at 634-9811.

May 20

"Good Old Summertime Family Day" at Independence Oaks County Park. Activities scheduled from noon-10 p.m. All-day event and entertainment. Fee: Regular park entry until 8 p.m. \$1.50/vehicle after 8 p.m. (for fireworks). Rain date: May 21. Call 858-4945.

May 24

"Tuning Your Tot Into Spring" nature program at Independence Oaks Nature Center, 10-11:45 a.m. Stories, songs and nature activities for the preschooler. Cost: \$2/tot. Pre-registration is required; call 625-6473.

May 26

Red Oaks and Waterford Oaks Waterparks seasons begin. Open daily, 11 a.m.-8 p.m. Call Red Oaks at 585-5990 or Waterford Oaks at 858-0918.

May 26 - 29

8th Annual Michigan Memorial Open Tennis Tournament at Waterford Oaks Court Games Complex. Sanctioned

and unsanctioned play. Call 858-5433.

May 26 - 29

Recreational Player Tennis Tournament #1 at Waterford Oaks Court Games Complex. Unsanctioned. Call 858-5433.

May 29 - September 4

Annual fishing contest at Addison Oaks County Park. Prizes awarded at the end of the season for largest fish caught. Valid Michigan fishing license required. Call 693-2432 for details.

June 1-4

8th Annual Junior Open tennis tournament at Waterford Oaks Court Games Complex. Sanctioned. Call 858-5433.

June 2

Summer Square Dance program begins at Waterford Oaks Activity Center. Call 858-0913 for details.

June 3

"Wetland's Wildlife" nature program at Independence Oaks Nature Center, 8:30-10:30 a.m. Canoe Crooked Lake and discover wildlife in the wetlands. Life jacket must be worn. Canoe rental: \$3/canoe. Pre-registration is required; call 625-6473.

The Great American Lowfat Pigout

Start "pigging out" the lowfat way, at the second annual Great American Lowfat Pigout. The Great American Lowfat Pigout, March 9th, is the perfect day to see just how easy and tasty it can be to choose a lowfat lunch. The lowfat pigout will take place Thursday, March 9th in the Court House and Medical Care Facility.

The Oakland County Health Division, Michigan Dietetic Association, and American Cancer Society, Michigan Division are co-sponsoring The Great American Lowfat Pigout. Oakland County employees and visitors are urged to taste and eat the foods that cancer has little appetite for.

Recommendations include lowfat dairy products, lean meats, poultry and fish. Others include Vitamin A rich fruits and vegetables (cantaloupe, carrots), Vitamin C rich fruits and

vegetables (oranges, broccoli) and the "cruciferous" vegetables (broccoli, cabbage, cauliflower).

Recent research is showing that obesity and eating fatty foods increases the risk of developing cancer. March 9th, The Great American Lowfat Pigout is a good time to begin modifying eating habits.

During the Great American Lowfat Pigout the Court House-Oakland Room and Medical Care Facility-Employee Cafeteria will be offering lowfat lunch entries, lowfat recipes and brochures. Operating hours for lunch on March 9th are as follows:

Court House-Oakland Room

11:30-1:30

Medical Care Facility-Employee Cafeteria

11:00-1:00

When you eat well, staying healthy can be deliciously simple. For more information about the Great American Lowfat Pigout please contact Patrice Moesta at 858-5108.

Clean Desk in Two Minutes

When was the last time you saw the top of your desk?

Each work week, office employees waste three hours looking for things that are misplaced, misfiled, mislabeled, or just plain missing, according to a recent Account Temps, Inc., survey. That adds up to 150 hours—or almost four work weeks—per year.

Here's how to clean the top of your desk in two minutes as suggested by *Writer's Digest* magazine:

1. Stack everything to be filed or otherwise "put away" in one pile. That means paper, books, pencils—everything. Don't think about what you're stacking, just stack. The idea is to clear your desk, except for one pile, within two minutes.

2. Move the stack to the floor next to your trash can. Your desk is now clear.

3. Sort through the stack and place each item into one of two piles: material to act on now; or material to read or file. Throw the rest away.

After sorting papers into these two piles, your goal is to handle each piece only once. And, always, when in doubt—trash it. Don't procrastinate; decide then and there.

Employees keep busy



Jenny Suter, Retiree

Births

Dan Scott, of FM & O's Maintenance Unit, and his wife **Denise**, are the proud parents of a bouncing baby boy. **Donovan Michael** was born December 31, 1988, and weighed in at 5 lbs. 15 oz.

Cindy Kroll, Southfield Health Division, and husband **Dirk**, are the proud parents of a new baby boy, **Devon**, born November 15, 1988.

Janise Donovan of Community Mental Health-Human Services, and her husband, **Steve Legeay**, are the parents of a new son. **Andrew R. Donovan-Legeay** was born on September 5, 1988.

Rena Joseph of Budget is a proud grandmother. Her grandson, **Jacob Caldwell**, made his entrance on October 15, 1988.

Skip Roche of Parks & Recreation (Glen Oaks) and his wife, **Darelene** welcomed baby **Kirsten Ella** into the world on November 30, 1988. Baby Kirsten weighed in at 7 lbs. 12 $\frac{3}{4}$ oz.

Assistant Naturalist **Lynn Conover** of Parks & Recreation gave birth to baby **Jennifer Laurel** on December 17, 1988. Lynn and husband, **Jim** report that Jennifer weighed in at 7 lbs. 2 oz.

Maureen Carlson of the Vital Statistics Unit and her husband, **Rick** became the proud parents of **Jessica Ashley Carlson** on July 24th, 1988, at 7:05 A.M. Jessica weighed 5 lbs. 7 oz. and was 19 inches long.

Toni Cooperrider of the Legal Records Unit and her husband, **Steve** became the proud parents of **Anna Noel Cooperrider** on January 2nd, 1989. Anna weighed in at 7 lbs. and 12 $\frac{1}{2}$ oz. and measured 19 $\frac{3}{4}$ inches long.

Just Married

Congratulations to **Tammy Campbell**, Clerk at 52nd District Court Probation, and **Bruce Domke**, who were married on October 22, 1988.

Wedding bells rang on December 17, 1988, for **Betty Hazelwood** of FM & O's Custodial Unit, and her husband, **Cleveland Richburg**. The newlyweds honeymooned in New Orleans the first week in February.

Best wishes to **Cheri Newcomer** of the Equalization Division and her new husband, **Randy Norris**. They were married on October 22, 1988. Congratulations!

Karen Fyfe, User Support Specialist with the CLEMIS team in Computer Services, was married to **David Radcliffe** on New Year's Eve (December 31, 1988). Best wishes to you both!

Barbara Gross, Pretrial Services Investigator, married **David C. Hankey** on September 23, 1988.

Brian Zubel, Assistant Prosecuting Attorney, married **Emily O. McIntyre** on November 19, 1988.

Transitions

Beverly Snyder transferred from Animal Control and is now working the switchboard at the Courthouse as a Switchboard Operator. Best of luck in your new position.

Linda Swartz, Project Support in the Computer Services Department, left her position on the CLEMIS team to become Secretary to Shan Topiwalla (Director-Computer Services). Good luck in your new position.

Margaret (Marge) Bozarth has joined the Computer Services Department as Project Support after serving 11 years in the Prosecutor's Office. We wish you much luck and success in your new position.

Mary Ann Williams, previously a substitute judicial secretary, is now Judge Francis X. O'Brien's judicial secretary.

Donna Smigelski, now secretary to Court Administrator Judy Cunningham, previously was Judge Norman L. Lippitt's judicial secretary.

Elizabeth Rae-Odonnell, research attorney to Judge Edward Sosnick, formerly worked as a research attorney for Judge Norman L. Lippitt.

Terri Hefner has been reassigned from her responsibilities as Secretary for the Circuit Court Division of the Prosecutor's Office to Secretary for the newly appointed Chief Assistant Prosecutor.

Medical Care to celebrate National Medical Laboratory Week

April 9-15 is National Medical Laboratory Week. The Medical Care Facility and Health Division Laboratories will be joining in the celebration.

This year's theme, "The Laboratory Professional-Your Key to Quality Health Care" was chosen to increase public awareness of the role the medical technologist plays in the health care field. Laboratory workers are the third largest segment of the medical service industry.

Medical Technologists are dedicated, highly trained professionals. They must have a bachelor of science degree from an accredited university, one year internship in a hospital, and must pass an intensive registry examination before they are granted their MT (ASCP) license.

Their expertise provides Physicians with quality laboratory results essential to the detection, diagnosis and prevention of disease. The Medical Technologist can perform chemistry, hematology, urinalysis, serology and microbiology testing.

The Oakland County Medical Care Facility Laboratory is a full service laboratory and operates at two sites, the main laboratory in the Medical Care Facility, and a satellite laboratory in the Health Division Building in Southfield. Its technologists provide clinical laboratory analysis for the Health Division clinics, the Oakland County Jail, Children's Village, T.B. Control, Epidemiology, the Medical Examiner, the Medical Care Facility, and various clinics in Oakland County.

More employees make news...

Promotions

Daniel P. Brock, 52nd District Court Probation Officer, was promoted to Community Service Coordinator effective November, 1988.

Gary Walker of Facilities, Maintenance & Operations, was promoted from Assistant Chief Custodial Operations to Chief Custodial Operations effective April 30, 1988.

Bob Larkin was promoted from Maintenance Planner I to Maintenance Planner II in Facilities, Maintenance & Operations. His new position and title took effect on January 30, 1989.

Bob Matthaei of Facilities, Maintenance & Operations was promoted from Custodial Work Supervisor I to Custodial Work Supervisor II effective December 17, 1988.

Betty Clark of Facilities, Maintenance & Operations was promoted from Custodial Worker II to Mobile Unit Custodial Worker. The new position and title took effect on December 30, 1988.

Vickie Krigner was recently promoted from her position as Community Mental Health Contract Manager to CMH Revenue Officer. Mrs. Krigner has been employed by Oakland County for 12 years, and has steadily moved up the ranks from Typist I to her present position.

Pamela Jo Verch was promoted to Office Supervisor II in Community Mental Health at the beginning of this year. She has worked for Community Mental Health for 15 years.

Loretta Bertucci, who works in the Management Information Systems division of the Community Mental Health Board Office, recently was promoted from Clerk III to Planning & Evaluation Assistant for CMH.

Lynn McDaniels, R.N., B.S.N., M.P.H., has been appointed Administrative Assistant for Personal & Preventive Health Services effective September 12, 1988. Lynn has been a Public Health Nursing Supervisor for the last three years. Good Luck!

Ronald L. Grimes, R.S., M.P.H., has been appointed to succeed Edward O'Rourke, R.S., M.P.H., as Environmental Health Services Administrator upon Ed's retirement. Mr. Grimes most recently has served



Ron Grimes, Lynne McDaniels, Eva Clark and Lillie Leverett receive promotions.

Oakland County as Chief of Special Programs. We wish you much success in the position!

Eva Clark has been named the new Employee Assistance Coordinator. She has been with Oakland County for 9 years, most recently serving in HENS, where she has coordinated a substance abuse prevention program. Congratulations and keep up the good work!

Lillie Leverett, R.N., M.S.N., was recently promoted from Public Health Nurse Supervisor to Chief of Adult Health and Chronic Disease. She has



Judy Cunningham

been with Oakland County since 1981, and was Public Health Nurse Supervisor in the Pontiac District for the past five years. Her new position oversees Breast Cancer Detection, Service to the Aging, Scoliosis, Dental Health, Hypertension, and Vision & Hearing. Congratulations!

Rebecca Halicek has been promoted to Clerk III. Becky is assigned to the Warrants Unit at the Friend of the Court.

Sue Baxter has been promoted to Account Clerk III at the Friend of the Court.

Judy Cunningham, former Deputy Court Administrator was appointed Court Administrator/Judicial Assistant for the Court.

The Honorable Joan E. Young, formerly Court Administrator/Judicial Assistant for the Circuit Court, was elected to the Probate Bench, to fill the seat vacated by the Honorable Norman R. Barnard at the end of last year.

Bill Klockow and **Glen Yrjanainen** of the Drain Commission have both been promoted to Assistant Chief Engineer.

Tina Stenborg of Children's Village has been promoted from Child Supervisor II to Child Supervisor III (Supervisory).

New Employees

52nd District Court Probation welcomes **Katie Carlson**, who was hired as a co-op student.

Welcome to **Leslie K. Zehnder**, who joins 52nd District Court.

William Wilson has joined Facilities, Maintenance & Operations Maintenance Unit as a General Maintenance Mechanic. He works in the Law Enforcement Complex.

Facilities, Maintenance & Operations also welcomes **Mark Baker** to its Custodial Unit. Mark is a General Helper working in the Law Enforcement Complex.

Keeping tabs on our co-workers

Bill Klosky of Glen Oaks wins the "Parks & Rec. Hunter of the Year Award." Bill was the only hunter who came home with a deer this past hunting season.

On Friday, December 2, over 300 friends, family and staff came together at the Norman R. Barnard Elementary School to pay tribute to the school's namesake, the **Honorable Norman R. Barnard**, upon his retirement from the Bench of the Oakland County Probate Court.

After the reception and dinner, Michigan State Supreme Court Justice **Dorothy Comstock Riley** spoke of the tremendous contributions Judge Barnard made in his thirty years of service to the people of Oakland County.

John Paul Jones, Chief Probation Officer at the 52nd District Court Probation Department, was selected by the Michigan Judicial Institute to receive a \$1,000 scholarship to attend the National Judicial College in Winter Park, Florida, in December of 1988.

Don Malinowski, Manager of Facilities Engineering, was awarded the Outstanding Engineer in Government award by the Michigan Society of Professional Engineers. Previous winners of the award include **James Pitz**, director of the Michigan Department of Transportation as well as our own director of Public Works, **Milt Handorf** and the recently retired **George Schutte**.

Two parks and recreation staffers won awards at the recent Michigan Recreation and Park Association state conference.

Recognized with the Fellowship Award was **Ralph Richard**, manager of the Oakland County Parks, for his contributions to the parks and recreation profession and volunteer time promoting the field and coaching youth sports. A member of MRPA for 21 years, Richard has held numerous offices with the association including president in 1987 and treasurer. He has been with the county four years.

Raymond Delasko, supervisor of Independence Oaks County Park in Clarkston, earned the MRPA's Maintenance Leadership Award. A 17-year employee of Oakland County Parks, Delasko was cited for maintaining high standards of park operations.

John Ousnamer, an officer for the Public Safety Division, was honored as the top service revolver shooter in the state by the Michigan Police Combat Pistols Association. The Michigan Police Distinguished Award is given to the top ten percent of the shooters competing in the state.

Dick Southern, of Community and Economic Development, has been named chairperson of the Program Committee for Detroit Metro's Community/Industrial Divisions.

The Medical Examiner's Office sponsored a conference on Forensic Pathology in December 1988, for police officers and supervisors. The seminar was coordinated by Bob Rossi. This is the fifth year of the program.

Barbara Consilio, Probate Court Administrator, has accepted an appointment to the newly-formed Juvenile Justice Alternatives Task Force. This is a state-wide committee, and we are proud that Barbara has been recognized.

Lin White of FM & O was presented with a Certificate of Service by Jim Eddy on behalf of the Oakland County Medical Care Facility. Lin was named Employee of the month for November, 1988, an honor usually reserved for Medical Care personnel.

Kudos to **Stacey L. Zehnder** of Community Mental Health Human Services! After years of working for the County full-time and attending school full-time, Stacey recently graduated from Lawrence Institute of Technology with a degree in Business Administration!

Arthur Gale, formerly of Veteran's Services, was appointed by Judge Barnard to a three year term on the Soldier's Relief Commission. His term started January 1, 1989.

Goodbyes

Philip O. Mastin III of the Equalization Division left Oakland County on January 6, 1989 to accept the position of Assessor for Grand Blanc Township. He had been with the County for almost 13 years. We wish him much success in his new position.

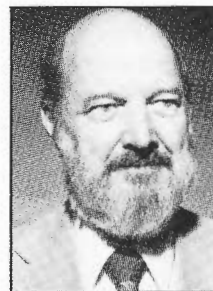
Arthur Gale, Veteran's Counselor in Pontiac for Veteran's Services, left in November to accept a position with Macomb-Oakland Regional Center as a Case Manager. Best of luck in the new position!

Pamela Rowson, Veteran's Counselor in Royal Oak, left in January to become a Masters level Psychologist in private practice. We wish Pam the best of luck in her new venture.

The **Honorable Norman L. Lippitt** resigned from the Bench in December, 1988. Judge Lippitt is now working in private practice with the law firm of Carson, Fischer & Potts in Birmingham.

Mary Stricklin, co-op student at the Friend of the Court for two years, graduated from Dorsey Business School in December, 1988. She has taken a position with an architectural firm in Bloomfield Hills.

We regret to announce the death of **Marion Ely** on Friday, January 13, 1989 after a long battle with cancer. Marion began his 24 year career with Oakland County in 1965 as a computer operator after working for the Chesapeake and Ohio Railway for 14 years. He was involved with the CLEMIS project at its inception.



Marion Ely

Do you know where your friends are?

New Employees

The following employees have joined the Equalization Division: **Eugene Matkowski**, Equalization Appraiser Trainee; **Michele M. Sweet**, Clerical Trainee; **Robert G. Baker**, Equalization Appraiser I-Cert; **Karen M. Blinkilde**, Equalization Appraiser I-Cert; **Cathy Pepera**, Student. Welcome to all!

Erin Bush, clerk to the Honorable David F. Breck, is a student at Wayne State University Law School.

Trudy Cole, intern in the Court Administrator's Office, is a student at the University of Michigan, Flint.

Molly Forward, secretary to Judge Edward Sosnick, previously worked with Judge Sosnick at the 48th District Court.

Richard Lynch, clerk to Judge Hilda R. Gage, is a student at Detroit College of Law.

Thomas Lynch, clerk to Judge Edward Sosnick, is a student at Detroit College of Law.

Holly Pake has joined the staff of the Reference Library as the new Librarian for the Children's Village School.

Renae Keeler has joined the staff of the Reference Library as a Typist I.

Cedric Erkins has joined the staff of the Jail Library Program in a part-time position.

Gerald Poisson has been appointed Chief Assistant Prosecuting Attorney.

J. Randall Secontine has been appointed Assistant Prosecuting Attorney to serve in the courtroom of Judge Jessica R. Cooper.

Welcome to the **Honorable Edward Sosnick**! Judge Sosnick is a former Judge of the 48th District Court. He was elected to the seat vacated by Judge James S. Thorburn.

Colette Schott has been named Secretary to the Circuit Court Division of the Prosecutor's Office.

Laura Tarket joined the Pretrial Services staff as a clerical trainee in December.

Donna Pendergast has been appointed to represent the People in the courtroom of the Honorable Robert C. Anderson.

Robin Kups has been assigned to the Circuit Court Division of the Prosecutor's Office as a Legal Assistant.

Jeffrey Saunders has recently been

assigned to the courtroom of the Honorable Alice L. Gilbert.

Colleen Rader, co-op student from Waterford Mott, is working in the Friend of the Court file room.

Earline Shaw, previously employed at the Friend of the Court, has returned to the clerical staff.

Terry Oppenheim, Family Counselor, is assigned to Judge Edward Sosnick.

Welcome to **Gary Aho** and **David Potter**. They have joined the



Ed Revis

Engineering Unit of the Drain Commissioner's Office as Engineers.

Wendy Rutherford has joined the Engineering Unit of the Drain Commissioner's Office as an Engineering Aide. Welcome.

The Soil Erosion Unit of the Drain Commissioner's Office welcomes four new employees this issue. The new employees are: **Don Houston**, Inspector; **Jerry Hancock**, Inspector; **Brian Johnston**, Inspector; and **Dianna McCleese**, Clerical.

John Cooperrider has joined the Administrative Unit of the Drain Commissioner's Office. He holds the position of Financial Assistant.

James Amell is the new principal at the Children's Village School. Amell comes from Mason Jr. High and was a 30-year employee of the Waterford School District.

Retirements

Jenny Suter, Southfield Health Division, was honored with a retirement tea on January 20, 1989. Jenny was with the Health Division for 16 years as a switchboard operator. She will be moving to a new home in Leesburg, Florida. We wish her the best of luck.

After 32 years of service, **James Smith**, Chief of Land File & Tax

Description retired on January 13, 1989. Jim and his wife Mary plan to do a lot of traveling in the years to come. We wish them both the best of luck and happiness in their future ventures.

Frank Wells of Parks & Recreation (Independence Oaks) retired in February after 10 years of service with the County. Following a few months of travel to Florida, Las Vegas and California, Frank and his wife plan to relax at their home in Waterford, and Frank is looking forward to playing a lot of Euchre. Good luck and safe travels.

George Saffell retired from Parks & Recreation (Addison Oaks) in February, after 12 years with the County. After a short trip to his native Oklahoma, George plans on settling in the Alpena area.

Edward Revis, Executive Director of the Oakland Livingston Human Services Agency (OLSHA), is retiring after 24 years of service. He is a founder of the Michigan Community Action Agency Association and the Michigan Community Resource Services Fund, and has been active in community organizations in Pontiac for many years. After his retirement, Mr. Revis plans to remain in the Pontiac area.

Helen Cooper of the Drain Commissioner's Office has retired and moved to Florida. She will be missed by all.

Donna Lewin, a member of the Probate Court staff for 11 years, retired on January 25, 1989. Donna plans to stay in the Pontiac area, and travel with her brother. Their first trip is planned for this spring, when they will visit San Francisco.

Howard Altman, Director of Elections, is retiring this year after 17 years with Oakland County. He plans on traveling in his motor home, and building a chalet in the northern part of Michigan. We'll all miss Howard.

The **Honorable James S. Thorburn**, retired from the Circuit Court at the end of 1988. Judge Thorburn served as a Circuit Judge since 1963 and served as the Circuit's first Chief Judge when that position was created. Judge Thorburn will remain active as a trustee of William Beaumont Hospital in Royal Oak.

John J. Houghton, Friend of the Court for fourteen years, retired on December 31, and was honored at a retirement dinner on December 7, 1988.

Managers, Supervisors: Keep Criticism Positive

No one likes to be criticized and most people try to defend themselves when they are blamed, censured, condemned, or denounced. So, before you criticize someone, make sure that what you plan to say is really necessary. It's easy to criticize merely to make you feel better. But, it's better to ask yourself if you are faced with a chronic behavioral problem, or merely an accidental slip.

Criticizing implies finding fault, especially with work methods or intentions. Yet there are times when criticism is unavoidable and giving it is one of your responsibilities. Here are some suggestions to keep your criticism sessions more positive and productive:

- **Watch your timing.** It can make the difference between success and failure. The best time to criticize seems to be in the morning. Even constructive and well-presented criticism given late in the day may be touchy because of a person's fatigue.

- **Get to the point quickly.** Avoid small talk and don't evade the issue. To some people, this approach may seem cold and unsympathetic, but any other type of approach only increases both your (and the other person's) anxiety.

- **Make sure the problem is recognized by the person being criticized.** If he or she doesn't recognize its existence, the problem won't or can't be solved. The person must realize that his or her performance is inadequate or

unsatisfactory.

- **Be both accurate and tactful.** Avoid using words like *always*, *never*, and *completely*. Not only are you probably inaccurate when you use such words, but you are also likely to arouse justifiable resentment. Other taboos are phrases like "you don't understand," "you don't think," and "you're apparently unaware that..."

- **Try not to evaluate.** Instead, describe what has happened. Statements that make evaluations only serve to make a person hostile. A descriptive statement leads to a positive and factual assessment of the situation and makes him or her more willing to solve the existing problem.

- **Ask questions and listen.** Prefer open-ended questions that lead to discussion. Avoid questions that elicit "yes" or "no" responses. Active listening involves questioning, summarizing, and repeating what the person says. This technique shows your interest and invites the person to be frank.

- **Make improvement your goal.** The objective of criticism is to change behavior through mutual agreement and complete understanding. For criticism to achieve its objective, communication must be a two-way process with both parties discussing the problem and reaching agreement on how it can be solved.

- **Point out that your criticism is meant to help, not harm.** Acknowledge that everybody makes

mistakes when learning, but that a person is more likely to benefit from them if they are called to the person's attention. Also, say that because you are criticizing this characteristic doesn't mean that you are unaware of any strengths and attributes.

- **Avoid overcriticizing.** Even people who don't like to criticize can sometimes get carried away once they get started. The best way to prevent this is to keep your criticism simple and direct. Talk about only one serious behavioral problem at a session, and never criticize several weaknesses or indiscretions at the same time. You may confuse the person as well as make him or her resentful.

- **Inject some positive and complimentary comments.** Nobody likes to hear only bad things about him or herself. Say that the person's good points show that he or she has the potential for improvement. Don't exaggerate, though—you may strain your credibility.

After you find the cause of the person's problem, work out a solution. The person may not be the cause of the problem, but he or she is always involved in its solution. Since no one likes to be told what to do, get him or her to help work out the solution. When someone participates in solving a problem, he or she is more likely to accept the solution. End the criticism session with agreement and a mutual understanding of how the person's problem will be solved.

—Thomas R. Weiss

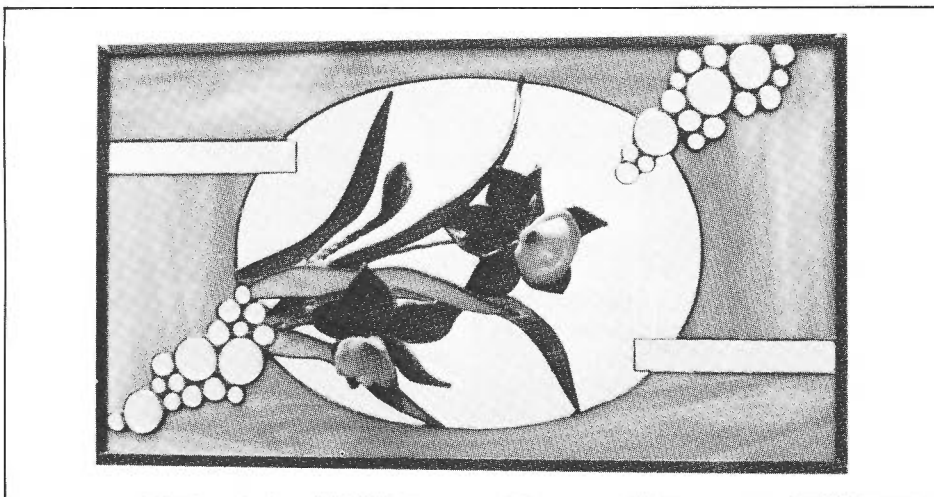


photo by David Van de Grift

Glass Month

Fine glass artists from Michigan, Toronto and other areas of the Midwest will present a multi-faceted approach to glass with "Galleria Glass 89" during Michigan Glass Month.

Thirty artists displaying hanging panels, large and small scale sculpture, blown work and fused and slumped work will open this sixth annual exhibit at the County Galleria in the Executive Office Building on March 17 until April 28, 1989.

The glass exhibit during Michigan Glass Month is our most popular show at the Galleria, with visitors from all over the country.

Employees help more people during holidays

Dear Friends at the Oakland County Complex,

Please accept my thanks for your gifts totaling \$481.91 to the Baldwin Family Kitchen. Your support allowed us to provide 150 families with turkeys for their Thanksgiving dinners. Without your support, Thanksgiving would have been just another day for most of those people.

The Baldwin Center experienced financial difficulties this fall. The shortage was more critical than in years past because we are servicing record numbers of people. If the current rate continues, we shall provide over 115,000 meals in 1988, which will be up 22,000 from 1987.

The Shelter remains full every night, primarily with women and children. An average of six people are turned away each day because we have no room. Funds to help clients with security deposits are in short supply also. The lack of deposits is the primary obstacle in helping clients to find decent, affordable housing. Rents average \$250.00 per month for a one-room flat.

The Center provided 150 families with turkeys and all the trimmings for a Thanksgiving meal. The staff is now turning its attention to Christmas. There will be food baskets, parties, gifts and gift-wrapping. Our special holiday edition of our newsletter has been mailed. If you or your organization

would like to help with any of the programs offered in it, please contact the appropriate staff person. If you did not receive a copy, please give us a call.

Please remember us when planning meetings, benefits, or fundraisers. We are willing to speak for any size group. We are committed to continuing our programs as long as we possibly can and as long as the needs exist. The more caring people who become involved, the more people we can reach. Again, thank you for your gift and caring spirit. Your support does make a difference.

Sincerely,
Sylvia A. Wheeling
Kitchen Director

Vapor Barrier can reduce home moisture problems by Cooperative Extension

Plugging an older home's cracks with insulation, weatherstripping and caulking may trap moisture inside the house and create moisture problems. Reduce the potential chance for damage by adding a vapor barrier to walls, says Elaine Glasser, M.S.U. Cooperative Extension Service's Home Economist in Oakland County.

Trapped moisture can push into exterior wall cavities, and many older homes don't have vapor barriers to stop the movement of moisture into the walls. Once inside the walls, moisture can damage insulation and building

materials.

If you plan to put on new wall surfaces such as paneling, install polyethylene plastic sheeting under the paneling to serve as a barrier.

If you're not installing new wall surfaces, you can use oil-based paint as a barrier. Special latex-based vapor barrier paints are also available.

Paint the inside surface of exterior walls with two or three coats of the vapor barrier paint. Then apply regular latex wall paint. Give ceiling below unheated attics the same treatment, Glasser suggests.

American Red Cross Blood Drive

The next American Red Cross Blood Drive is scheduled for Thursday and Friday, March 30 and 31, 1989 in the Courthouse Lobby, Ground Floor, 10:00 a.m. through 4:00 p.m. Blood donor pledge cards will be available from attendance clerks. Feel good about yourself... give blood!

Watch that salad bar if you're on a diet

Salad greens - they're delicious and nutritious! Salad greens are available to us year round. During the summer Michigan produces its own crops, while the rest of the year we depend on the Western growers to supply the salad fixings and garnishes.

"When purchasing salad greens, look for fresh greens without wilted leaves, no wet damaged areas, and no brown areas", says Linda Exum, Oakland County Cooperative Extension Service Home Economist. After purchase,

remove the inedible leaves and twist or cut the core out. Wash gently under cold running water and drain well. Wrap and store the greens in the refrigerator. Keep them away from apples, pears, and melons which give off an ethylene gas as they mature. This causes lettuce to rust. Loose greens such as watercress should be stored in a tightly covered container in the refrigerator. Greens keep best around 32 degrees F, which is colder than most crispers, so keep greens on a higher

shelf for best results.

Salads are perfect for reducing diets. Greens are low in calories, protein and fat while contributing iron, Vitamin A, and bulk to the diet. To keep the greens low-calorie serve them with a sprinkling of lemon juice, a touch of herbed-vinegar or a low-calorie dressing.

Try a variety of greens to see which ones suit you and your family's taste. Mix different greens for a new experience. Almost any green will add individuality to your special salads!

Are you using alcohol to respond to stress?

People are always curious about the differences between social drinkers, problem drinkers and alcoholics. The following article provided by Medical Resources Center and John Hopkins University Hospital provides a quick questionnaire to evaluate the seriousness of an alcohol problem.

People use alcohol because it makes them feel good. The normal drinker drinks occasionally. He is able to stop and never misses alcohol if it is unavailable. The alcohol dependent person drinks every day. It is difficult for him to be in a situation in which alcohol is unavailable. The alcoholic has lost control over his drinking. Alcohol interferes with every aspect of his life, health, career, social relationships and family.

Regardless of the form in which it is used, beer, wine or liquor, the chronic consumption of alcohol will result in alcoholism because alcohol is an addictive drug. As with all addictive drugs, alcohol leads to (1) the development of a tolerance. More and more of the drug is needed to produce the desired effect. During the late stages of alcoholism tolerance decreases and an individual is no longer able to handle this usual amount. (2) Psychological dependence develops. The individual craves and needs a drink. Psychological dependence is the feeling that an individual cannot make it without the drug. (3) Withdrawal is a characteristic pattern of symptoms that result when the chronic use of alcohol is abruptly stopped. Some regard the hangover following an acute state of moderate intoxication, as the mildest form of withdrawal. The shakes, weakness, profuse perspiration are among the first signs of withdrawal. This is frequently followed by anxiety, headaches, loss of appetite, nausea, and vomiting. The most traumatic symptoms of alcohol withdrawal include hallucinations and convulsions.

Alcohol is frequently used to increase a person's "courage" or to make one more aggressive. Many people consider alcohol a stimulant, but it is a central nervous system depressant. Alcohol gets its reputation because it inhibits or suppresses those areas of the brain that regulate judgment and good sense. The effects of alcohol are modified by the setting in which it is used and the experience and size of the person who consumes it.

In order to determine whether or not a person has drifted from "social drinking" into pathological drinking it is well to check over a list of test questions, which each one may ask himself or herself and answer for himself or herself truthfully.

It is possible—but not at all probable—that you may fool somebody else. But you must be HONEST WITH YOURSELF—you must want to become and remain dry because alcohol has you "licked"—if you want the help of Alcoholics Anonymous.

WHO...ME?

1. Do you require a drink the next morning?
2. Do you prefer to drink alone?
3. Do you lose time from work due to drinking?
4. Is drinking harming your family in any way?
5. Do you crave a drink at a definite time daily?
6. Do you get the inner shakes unless you continue drinking?
7. Has drinking made you irritable?
8. Does drinking make you careless of your family's welfare?
9. Have you thought less of your husband or wife since drinking?
10. Has drinking changed your personality?
11. Does drinking cause you bodily complaints?
12. Does drinking make you restless?
13. Does drinking cause you to have difficulty in sleeping?
14. Has drinking made you more impulsive?
15. Have you less self-control since drinking?
16. Has your initiative decreased since drinking?
17. Has your ambition decreased since drinking?
18. Do you lack perseverance in pursuing a goal since drinking?
19. Do you drink to obtain social ease? (In shy, timid, self-conscious individuals.)
20. Do you drink for self-encouragement? (In persons with feelings of inferiority.)
21. Do you drink to relieve marked feelings of inadequacy?
22. Has your sexual potency suffered since drinking?
23. Do you show marked dislikes and hatreds since drinking?
24. Has your jealousy, in general, increased since drinking?
25. Do you show marked moodiness as a result of drinking?
26. Has your efficiency decreased since drinking?
27. Has drinking made you more sensitive?
28. Are you harder to get along with since drinking?

29. Do you turn to an inferior environment since drinking?
30. Is drinking endangering your health?
31. Is drinking affecting your peace of mind?
32. Is drinking making your home life unhappy?
33. Is drinking jeopardizing your business or job?
34. Is drinking clouding your reputation?
35. Is drinking disturbing the harmony of your life?

If you have answered YES to any one of the Test Questions, there is a definite warning that you may be an alcoholic.

If you have answered YES to any one of the Test Questions, the chances are that you are an alcoholic.

If you answered YES to three or more of the Test Questions, you are definitely an alcoholic. Contact AA of Oakland County at 332-3521.

Tips of the Month

■ **If you** return someone's phone call and get a receptionist or secretary on the line, begin your call by saying that you're returning the boss's call. If you take that approach instead of just asking for the party, you'll be connected more frequently.

■ **Avoid the** word "but" when you need to criticize. "But" is a transition word that signals, "Stop. Turn in another direction." Most listeners won't remember what you said before the "but"—only what you said after it. *Example:* "You made a fine presentation today, 'but'..." *Suggestion:* "You made a fine presentation today. 'And' you would do even better if..."

■ **When choosing** vendors for key parts of your operation, select those who provide home phone numbers. Make it part of your contract that the home number will be available. You will thank yourself many times during the year when crucial challenges occur.

■ **When people** ask you to send them copies of your speech, your company's publications, etc., ask them to put their requests on the back of their business cards. Then you'll have a record of both the requests and the mailing information without having to write a word.

