

# THE TELEGRAPH

VOLUME IV NO. 4

DECEMBER 1989

## A message from the County Executive

### Holidays are a time for giving

Dear Employees,

Happy Holidays to you and your families.

Now that we're in the midst of the holiday season, I'm sure many of us are planning special celebrations with our family and friends. We're busy shopping for gifts, decorating our homes, indulging in cookies and candies and looking forward to seeing children smile with excitement as they open those special presents.

But some people who are unemployed or financially strapped won't be able to enjoy the holiday season as so many of us will. Not only will they not be able to afford gifts for their loved ones, even getting enough food could be a problem.

This year, as in years past, I'm asking you to take time to look around at people less fortunate and try to make their holiday a little brighter.

As you may know, I have served as the honorary chairman of the Food Bank of Oakland County, and I am a strong supporter of Camp Oakland. In fact, instead of sending Christmas cards to each other, I encourage my staff to make a contribution to Camp Oakland.

People in Children's Village, the Lighthouse, the Baldwin Avenue Rescue Mission, The Haven and in churches across the county would welcome your donation of any amount. It could be a stuffed animal for a child who is homeless, or canned goods for a holiday meal, or a sweater for a teenager whose parents are without jobs this season.

If you can't give money or material goods perhaps you can volunteer your time serving food, reading Holiday stories or singing Holiday songs.



Dan Murphy

Each of us is fortunate to have a job and a home. We don't have to look far around the county to find people to help. People helping is what the holiday season is all about.

I encourage you to reach out and help others this season. Call an organization and offer others a chance at a brighter holiday.

Best wishes for a happy and healthy holiday season and a good New Year.

Sincerely,  
Dan Murphy

### Brown Bag Lunch Program

by Yvonne Rosseel

The County's new program **Brown Bag Lunch Series** has proven to be a success.

Every month we offer a new topic in different areas of art and humanities, hoping different topics will capture new and interested audiences.

Pack your lunch and enjoy an informational talk by experts in the area. County employees and the public are encouraged and welcome to attend.

The program takes place every second Thursday of the month noon - 1 p.m. at the Public Works Building - lower level conference room.

The following is a list of upcoming events:

**February 8:** Dr. Charlotte Stokes, Oakland University-Sculpture in Oakland County/Art in Public Places.

**March 8:** "Illiteracy: The Scourge of



*Crap Shooters* — The display in the Executive Office Building featured many wonderful paintings from the Detroit Society of Women Painters and Sculptors like this one by Marcia Tournay. (Photo by David Van de Grift).

American Education," by Cathryn Weiss.

**April 12:** "It's A Small World," by miniature collectors Mary Lou Prevost and Carolyn White.

**May 10:** "Inexpensive and Fun Art-Posters," by Virginia DeBenham Rodgers.

**This is a program of Oakland County Cultural Affairs.**

## Editor's Column

# Holidays are a time to reflect

Dear Readers,

It seems hard to believe that we're nearing the close of another year.

I want to give special thanks to all who have worked so hard on **The Telegraph** this year and for all the employees who regularly contribute articles.

And to you new writers, thanks for joining us. After all it's your newspaper.

I'd like to give special thanks to my secretary, Jane Oswalt, who coordinates the issue and makes all of the phone calls and to David Van de Grift for his picture taking. I'd be lost without you two. Thanks.

It appears that the "Unsung Hero" column is off the ground. People are

sending in their requests for people to be honored and we're anxious to meet with all of the heroes.

The message from around the area is that recycling is really going well, people from various offices are pitching in to make the program a success and to save trees.

As we turn to the holidays our thoughts often turn to parties. Too often we associate parties with drinking large quantities of alcohol. But it's important to remember not to drink and drive because not only are you putting your own life in jeopardy you are putting the lives of innocent people in danger.



Suzan Singer

So have a good time this holiday season, share warm thoughts with your friends, but pick a designated driver so you don't have to drink and drive. Save someone's life this year.

Sincerely,  
Suzan Singer

## Tom Plotinski our "Unsung Hero"

by Jane Oswalt

Tom Plotinski is a man who goes to great lengths to help prevent drug abuse, and has earned the recognition for our unsung hero in this issue of **The Telegraph**.

Tom works in the Sheriff's Department as a Chemist and sees, first hand, the effects drugs have on people both young and old.

He was approached by his neighbor, a school teacher, a number of years ago, to speak to her sixth grade class concerning drugs.

Tom believes the best way to help young people avoid getting involved with drugs is to encourage them to build their self-esteem, and for adults to spend quality time with them.

"I was excited to talk to her students about the serious problem with drugs and offer advice on how to avoid them. I approach these students in an up-beat



Tom Plotinski

manner with a positive outlook on life, in order to enhance their self-esteem," Tom said.

Tom shares his knowledge that drugs are a dead-end street. He spends an average of three hours per month speaking to groups of young people at local YMCA's, churches and schools. He keeps his program informal and lively by telling people, "Users are

losers," "Be smart don't start," and by joking.

Instead of delivering a lecture he opens his program by telling young people to "pick my brain." Questions and answers are a much more effective way to get his message across, Tom said.

He also offers advice on nutrition and other important issues children may face.

Tom also devotes many hours in the summer to coaching his son's Little League team. He got started by helping out occasionally because they were short-handed. That occasionally turned out to be permanent.

He is active in his church and with his community.

If you would like information on Tom's program, contact him at 858-5024.

## Four employees earn NACo awards

by Anna Lipar

Four County employees recently received National Association of Counties (NACo) awards.

Oakland County Deputy Executive Patrick Nowak presented the NACo awards during a recent Board of Commissioners meeting. Those earning awards were: Carl Anderson of Animal

Control; Gail Novak of EMS; Dr. John Jones of 52nd District Court Probation and Community Services; and Doris B. Storer, retiree of the Oakland Livingston Human Services Agency.

Carl Anderson was recognized for implementing the successful dog census program in Oakland County. He used a door-to-door effort to make

sure dog owners had licenses for their dogs. If the dog owner didn't have a dog license for their dog, he was issued a ticket and had 15 days to obtain a license. More than 5,000 tickets were given out this past summer.

"This program was not only to make sure all dogs have their necessary

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Commissioner Nancy McConnell and Deputy County Executive Pat Nowak present NACo awards to Doris Storer, John Jones, Carl Anderson and Gail Novak.

## NACo awards given

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licenses, but it was also a way for us to control rabies," Carl said.

Gail Novak, Manager of Emergency Medical Services and Emergency Management, was recognized for the successful Enhanced 9-1-1 program. The program, approved in 1986, took two years to implement.

"The Enhanced 9-1-1 partnership between the local communities and the county has proven to be very worthwhile," Gail said.

Dr. John Jones of the 52nd District Court was recognized for his efficient and cost effective community service program, which includes the Community Service Garden.

"Also, Daniel Brock, coordinator of the program, and Margaret Miller, secretary of the program, deserve

recognition for their contribution in making this a success," Dr. Jones said.

Doris B. Storer, retired from OLSHA, was recognized for her efforts in the Coalition Funding Program. Doris was responsible for implementing a program of public and private funding for community well-being.

After serving more than 20 years with OLSHA, Doris retired in May. She helped OLSHA, an anti-poverty funding organization, work with the Health Department in a Material Health Care Project.

"We practiced what we preached," Doris said.

A contract was drafted between Oakland and Livingston Counties to establish OLSHA as the planner and program developer for anti-poverty programs.

## Ski in our parks

*submitted by Greg Hall*

Scenic trails, night skiing, lessons and special events await cross-country skiers this winter in the Oakland County Parks.

Addison Oaks, near Oxford, features more than 12 miles of groomed trails for skiers of all ages and skill levels. For nocturnal souls, night skiing is held on a lighted, 1.5 mile trail on weekends and during special events.

At Independence Oaks, near Clarkston, skiers can enjoy five groomed trails. Park visitors can take a break from skiing at the Twin Chimneys Shelter or the Nature Center.

Lessons, equipment rental, restrooms and concessions are available at both parks.

The volunteer Nordic Ski Patrol is on

duty weekends to assist skiers. In addition to trekking the trails, a host of special events are planned.

The "Family and Friends Ski Nights" on four Thursdays in January and February, will feature free ski lessons, ice skating, equipment rental, a marshmallow roast, and much more. The events are held at Addison Oaks and co-sponsored by radio station 96.3 FM. The cost is \$3 per person.

The "Observer and Eccentric" Ski School will take place on Saturdays from Jan. 13 - Feb. 10. Instructors will teach cross-country ski fundamentals. The cost is \$6 for lessons and \$12 for lessons with ski rental.

In addition, special clinics and lessons are planned for senior citizens, physically challenged persons and the

## Tips for Charity Contributions during the Holiday Season

More than 300,000 charitable organizations operate in America today. During the holiday season, it may seem that each one of them is asking for donations. The daily mail is filled with solicitations. The telephone rings with calls from fund raisers of all types.

How do you cope with the rising tide of requests? How do you distinguish the responsible and accountable groups from those that are fraudulent or mismanaged?

Following is a list of questions you should ask the organization's representatives before making a contribution. Does the organization...

1. publish an annual report that contains a detailed annual budget certified by an independent public accounting firm? Is the report available on request?
2. have an active and responsible volunteer governing board?
3. have a clear statement of purpose, and do the organization's programs and services effectively address that stated purpose?
4. have responsible management and reasonable fund-raising expenses?
5. have a stated policy regarding use of contributions?
6. produce publicity and promotional materials that are both ethical and accurate? What does the charity claim? Does it deliver on these claims?

You can gather information from these charitable organizations over the phone or through correspondence. Another way you can confirm an organization's accountability is by contacting the Internal Revenue Service, the Better Business Bureau Philanthropic Advisory Council (703-276-0133), or the National Charities Information Bureau (19 Union Square West, New York, NY 10003).

visually impaired.

Cross-country skiers also can test their abilities on four Oakland County Parks golf courses. Glen Oaks in Farmington Hills, Springfield Oaks in Davisburg, and White Lake Oaks near Pontiac feature marked trails. Skiers can blaze their own trails at Red Oaks in Madison Heights.

For more information, call Addison Oaks at 693-0220 or Independence Oaks at 625-0877.

# Credit union offers special services

by Max E. Clymer

Just what is it that makes Credit Unions different from other financial institutions? The answer lies in the fact that they are cooperatively owned and operated to provide mutual benefits for their member-owners. They are organized as non-profit financial cooperatives. Decisions are made based on the concept that what is good for the group, will yield positive results for individuals.

When you belong to a Credit Union you are a member-owner and have voting rights as well as the right to run for an elective office. A Board of Directors is elected from qualified member candidates to make business decisions. Today, most Credit Unions like Oakland County Employees Credit

Union have paid full-time staffs to handle daily operations and to carry out the policies established by the Board.

Profit is not the driving force behind a Credit Union; it is rather the desire to provide services upon the demand of the membership. This cooperative focus allows for reasonable pricing of such services while remaining fiscally responsible.

The Credit Union objective is to provide personal financial services such as loans at reasonable interest rates. Loans are funded from liquid savings, called shares, deposited by the member-owners. The interest paid on loans to member-owners provides funds to pay the savings dividends for all shareholders. Loans also generate the income necessary to pay for

numerous other financial services members enjoy, as well as operating staff, facilities and access to convenient Credit Union Family Service Centers locations around the state.

Although they do generate income, Credit Unions are considered non-profit because all income is, by way of a democratic process, allocated to maintain and expand services for the sole benefit of the member-owners.

The principles upon which Credit Unions are based have their roots in the "people helping people" concept. Member-owners have come together to help provide each other with financial services at a reasonable cost as needs arise. Member-owners exercise control to help one another. It's a concept truly unique in today's financial world.

The 1989 Oakland County Coed Softball League season ended on September 6, nineteen weeks after opening game on May 3. Fifteen teams participated this year and the regular season results are:

Team	Captain	Won-Lost Record
Works	Jim VerPloeg	12-0
Treasurer	Jim Burton	11-2
Health North	Lindson Feun	9-3
Sheriffs	Dennis Nault	8-4
J.C. Moose	Len Kleparek	8-4
Bar Association	Brad Stout	7-5
InProPer	Jeff Quas	7-5
Equalization	Don Stankov	5-7
Sheriffs 2	Mary Genson	5-7
Prosecutors	Brenda Udd	4-8
Mongrels	Pam Verch	4-8
Friend of the Court	Bob Kief	4-8
House of Quality	Don Wood	3-9
Road Commission	Pat Daly	2-10
DPW-DC	Neil LaForm	2-11

The top eight teams competed in a single game elimination championship playoff. The Works defeated the Bar Association in a see saw game 12-11 to retain their title of League Champions. Mark Inglsbee and Bill Noble did a great job umpiring the championship game.

Unfortunately, the heads of those players who were standing were cut off in the team picture. Listed below is the 1989 championship Works team.

Jerry Bannasch	Larry Brennen	Paul Dove
Dave Ekelman	Dick Johnston	Bill Klockow
Dave Ross	Rory Tarp	Jim VerPleog
Mark Brantley	George Kuhn	Bob Fredericks
Sherry Conrad	Judy Dove	Ann Rometty
Jennifer Schooley	Kristin Bannasch	Stacey Ekelman
Ashley Johnston	Wendy Rutherford	Barb Navarre

If you are interested in participating in the 1990 softball season please contact Jim VanLeuven, Treasurer's Office, 858-0615.

## Facing office antagonists

It's not always easy to act professionally, especially if you are under stress. And co-workers can be a major source of stress in the work place. Undoubtedly, you know certain people are easy to talk to; they're adept at smoothing the way for communication.

However, your office probably has a few people who put you on edge even before they begin talking. They are the antagonists that seem to irk lots of people; they specialize in being contrary at every opportunity. You probably avoid communication with them whenever possible.

The fact remains that you still have to deal with your antagonists from time to time. So, you have to cope and keep your professionalism intact. This means sticking to business even when others don't. Acting professionally means never letting your personal dislikes get in the way of conducting business. Here are a few tips to help you deal with those unpleasant, face-to-face encounters.

**Give the person the benefit of the doubt.** Do you fully understand the reasons for your dislike of this person?

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# Calendar

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## **Dec. 12 - Jan. 2**

Oakland County Parks photo exhibit at Great Oaks Mall on Walton Boulevard and Livernois, in Rochester.

## **January 2-23**

Oakland County Parks photo exhibit at Waterford Township Hall, on Civic Center Drive near Crescent Lake Road.

## **January 4 & 11**

"Cross-country Ski Wax & Wear," nature mini-class at Independence Oaks Nature Center, 7-8:30 p.m. One session on waxing skis for different snow conditions and the other on proper clothing and trail foods. Pre-register for one or both sessions. Cost: \$2/person/session. Call 625-6473.

## **January 6**

"Native American Trek," nature program at Independence Oaks Nature Center, 1-3 p.m. Learn about snowshoes and Native Americans; take a snowshoe walk. Pre-registration is required; call 625-6473.

## **January 6**

"Let's Go Skiing, Michigan" program at Addison Oaks and Independence Oaks County Parks. Free beginner ski lessons during these hours only: 1-4 p.m. at Independence Oaks and 6-9 p.m. at Addison Oaks. Beginner skiers also receive a 50% reduction in ski rental fees at both parks on this day at specified times. Pre-registration is required; no make-up date will be scheduled. Call Addison Oaks at 693-2432 or Independence Oaks at 625-0877, for details.

## **January 6**

Special Olympics Cross-country Ski Clinic at Glen Oaks Golf Course. Coaches training in the morning, athlete training in the afternoon. Call 674-4924 for details and registration.

## **January 9**

Senior Ski Clinic at Glen Oaks Golf Course. Cross-country ski lessons for senior citizens including movie, lecture/presentation on equipment, technique and dress, and ski lesson/tour on skis. Two sessions: 10 a.m.-noon and 1-3 p.m. Call 858-4944 for information.

## **January 11, 18 & 25 & February 1**

"Family & Friends Ski Nights" at Addison Oaks County Park, 6-10 p.m. Lighted, 1.5 mile cross-country ski trail, free ski lessons, equipment rental, ice skating, refreshments, bonfire and marshmallow roast, prizes. Continuous music and giveaways by 96.3 FM Radio. Cost: \$3/person. Call 858-0906 or 693-2432 for information.

## **January 12**

"Lunar Ski," nature program at Independence Oaks Nature Center, 7-9 p.m. Skiers with own skis and previous experience can enjoy a full moon ski tour. Cost: \$1/person. Pre-registration is required; call 625-6473.

## **January 13, 20 & 27**

"Observer & Eccentric Ski School" cross-country ski clinics (weather permitting): Addison Oaks at 9:30 a.m. and 6:30 p.m. (693-2432) and Independence Oaks at 9:30 a.m. (625-0877). Pre-register by Friday of week prior to lesson.

## **January 13, 20 & February 10**

Cross-country skiing for the visually impaired at Glen Oaks Golf Course in Farmington Hills, 11 a.m.-1 p.m. Cross-country ski instructions for blind and visually impaired skiers. Guide training is Jan. 13, 9-11 a.m. Call 858-4944 for information.

## **January 14**

"Winter Family Fun Day" sponsored by Oakland Parks Foundation at Glen Oaks Golf Course, noon-5 p.m. Fun for entire family: dogsled races, ski lessons, snow games, snowshoeing, hay rides and more. Call 335-2771 for details.

## **January 20**

"Beyond the Birdfeeder," nature program at Independence Oaks Nature Center, 8-9:30 a.m. Go beyond "who's who" and learn behaviors and communication of common bird feeder friends. Breakfast goodies served. Cost: \$1/person. Pre-registration is required; call 625-6473.

## **January 24**

Senior Ski Clinic at White Lake Oaks Golf Course. Cross-country ski lessons for senior citizens including movie, lecture/presentation on equipment, technique and dress, and ski lesson/tour on skis. Two sessions: 10 a.m.-noon and 1-3 p.m. Call 858-4944 for information.

## **Jan. 25 & Feb. 1**

"Winter Outdoor Skills," nature mini-class at Independence Oaks Nature Center, 4:15-6 p.m. Junior naturalists will explore winter outdoor activities including snowshoeing, cross-country skiing and survival. Equipment rentals included. Pre-register for one or both sessions. Cost \$6/child/session. Call 625-6473.

## **January 27**

"Earth Day Primer: Endangered Species," nature program at Independence Oaks Nature Center, 1-2:30 p.m. First in a series of three programs leading up to the 20th anniversary of Earth Day. Learn about various endangered species: their lives, why they are endangered and what can be done to protect them. Cost: \$1/person. Pre-registration is required; call 625-6473.

## **January 27**

Special Olympics Winter Games at Independence Oaks County Park. For mentally impaired persons 8 yrs. and older. Nordic skiing, snowshoeing and special event competitions. 200 Oakland County athletes expected. Call Nancy Joseph, 674-4924, for information.

## **January 28**

"ULLR-Fest" ski event at Addison Oaks County Park. Includes competitive cross-country ski events: relay for youth, high school and adults; family ski tour; mountain bike ice race demonstration and more. Call 858-4945 for details.

## **Jan. 29 - Feb. 2**

"Silver Streak Week," part of "Let's Go Skiing, Michigan" program. Free ski rental to all seniors 55 or older at Addison Oaks near Oxford and Independence Oaks near Clarkston. Call parks for details: Addison Oaks, 693-2432; Independence Oaks, 625-0877.

# Employees make news...

## New Employees

**Sue Borvica** is a new co-op in the Jury Office.

**Jeanette Porett** is a new employee in the Environmental Health Division North Office.

**Katrina Hooper** is a new co-op student assigned to the Paralegal Unit at the Friend of the Court.

**Doreen Sliwa** is working for the Health Division North Office in Central Support.

**Helen David** recently joined the staff of the Health Division's Central Support Unit in Pontiac.

**Henry "Hank" Kwiatowski** is a Court Service Officer at the Friend of the Court.

**Ann Cassel** has returned to the County as an employee of the Health Division's Central Support Unit in Pontiac. Ann previously worked for Oakland County in the Parks and Recreation Division for approximately eight years.

**Lisa Williams**, a co-op student at the Southfield Health Division for three years, has recently been hired to work full time.

**Vanessa Brice, Brian Edwards, Veronica Evans, Hershell Powell** and **Carletta Robinson**, are new co-op students in the Friend of the Court's File Room.

**Tracy Klender** is a new employee in the Health Division's Central Support Unit stationed at the Oakland County Jail where she is in training in the Jail Health Program.

**Melodie Simmons**, a third-year law student at Wayne State University, is a new intern in the Court Administrator's Office.

**Bonnie Moore** is working in the ADAPT Unit at the Friend of the Court.

**Sally Jo Swayne** has joined the staff of the Health Division's Central Support Unit in the North Office and works primarily in the Word Processing Center.

**Carrie Schiavi** is an intern assigned to the Paralegal Unit at the Friend of the Court.

**Ken Frazee** is a Court Clerk I for the Honorable Francis X. O'Brien. Ken, a recent graduate of Michigan State University, will be attending law school next year.

**Bryan Radtke** is a Court Clerk I for Judge Kuhn. Bryan, a second-year

student at Detroit College of Law, replaced Bill Urich, who is now with the Prosecutor's Office.

**Michael Hand** is Judge Young's new research attorney. Mike is a graduate of Wayne State University Law School and was formerly employed in Livingston County as a research attorney to Circuit Judge Stanley Latreille.

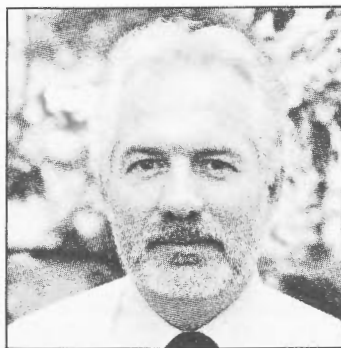
**Mark Roberts**, a student at Detroit College of Law, is a Court Clerk I for Judge Beck.

**John Tomlinson**, is a Court Clerk I for Judge Sosnick, John attends the University of Detroit Law School.

**Lisa Wilson**, an Oakland University student, is a new intern with the Court Administrator's Office.

**Monte Gracey** and **Michael Williams**, are new co-op students assigned to special projects at the Friend of the Court.

**Shelly Kwiatkowski** is a Typist I in the Health Division's Record Retention and Stock Unit and is in training for Child Health Conference scheduling.



*Ed Micol New Chief of Construction Inspection in the Drain Office.*

**Douglas Smith** recently joined the Drain Commissioner's Office in the Engineering Department.

The Jail Library Program welcomes two new employees, **David Conklin**, a Clerk I and **Kurt Rachar**, a Clerk II/Deliveryperson.

**Cheri Wilkerson** is a new co-op student in the Court Administrator's Office.

## Kudos

**Judith L. Anderson**, Program Coordinator of the Oakland County Health Division Breast Cancer Detection/Education Center, was

selected by the State of Michigan to be the recipient of the Public Education Lifesaver Award for exemplary and continued voluntary service that encourages others to change their behaviors to healthier lifestyles and practice early cancer detection. Judith has been active in the American Cancer Society for six years and currently serves on the Board of Directors locally and for the state.

**Bob Weddell**, B Building Children's Supervisor II, was elected Michigan Juvenile Detention Associated State Child Care Worker of the Year at the state conference in Higgins Lake last August. This is the third time in the last four years that a Children's Village employee has won the state award.

**Alex Braitman**, Shared Service Coordinator for Community Mental Health, has been appointed by the Board of Commissioners to serve on the Substance Abuse Advisory Council. Congratulations!

**Helene Moons**, of the Personnel Department, was appointed to the Board of Directors of the Detroit Professional Chapter of Women in Communications, Inc., an eighty-year-old national organization with 200 chapters of which Detroit is the second largest. Congratulations Helene!

**Deborah J. McAleer**, Probation Officer Supervisor at 52nd District Court Probation, has been asked to give a presentation at the 1990 Michigan Judicial Institute Seminar for new probation officers. Ms. McAleer will speak on "Community Service as an Effective Alternative Sentencing Tool".

**John Paul Jones**, 52nd District Court Chief Probation Officer, has been asked to speak at the 1990 Michigan Judicial Institute Seminar on "Ethics for the Probation Officer". Mr. Jones has also been elected to serve on the Central Michigan University Alumni Association Board.

The Sixth Judicial Court elected the **Honorable Steven N. Andrews** to serve as Chief Judge beginning in January 1990. Judge Andrews has served twice before as Chief Judge and also as a one-man Grand Juror in 1979. He is currently the Chief Judge Pro Tempore.

The **Health Division** received a 1989 NACo Award for its Materials Centers. The two centrally located

# Employees make news...

Employees of the year from Friend of the Court and Circuit Court Administrator Mary Lu Gemoets and Gloria Rose.



centers stock over 1,000 audio-visual and 229 printed materials for free use by county residents, programs or institutions. All materials have been produced by the Health Division or have been screened by staff to ensure high quality.

**Sabrina Jefferson**, a student in Judge Young's chambers, recently earned her Associate's Degree in Liberal Arts from Oakland Community College. She is now attending Oakland University.

Oakland County's Circuit Court Employee of the Year for 1989 is **Gloria Rose**. Nominated by her co-workers and selected by the Chief Judge, Ms. Rose was recognized for her precision and expertise in handling such varied duties as budget preparation, equipment purchasing and rental for Circuit Court employees, travel arrangements for the Circuit Judges and employment contracts. Ms. Rose began working in July 1982 for the Oakland County Friend of the Court. In 1986, she transferred to the Court Administrator's Office where she is a supervisor.

## Promotions

**Sandra Ludwig** was recently promoted from Children's Supervisor II to Children's Supervisor III. Sandra is responsible for B,C,D and G buildings at Children's Village.

**Dorris Gaines** has been promoted to Clerk III and will be working for Nursing Administration in the Health Division's Southfield Office.

**Donna Nabozny** has been promoted to Clerk III in the Health Division's Central Support Unit and works primarily in scheduling in the Child Health Conference area.

**Lynn Beard** recently assumed the job of secretary in Substance Abuse which was vacated by Dottie Cole.

**Ronald Foon**, Referee and employee at the Friend of the Court for 10 years, was recently appointed Referee Supervisor.

Congratulations to **Morris R. James** of Environmental Health Services for his promotion from Public Health Sanitarian Technician to Public Health Sanitarian.

**Ed Micol** of the Drain Commissioner's Office was recently promoted to Supervisor of Inspection Services. Congratulations!

## Married

**Holly Janes**, Court Clerk to the Honorable Joan E. Young, married **Martin McDonald** on August 19. Congratulations!

Best wishes to **Mary Nowacki**, 52nd District Court Probation Officer, on her marriage to **Craig Thorns** on May 20 in Las Vegas.

**David Conklin**, of the Jail Library Program, married **Wendy Vernon** of Equalization on Sept. 23. Congratulations!

## Transfers

**Karin Hopcroft** is transferring from the Clerk's Office to the Cooperative Extension Service.

**Kim Corpus** has moved from the Clerk's Office to the Cooperative Extension Service.

Independence Oaks welcomed **Jim Richardson** to its ranks in May. Jim previously worked with the Public Works Department.

**Patti Reedy** transferred from Probate Court to the Personnel

Department, replacing Barb Brooks as the Training Coordinator. For the past two years, Patti was involved in Probate Court's training program. She is a welcome addition to the Personnel Department staff.

## Births

**Richard Mickley**, of Children's Village, and his wife, **Dena**, are the proud parents of their first child, a boy, John Bedevan. He was born on October 19 and weighed 9 pounds, 8 ounces.

**Anne Wuerth**, of Health Division, and her husband, **Steve**, are pleased to announce the birth of their daughter, Sandra Rachel, who was born on August 29. Sandra weighed 7 pounds, 4 ounces.

**Mark Flores**, of Children's Village, and his wife, **Debbie**, are the proud parents of a 6 pound, 8 ounce baby boy, Ryan Adan, who was born on October 22. Ryan is the couple's fourth child.

Congratulations to **Laura Cheger-Barnard**, a Friend of the Court Referee, and her husband, **Ronald**, who are the proud parents of Andrew August, born September 6. Andrew weighed 6 pounds, 8 ounces and was 18 inches long.

**Diane Collins**, of Children's Village, and her husband, **Marty**, are proud to announce the birth of their new baby girl, Tiffany Marie, who was born on August 7 and weighed 6 pounds, 3 ounces. Tiffany is the couple's second child.

**Roger Brewer**, of Parks and Recreation, and his wife, **Stephanie**, welcomed their third child into the world on August 30. Neil Richard weighed 6 pounds, 11 ounces.

**Peter Zemelis**, of Aviation, and his wife, **Debbie**, are the proud parents of their fifth child, Peter David, who was born on August 26. Peter weighed 8 pounds, 3 ounces and was 21 inches long.

**Nancy Crow**, a deputy jury clerk, and her husband, **David**, are pleased to announce the birth of their son, Kellen Nicholas. Kellen was born on September 3 and weighed 5 pounds, 14½ ounces.

# Calendar

## January 30

"Senior Ski Day" at Addison Oaks County Park, 10:30 a.m.-2:30 p.m. A day of ski touring and instruction to celebrate "Let's Go Skiing, Michigan - Silver Streak Week." Call 858-4944 for information and registration.

## February 3 & 10

"Observer & Eccentric Ski School" cross-country ski clinic (weather permitting): Addison Oaks at 9:30 a.m. and 6:30 p.m. (693-2432) and Independence Oaks at 9:30 a.m. (625-0877). Pre-register by Friday of week prior to lesson.

## February 3

"Owls and Skis," nature program at Independence Oaks Nature Center, 7-9 p.m. Bring skis and warm clothes to observe nesting and courting behaviors of owls. Previous ski experience and own equipment is required. Pre-registration is required; call 625-6473.

## February 8

Senior Ski Clinic at Independence Oaks County Park. Cross-country ski lessons for senior citizens including movie, lecture/presentation on equipment, technique and dress, and ski lesson/tour on skis. Two sessions: 10 a.m.-noon and 1-3 p.m. Call 858-4944 for information.

## February 10

"Earth Day Primer: Rainforests," nature program at Independence Oaks Nature Center, 1-2:30 p.m. Second of three programs leading up to the 20th anniversary of Earth Day. Learn about rainforests: the habitat and its disappearance. Cost: \$1/person. Pre-registration is required; call 625-6473.

## February 14

"Senior Valentine's Day Party" at Glen Oaks Golf Course in Farmington Hills, 11 a.m.-3 p.m. Sponsored by Northwest Parks and Recreation Senior Committee. Call 858-0906 for information.

## February 14

"Sweet Scents," nature mini-class at Independence Oaks Nature Center, 7-9 p.m. Create a sweet potpourri while discussing aromatherapy and meanings of flowers. Geared towards adults. Cost: \$7/person. Pre-registration is required; call 625-6473.

## February 17

"Winter Writers," nature program at Independence Oaks Nature Center, 1-2:30 p.m. Review the work of writers like Leopold, Muir, Burroughs and others, and try your own hand at writing. Geared for those aged 13 and older. Pre-registration is required; call 625-6473.

## February 21

"Tuning Your Tot Into Winter," nature program at Independence Oaks Nature Center, 10-11:45 a.m. Nature stories, songs, hike, craft and snack for children 3-6 years old with an adult. Cost: \$2/tot. Pre-registration is required; call 625-6473.

## March 3

"Maple Magic," nature program at Independence Oaks Nature Center, 1-2:30 p.m. Experience how maple syrup is made and sample some syrup and other maple treats. \$1/person. Pre-registration is required; call 625-6473.

## March 17

"Earth Day Primer: Groundwater," nature program at Independence Oaks Nature Center, 1-2:30 p.m. "Out of sight, out of mind" is no longer an acceptable attitude when dealing with groundwater. Final program in series leading up to Earth Day will discuss the importance of protecting a life-supporting resource. Cost: \$1/person. Pre-registration is required; call 625-6473.

## Retirements

**John Dowett**, Manager of Legal Processing, is retiring after 33 years of service with the Probate Court.

Investigator **Billie Bishop** retired in August from the Medical Examiner's Office after serving 11 years with the County.

**Honor Giddings**, of the Health Division-Central Support Unit North, is retiring after 12 years with the division.

**Ruth Szabo**, of the Probate Court, is retiring after 30 years of exemplary service to the court and its clients. Ruth plans to work as a volunteer with the Daughters of the American Revolution investigating genealogies.

## Employees ask for help during a toy and clothing drive

As the Christmas season approaches we are again reminded of our many blessings. Not too long ago we were driving over to the mall when we saw a young man trying to cross the road. He had an old knapsack on his back and was carrying two garbage bags. His clothes were all ragged and he did not have the proper clothing to be out on a cold November day. When we saw him we turned to each other and commented, "aren't we lucky and isn't that a sad sight?" The man appeared to have all his possessions in those few bags. Now maybe he was in that condition from his own doing or maybe circumstances beyond his control brought him to that point. No matter what the case, he and so many others like him, including women and children find themselves seeking shelter and food at the Baldwin Avenue Human Resource Center.

Throughout the year, the Center reaches out to hundreds of people by providing meals, clothing, temporary shelter as well as assisting them in finding permanent housing. At Christmas the need is especially great!

You and I can help make the burden a little lighter this year by sharing some of the blessings that we have learned to take for granted. Would you be willing to donate a can of food, a gift for a man, woman or child? If so, please drop your items off at the Executive Office Building (1st floor) or the Court House 1st floor lobby.

If you purchase a gift, be sure to wrap it and indicate on the package if it is for a boy, girl, man or woman. If it is a toy, please show what age it would be for and if it is clothing, the size. If you wish to donate money, make the check payable to the Baldwin Avenue Human Resource Center and give it to Porky Mellado of the Court Administrators Office in the Court House; and in the Executive Building, to either Carolyn White or Mary Lou Prevost in the Personnel Department.

Your gifts would be most appreciated and we know it will make you feel a whole lot better during this holiday season.

**We will be delivering these items at noon on Wednesday, December 20.**



# Facing office antagonists

Continued from page 4

Maybe you don't have all the facts. A closer analysis might uncover some important information and reduce your antagonism.

**Be punctual and respect the person's time.** When we have to meet with people we don't like, our first impulse is to avoid the whole thing. So, you're in no hurry and end up being late. Not only does this erode your professional image, but it can set a negative tone for the meeting. Procrastination only prolongs your misery.

**Arrive prepared and maintain a lively pace.** One of your goals is to stick to business so personalities don't clash. So, gather and study data pertinent to your meeting. If you are pressured to meet before you have time to prepare, you might ask to reschedule the meeting.

Once you've commenced, don't rush, but maintain a lively pace so awkward pauses won't develop. If there are awkward pauses, your antagonist might fill them with extraneous points or provoke you to lose your composure. Then, you'll really be at a disadvantage.

**Stay objective.** Be careful that you don't over react or become defensive. Remember that you want to create an environment to promote open communication, not hinder it. So, stick to the business facts. Stay as open as possible.

**Don't put the other person on the defensive.** Temper your remarks and opt for a moderate approach. If you disagree with this person, make it clear that you are being critical of the idea, not the person. Never resort to personal attacks. To do so almost guarantees a conflict.

Your job provides many stress tests to your professionalism. Personality clashes sometimes make it hard to keep your cool. Since you'll inevitably have to deal with those you don't like, try to prepare for them so you can keep your professional image intact.

## Reference Library a source for latest papers, magazines

The Stock Market plunged on Friday the 13th. The largest exit from a Soviet Block Country took place recently when East Germany allowed citizens to immigrate via Hungary and Czechoslovakia. Once again Detroit fire fighters were called to squelch "Devil's Night" fires. These are just a sprinkling of newsworthy items featured in one or more of the newspapers received by the Reference Library. Listed below are some of the newspapers we receive and the time span we keep each title on file. Let us help keep you up to date on what goes on in the world. Take a look at the Reference Library.

Title	Issues On File
Automotive News	1973-
Barron's	Current +3 Months
City & State	1986-
Computerworld	Current +6 Months
County Line Reminder	Current Week
County News (NAC)	Current +2 Years
Crain's Detroit Business	1985-
Detroit Free Press	Current +3 Months
Detroit News	Current +3 Months
Energy User News	Current +1 Year
Michigan AFL/CIO News	Current +2 Years
Michigan Counties	Current +2 Years
New York Times	Current +3 Months
Oakland Press	Current +6 Months
Penny Stock Journal	Current +1 Year
Preservation News	Current +6 Months
Spinal Column	Current +6 Months
Wall St. Journal	Current +3 Months

## Check your cholesterol

Who is at risk and why? If you have never had your blood cholesterol level tested, you may be at risk. Both high cholesterol and high blood pressure are silent killers and have no symptoms until the advanced stages of heart disease. If there is a history of premature coronary artery disease (under the age of 60) in your family, you may be at risk and should have your cholesterol checked. For people over 40, it is recommended that their cholesterol be checked every two years. If your initial reading is high (over 200), then repeated cholesterol screenings should be conducted every 2-3 months or as directed by your physician.

There is evidence to support the fact that elevated cholesterol levels are

directly related to increased risk of coronary heart disease. The good news is that cholesterol is easy to measure and it is possible to reduce high blood cholesterol levels. For each one percent decrease in blood cholesterol level, the rate of coronary heart disease is reduced two percent.

Cholesterol screenings will be conducted at the end of the summer through the Health Division's CHARGE Risk Reduction Program. Through CHARGE, cholesterol reduction strategies are available as well as classes on nutrition to lower cholesterol. If you have any questions contact Karin Karlstrom, Health Education, 858-1107 or Patrice Moesta, Nutrition Services, 858-5108.

# Adopt a pet Give an animal a happy home

Man's best friend needs to be adopted from the Oakland County Animal Control. **Won't you help!** Adopt a gentle loving dog like "Rusty," Virginia Rodger's dog, an alumnus from the shelter. Rodgers is the director of Cultural Affairs.

Rodgers said, "I've had cats and dogs all my life, raised litters of both but this time I wanted an already-trained adult dog. "Rusty" is a perfect dog, and obedience trained."

Rodgers wrote a letter to Carl Anderson, manager of Animal Control, asking for a mature, male Golden Retriever that would be good with children - her grandchildren. She didn't have to wait long for Bev Synder, clerk, Animal Control, was on the look out, and rescued "Rusty" from the "unadoptable" group and on his way to Death Row. There was nothing

physically wrong with "Rusty". He had all his shots along with pedigree papers and he was ok'd by the veterinarian. You can also obtain an animal like Virginia Rodgers!

Won't you help save a pet by adopting from Animal Control. There are thousands of homeless animals put to sleep each year. From northern Oakland County alone, less than 10 percent of the strays get reunited with their owners. Many purebreds such as Labs, Retrievers, Huskys, Shepherds, as well as mutts, are waiting to be adopted.

The fee for adult dogs is under \$50 and puppies are \$34 and this includes all necessary shots.

To adopt a pet call 391-4100 or go and visit the shelter. The shelter is open from 10 a.m. to 5 p.m. Mon., Wed. and Fri.; from 10 a.m. to 6 p.m. Tues. and



Virginia Rodgers and her adopted pet Rusty.

Thurs.; from 9 a.m. to noon on Saturday.

The shelter is located in Pontiac on Brown Road, just north of Auburn Hills Palace, a little over a mile west of M-24.

**Please help man's best friend and adopt a pet!**

## Be aware of winter storms



Every year, countless Michigan residents suffer both life and property losses due to winter storms. Recognizing the problems and hazards posed by storms and preparing for storms can save lives and reduce hardships.

You can safeguard against storms by listening to the TV and the radio and by knowing terms commonly used in winter weather forecasts that include:

**Winter Storm Watch** - severe winter weather conditions may effect your area. (Freezing rain, sleet, heavy snow)

**Winter Storm Warning** -severe winter weather conditions are imminent.

**Blizzard Warning** - a heavy accumulation of snow accompanied by winds of more than 35 miles per hour.

Be prepared at home. Stock up on: non-perishable food, water supply (plastic jugs), first aid kit, batteries, candles, matches portable radio and blankets. Close off rooms that aren't used. Let faucets drip a little to prevent

freezing. If there's a power failure, turn off most light switches, your furnace switch and unplug the freezer and refrigerator. Use food from the refrigerator first, leaving the freezer door closed.

Be prepared for traveling. If you must travel, don't travel alone. Tell someone where you are going. Carry with you an emergency survival kit of blankets, sand, flares, booster cables, towline or rope, windshield scraper, shovel, flashlight, heavy gloves and mittens, overshoes, extra woolen socks, wool hat and quick energy foods.

Remember, in cold weather car batteries don't always function well. Before attempting to recharge or jump start the battery, take it inside to warm up first. A "dead" battery can freeze at temperatures below 15 degrees fahrenheit and attempting to work on it could cause an explosion. Charge it only in a well-vented area and make the positive connection first, then the negative and remove in reverse order. Always remember to use caution.

Be prepared if you must go outside in extremely cold weather. Don't overexert yourself. Dress warmly in several layers of loose-fitting clothing to trap body heat while permitting air to circulate. Protect your lungs by covering your mouth with a scarf or bandanna. Take a thermos of warm beverage when planning to be outside for an extended period of time. Wear mittens snug at the wrist rather than fingered gloves and wear a wool cap to keep your body heat from escaping.

One last reminder during the winter storm season, know how to properly use heating equipment to prevent a fire in your home. Never use fuels not designed for your heating unit. Make sure to have proper ventilation. Make sure your heating unit has been properly inspected. Remember never to use a gas range or stove for heat. Any unvented appliance may produce deadly carbon monoxide.

If you have any further questions about winter awareness, call Gail Novak, manager of EMS at 858-5300.

## Technology in the Courts

by Janet Chiappelli

Attorneys and litigants who have appeared recently in Probate Judge Joan E. Young's courtroom have noticed a new look: Cameras and microphones now record their arguments and testimony instead of a court stenographer. A videocassette recording system was installed in August as part of a ten-court pilot program authorized by the Michigan Supreme Court. Judge Young's is the first probate court in the State to have a VCR system.

Operation of the system involves minimal labor, just the loading and unloading of cassette tapes. Four voice activated cameras mounted in the courtroom operate in tandem with strategically located ultrasensitive microphones to insure the speaker always remains on camera. A separate camera is installed in the judge's chambers for any in camera sessions that must be on the record.

The automatic system significantly reduces operating costs; it will pay for itself within two years. It also provides litigants with quick access to an accurate record of the court proceedings. The courtroom is outfitted with four videocassette recorders. Two of the VCR's record the original and backup tapes, and the remaining two recorders are reserved for litigant requests. The court will record any hearing free of charge for parties who provide their own VHS cassette before hand. A copy of any hearing may be obtained after-the-fact for a \$20 fee per tape.

## OAKLAND RECYCLES! And the paper just keeps on coming!

Here are the latest scores in the quickly expanding paper recycling program. This time we are presenting the statistics in terms we can all relate to - gasoline. Each ton of paper recycled saves the energy found in 22 gallons of gasoline.

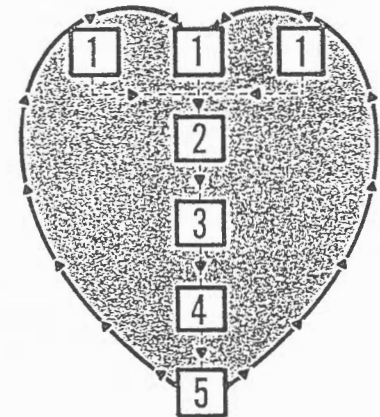
Building	Approx. Weight	Gallons of Gas
Administrative Annex II	1,706 lbs.	18.7
Children's Village "J" Bldg.	1,218 lbs.	13.4
Computer Services	49,644 lbs.	546.0
Courthouse	3,347 lbs.	36.8
Executive Office Bldg.	31,281 lbs.	344.1
Health Annex	162 lbs.	1.8
North Office Bldg.	4,062 lbs.	44.7
Oakland Avenue	650 lbs.	7.2
Oakland Schools	27,869 lbs.	306.6
Public Works Bldg.	13,162 lbs.	144.8
<b>Totals:</b>	<b>132,451 lbs.</b>	<b>1,464.1</b>

Please remember, some buildings have been recycling longer than others and some areas have more to recycle each work day. Next time, we will take a look at each building in terms of how much each participant is recycling.

If you work in one of the buildings listed (and even one that is not) and you are not recycling but would like to, give Steven Stanford a call at 858-0129. He can help you become one of the proud participants in the program.

1. Employee places waste paper in desk-top container.
2. Employee empties desk-top containers into central container located near copier.
3. Custodial empties central container into big wheel containers at the dock.
4. Grounds transports the paper to Public Works Building where it is collected in Gaylord boxes for shipment to a paper mill.
5. The paper mill uses the paper to manufacture finished products which are ultimately supplied to employees who initiate the recycling process again.

### The "Heart" Of Paper Recycling Is You, The Employee



## Some tips on building family strengths

by Cooperative Extension Service

Think for a moment of a family you know that is really close. Its members seem to really enjoy each other's company, don't they? They communicate well and seem to be able to deal with whatever life sends their way.

Not all families are alike in their degree of closeness, but each family has its unique strengths, says Elaine Glasser, former Extension Home Economist, Oakland County Cooperative Extension Service. Researchers define **family strengths** as the relationships and characteristics that help create a sense of family identity, promote

satisfying and fulfilling interaction, and help the family deal with stress and crisis.

—**Commitment.** This is a promise of time and energy. The family as a whole is committed to seeing that each member reaches his or her potential.

—**Wellness.** This is a healthy way of living that feeds the body, mind and spirit. It involves the sharing of common values and focuses on the quality of family life, rather than the absence of disease.

—**Communication.** Strong families communicate directly and use consistent verbal and non-verbal behaviors.

—**Appreciation.** The ability to recognize the beautiful, positive aspects of others and to let them know that you value these qualities, and the ability to receive compliments are traits of strong families.

—**Time together.** Strong families spend meaningful time together and they do it a lot. This gives a family an identity that can be had in no other way.

—**Ability to deal with stress, conflict and crisis.** All the previous strengths combine to make an inner core of power that serves as a resource for times of conflict and crisis. Strong families can survive and even grow during hard times.

# Caucus Chairman defines his goals

Dear Employees,

The beginning of my fourth year as County Commissioner from the Fifth District - Waterford Township is just around the corner. The time has flown by and I hesitate to question whether it's because I'm getting older or because I'm having fun. I guess I'll lay the blame on a little of both.

I have been asked to write about my goals as a County Commissioner. I will look at them in terms of progress toward success, as I don't believe we ever attain all of our goals...and if we do, it seems we always set new ones. I would ask that you look at this article as a 2½ year report. My first goal was to be involved. I had never held an elected public office before January of 1986. I felt then, and I still feel now, that in order to do a good job, you must attain a high degree of knowledge about it. My assignments include or have included: Chairman of the Republican Caucus, Vice Chair of the Republican Caucus, Chairman of the Personnel Board of Appeals, Chairman of the Landfill Siting Consultant Committee, Chairman of 4 Lake Boards (Watkins, Scott, Rainbow and Huntoon), Secretary of the Community Mental Health Board, Vice Chair of the Finance Committee; and a member of Planning and Building, Health and Human Service, Transportation, Macomb Oakland Regional Center Advisory Board, and the Childrens Village School Advisory Board. I also found that attending the meetings of Committees that I was not an official member of, helped me to gain insight into how the county was run. My goal was to be involved and I think I

have achieved this goal.

Implementation of the Oakland County Solid Waste Program is first on the minds of most County Commissioners. Although proving to be very expensive, I believe that the program we are pursuing is the finest in the country. We must realize that we have no choice but to change our habits concerning solid waste. Reduction, Re-Use, Recycle, Incineration and Landfill will be the means that we use to reduce our waste stream and create a major reduction in our need for very unpopular landfill space. I firmly believe that we can locate, build, and maintain an environmentally safe series of recycling, composting, incineration, and landfill facilities here in Oakland County. This is a problem that will not go away. There are no alternatives to the process I have mentioned and I ask that all of the people of Oakland County support us in our efforts to prepare for the time when we run out of remaining landfill space. I will work, along with the Board of Commissioners, Dan Murphy and his staff, to solve the many problems we face with these ambitious projects.

Our building program continues to move forward, although I had hoped that we would have been further along than we are. Mr. Murphy's plan to reduce the size of our building project is a good one. I hope through my membership of the Planning and Building Committee, I can help speed it along.

One of the biggest surprises when I



Larry Crane

first was elected was the time and the difficulty it takes to get projects going and completed. I believe that the process is good and many mistakes are eliminated by the checks and balances the County uses. I think some streamlining is in order and will continue to work toward that end.

Another goal as Chairman of the Republican Caucus was a closer working relationship with the Democratic caucus in an effort to keep all of us better informed. Commissioner Pernick and I have successfully completed two mini seminars, where members from both Caucus met to discuss issues that are significant to both sides of the aisle. Chairman Rewold has done an excellent job in balancing responsibility on our board so that nearly all of us have an opportunity to feel part of our team.

The Commissioners who are serving their first term are doing an excellent job. The input they bring to the Commission is, in many cases, like a breath of fresh air. I applaud the people of Oakland County for their fine choices.

I enjoy my work as County Commissioner and I look forward to the challenges that lie ahead. I appreciate the dedication and support of not only our staff and that of Dan Murphy, but all the employees of the County. I am proud to be a member of your team and I hope to continue to work with all of you for years to come.

## Humor is powerful

Humor is a powerful antidote for stress.

"Being able to laugh at some of the weird, crazy things that happen to us helps us to keep things in perspective," according to Elaine Glasser, former Extension Home Economist for Oakland County Cooperative Extension Service.

Sometimes we take ourselves too seriously; humor can lighten the load and give us, and others around us, a chance to relax.

Strong families find the humor in their lives and use it to their advantage.

But not all humor is a positive force in relationships.

Research shows that put-down humor, funny remarks or jokes that hurt or "put down" the other person, is not characteristic of a strong family.

Humor can help families to develop strong relationships if it is used correctly. Work on making humor a positive force in your family!