

THE TELEGRAPH

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MARCH 1991

A message from the County Executive

Exercise, good diet saved my life

Dear Employees,

Let me begin by thanking all of you for the many cards and letters you sent me during the past weeks. I want you all to know that your thoughts and prayers helped me through the hard times.

As I progress in my recovery, I can't help but reflect on my life and my good fortune to be so healthy. But as I ponder the thoughts more thoroughly I have to point to a good diet and lots of exercise as playing a major role in my good fortune.

I can't even remember how long it's been since I changed my diet to a low-fat diet. I've been health conscious for so many years, that it just seems like second nature to me. Sure, I'm not a purist and I don't pretend to be one.

I enjoy a nice steak or french fries just as much as the next person, but I

don't make those foods a habit. I eat plenty of vegetables, fruits and pasta and I keep my consumption of lean meats to a minimum.

But I know that diet is only half of the health equation. Exercise is the other half. I'm one of those people who actually likes to exercise. That's why physical therapy hasn't been tremendously difficult. I like the feeling of exercising my muscles and working out.

As many of you know, I love playing tennis. I have played at least once a week for many years and when time permitted I played twice a week.

Too many people look at exercise as a chore and therefore don't do it. I recently read in a new study by the Centers for Disease Control that sedentary people are twice as likely as



Dan Murphy

physically active people to die from coronary heart disease. Of the 56,000 Americans age 18 and older surveyed, 58% exercised less than the optimal three times a week, 20 minutes per session.

As the advertisements say, "Getting started is the hardest part."

I'm glad I got started when I did or I may not be as fortunate as I am today...recovering from a mild stroke.

Sincerely,
Dan Murphy

Brown Bag Series continues

by Deirdre Ward

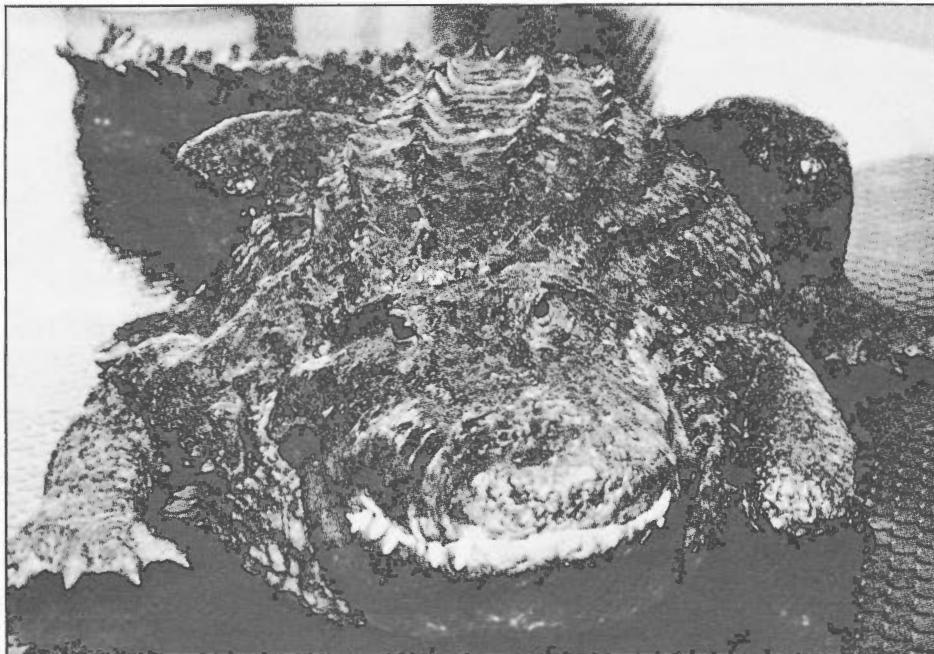
Cultural Affairs is proud to continue its successful **Brown Bag Lunch Series**. The program features speakers on a variety of topics.

March 21st, Edith Gregerson will present "Meadow Brook Hall: an Oakland County Treasure". Information on the history of the museum, the art collection, and the reasons Matilda Wilson chose certain paintings and sculptures will be included.

April 18th, Marty Murthan from the Oakland County Health Division will speak on "How Well is Your Well". She will be covering information on water quality, water filters and treatments.

May 16th, the topic will be "The Right Side of Your Brain". Bonnie Brede, R.N. and local artist, will discuss developing creativity.

The programs are held on the third Thursday of the month from noon to 1:00 p.m. in the third floor conference room of the Executive Office Building.



ZOO ART

This alligator and friends were part of an exhibit in the E.O.B.
(Photos by David Van de Grift)

Charity highlights employees' holiday

Dear Readers,

Welcome to our first issue of 1991.

Thanks to a lot of employee participation, this issue, although smaller than previous ones (due to budget constraints) is packed with great information.

By reading **The Telegraph** you can find out the winners of the 1991 Employees Photo Show.

Be sure to catch the report on the Oakland County Survey dealing with child care issues and the update on

recycling.

Charity and thoughtfulness abounded during the past holiday season with so many people participating in gift giving and sharing with those who are less fortunate. Be sure to check out the story on the Prosecutor's Victim Witness program to find out how you can help abused and neglected children.

It's a great edition, but it wouldn't be possible without all the hard work from the interns in Public Information,



Suzan Singer

Rae Higgins and Ed Mandel, Jr. and without **The Telegraph's** right arm—Jane Oswald.

Sincerely,
Suzan Singer

Veteran's Services is spotlighted

by Ed Mandel Jr.

Thousands of claims are being processed each year by Veterans' Services. The number is rising since the outbreak of the War in the Gulf.

"We go that extra mile to keep track of all the changes in laws and benefits affecting veterans," said Carl Pardon, manager of Veterans' Services.

Counselors get calls daily from residents asking about their veteran status, benefits, and information on support groups.

Recently residents have flooded the division with calls asking how to properly display their flags.

There are 13 counselors and six support staffers diligently servicing the 45,000 to 60,000 contacts (calls, letters and walk-ins) the division gets annually.

"A counselor needs to be a Jack-of-all-trades," said Pardon. "To best serve the veteran, a counselor needs to know about law, medicine, accounting, insurance, federal and state regulations, pensions and compensation, just to name a few."

The office is staffed from 8:30 a.m. to 5 p.m. daily including the lunch hour. Appointments are not taken and clients are seen on a first come first serve basis.

"Our counselors are experienced in getting the maximum benefits for veterans," Pardon said. "We are pleased that so many residents use what we consider one of the best Veterans' Services offices in the country. We want to provide them with the best service we possibly can."



(L to R standing) Tom Holmes, Margaret Cytacki, Jody Stowe, Diana Calvin, Carl Pardon (L to R sitting) Pam Barton, Linda Crowell, Carolyn Van Bibber, Virginia McDonough, Melvin King

Credit Unions are the safest!

According to many financial experts, Credit Unions are the safest financial institutions for personal savings. This is due to the strength and stability of the deposit insurance fund that protects Credit Unions, the National Credit Union Share Insurance Fund, or NCUSIF.

The NCUSIF is run by the National Credit Union Administration, a branch of the Federal Government. It was established and is maintained completely without the help of taxpayers' money. Its assets stand at \$2.1 billion, a capitalization ratio of 1.23%, more than twice that of the FDIC.

Every Credit Union in Michigan is required by state law to retain NCUSIF insurance which insures member's deposits up to \$100,000. It is because of this strong insurance that Credit union members can feel secure about their deposits.

The Oakland County Employees Credit Union has been serving county employees since 1953, and has assets of more than \$40 million. A concentration on solid, low-risk personal loans benefits both the member, and the stability of the Credit Union. With uncertainty throughout the financial industry, it is good to know that some institutions remain stronger than ever.

People helping people



Children's Village manager Mike Worrell thanks Deputy Gary Hall for a donation.

Mike Worrell said he was "overwhelmed" by a surprise donation of \$500 to Children's Village that he received from the O.C. Deputy Sheriff's Assoc.

Gary Hall presented the check to Worrell. The money will be used to purchase athletic equipment.

"It is a real heartbreaker to go over there and see children whose parent's do not want them," Hall said. "I fully support the work being done by Children's Village."

Deputies salute kids

Stuffed animals are security blankets

The joy of giving knows no season. The Medical Examiner's Office has donated stuffed animals to the Prosecutor's Office for children in the Victim Witness program. County employees are encouraged to donate toys so that victims of physical and sexual abuse can find some comfort from their trauma. Donations are always welcome.

"If you ever saw a small tot with a black eye and an arm in a cast go into the Prosecutor's Office lost in the surroundings of large people and furniture with fear in their eyes, and then later see them leaving with a small stuffed animal that they can love clutched under their unharmed arm, it would make your day," said Patrick Sun, forensic investigator.

Sharing with these less fortunate children will make you and them feel good! If you would like to donate toys to the Victim Witness program, call



(L to R) Joyce Todd, Patricia Thompson and Holly Coffey display some of the stuffed animals collected for the children.

Patricia Thompson at 858-1039, or send them to: Oakland County Prosecutor's

Victim Witness Program, 230 Elizabeth Lake Road, Pontiac, MI 48341.

You and Your Aging Parent

Are you concerned about helping your aging parents, relatives or friends deal with the realities of growing older? If you are, the Oakland County Health Divisions' Services to the Aging will once again offer the "You and Your Aging Parent" class series on April 9, 16, 23, 30, 1991 from 7 p.m. to 9 p.m. in the Health Division offices, 27725 Greenfield Road, Southfield.

Discussion topics will include: how to avoid crisis situations; the aging process, safe drug use; how, when and where to seek counseling and housing alternatives for the aging.

The fee is \$10 per family and pre-registration is required. For more information, call Marcia Graham, R.N. at 424-7090.

American Red Cross Blood Drive

The next American Red Cross Blood Drive is scheduled for Thursday and Friday, March 21 and 22, 1991 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. When you give blood, you give someone another chance. Remember to give blood!

Calendar

March 16 - 24

Oakland County Parks Photo Exhibit at Home & Builders Show, Cobo Hall, Detroit.

March 23

"A Garden of Senses," mini-class program at Independence Oaks Nature Center, 1-3:30 p.m. Learn about herbs and their bounty of benefits. \$6/person. Pre-registration is required. Call 625-6473 for more information.

March 23

Easter "Spring Fling" at Springfield Oaks County Park, noon-2 p.m. Walks with the Easter Bunny, egg hunt, airplane marshmallow drop. Sponsored by Springfield Township Parks and Recreation. \$2/parking fee. Call 625-8133 for details.

April 2 - 23

Oakland County Parks Photo Exhibit at Maccabees Mutual Life building on Northwestern Highway near Southfield Civic Drive.

April 3

"Bubblemania," mini-class program at the Independence Oaks Nature Center, 1-3:30 p.m. Eco-explorers class for children ages 6-8. \$8/youth. Pre-registration is required. Call 625-6473 for more information.

April 6 & 7

Mother's Day Craft Show. Springfield Oaks Youth Activities Center. Call 625-8133 for details.

April 7

"Easter Egg-stravaganza" nature program at Independence Oaks Nature Center, 1-4 p.m. Learn about nature's egg layers and participate in a unique animal egg hunt. Crafts, surprise holiday visitors, live animals and more. \$2/person. Pre-registration required; call 625-6473.

April 13

"Salamander Saunter," nature program at Independence Oaks Nature Center, 7:30-9:00 p.m. Enjoy an evening walk to look for salamanders, plentiful in spring ponds. Pre-registration is required; call 625-6473.

April 20

"Earth Fair," at Independence Oaks Nature Center, 10 a.m.-3 p.m. Celebrate the 21st Anniversary of Earth Day and become more environmentally aware. Demonstrations and entertainment. Pre-registration is required; call 625-6473.

April 23 - May 14

Oakland County Parks Photo Exhibit. First Center Office Plaza, Northwestern Highway near Lahser in Southfield.

April 27

"Orienteering for Jr. Naturalists," mini-class program at Independence Oaks Nature Center, 1-3:30 p.m. Map reading and compass skills will be explored for kids ages 9-13 years. \$5/person. Pre-registration is required; call 625-6473.

May 1

"Tuning Your Tot into Spring," nature program at Independence Oaks Nature Center, 10-11:45 a.m. and 1-2:45. Stories, songs, a nature hike and crafts for 3-6 year olds. \$2/tot. Pre-registration required. Call 625-6473.

May 1

Oakland Parks Foundation Annual Dinner at Addison Oaks County Park, 6:30 p.m. \$25/person. For reservations, call 335-2771.

May 3 - 12

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

Library taps into other areas to help serve patrons

The Oakland County Reference Library provides interlibrary loan service to our patrons. Simply put, this service gives you, the patron, access to materials in the collections of public, corporate, medical and university libraries throughout the country. Once the Reference Library receives the requested material, the patron picks the material up, returns it (hopefully on time) and in all probability thinks of it as a "free" service.

Even though interloan appears to be a "free" service, be assured it costs \$\$\$\$\$. In most cases the cost for this service is absorbed by the library that borrows the material. The average cost of providing an interloan book or journal article to you is from \$5.00 to \$30.00. Factors influencing this cost include:

- Staff time for searching

- Staff time for processing the request
- Telecommunications cost
- Photocopying costs
- Postage
- Charges from lending libraries
- Networking

Here at the Reference Library many of our interloan requests are filled from public library holdings in Oakland or Wayne County. Those that cannot be filled in this manner are forwarded to the Wayne Oakland Library Federation (WOLF).

We are pleased to be able to provide this service to you without charge but because there are indirect costs involved it is not only important that you give careful consideration to the materials you request but that you pick up the materials promptly so that you have the full use of borrowed items.

Food and Nutrition Hotline

Ever wonder about a certain food you've just bought, or how long to store that frozen turkey, or what to do if your freezer fails? Are you embarrassed to ask a friend, and prefer not to ask mom's opinion? "Help is available," consoles Sylvia Treitman, Home Economist for the Oakland County Cooperative Extension Service. The Food and Nutrition Hotline is open Monday - Friday, 8:30-5:00 to answer any questions you may have by calling 858-0904. "No question is silly to us" adds Treitman. The idea of the hotline is to make people feel comfortable calling. "It is better to ask us about those leftovers, you found in the refrigerator, than take the risk of contracting food poisoning," adds Sylvia. The hotline strives to answer questions immediately, or will direct you to the best source.

Employees make news...

New Employees

Congratulations and a warm welcome to the two new Circuit Court Judges, the **Honorable Deborah G. Tyner** and the **Honorable Rudy J. Nichols**. Judge Tyner received her Juris Doctor, Cum Laude, at Wayne State University in 1980. Judge Nichols received his Juris Doctor from the Detroit College of Law and was admitted to the bar in 1974.

Welcome also to the new staff for Judge Tyner's office. **Marlene Johnson** will be the Court Clerk I and **Karen Wolfe**, Court Clerk II. **Loretta Jacobs** is the Research Attorney. **Bernice Wojciechowski** is Judge Tyner's Judicial Secretary.

The new staff for Judge Nichols is as follows: **Paul Miller**, Court Clerk I; **Trudy Tolén**, Court Clerk II; **Richard Kuhn, Jr.**, Research Attorney; and **Elizabeth Whiston**, Judicial Secretary. Welcome all.

Todd Barson was hired as Judge John N. O'Brien's Court Clerk I.

Susan Barson began on November 13, 1990 as Judge Cooper's Research Attorney.

Timothy R. Ash was appointed Judge Gilbert's Court Clerk I.

Phil Ingraham started on December 17, 1990 as Attorney/Referee for Judge Andrews.

James Rizzi, FM & O, Maintenance, was hired on November 13, 1990 as a General Maintenance Mechanic working at the Law Enforcement complex.

Donna Genre, Drain Commission-Engineering Unit, hired in as a full-time Clerical.

Melinda Moran, Drain Commission-Engineering Unit, became a full-time Clerical employee.

Matt Scott of Drain Commission was hired in the Inspection Unit.

Mike Freed joined the Drain Commission as a Pump Maintenance Mechanic in the Southeastern Oakland County Sewage Disposal System Unit.

Kathy Rivers is the newest employee of the Clerk/Register of Deeds Grantor/Grantee Unit.

Welcome to **Amy Schwab** who joined the Treasurer's Office as a Clerical Trainee on January 28th.

Welcome to **Daniel Vasquez**, Treasurer's Office-Personal Property Section.



Judge Rudy Nichols

Ray Lee of DPW-Engineering Group, Water & Sewage Operations Division was hired on January 2, 1991.

Elaine M. Paradis of Melvindale has been appointed an Oakland County Extension Home Economist.

Edward Cameron, DPW, joined the Pump Maintenance Unit, Water & Sewage Operations Division on December 17, 1990.

Robert Smith of DPW joined the Eight Mile Water Department, Water & Sewage Operations Division on December 17, 1990.

Timothy Brown of DPW was hired in the Engineering Group, Water & Sewage Operations Division on November 26, 1990.



Judge Deborah Tyner

Karen Pelowski of Children's Village has been appointed Child Welfare Worker/Counselor in the Shelter Care/Transitional Services Program. She is a graduate of Oakland University and previously worked with the Oakland County Probate Court Juvenile Division as a Casework Assistant. Welcome Karen!

The Health Department's Environmental Health Services is pleased to announce the addition of four new Public Health Sanitarian Technicians: **Sue Gorman**, **Cindy**

Kroll, **Barbra Pittenger** and **Ruth Taylor**. Welcome!

Dennis C. Jones has joined the Risk Management and Safety staff as a Worker's Compensation Specialist.

On January 7, 1991, **L.J. Dragovic, M.D.** joined the staff of Medical Examiner's office as Chief Forensic Pathologist. Dr. Dragovic previously held the position of Assistant Medical Examiner at the Wayne County Medical Examiner's office. He replaces Dr. Lynda Biedrzycki who resigned as Acting Medical Examiner in November, 1990.

Promotions

Pete Smith, Aviation & Transportation, was promoted from Maintenance Mechanic II to Airport Maintenance Rescue Supervisor.

Bill Black of Aviation & Transportation was promoted from Maintenance Laborer to Maintenance Mechanic I.

Good luck to **Pete Zemelis**, Aviation & Transportation. Pete was promoted from Chief Airport Maintenance to Chief Airport Maintenance/Operations.

Phil Sanzica, Drain Commission-Engineering, was promoted to Assistant Chief Engineer.

Dianna Garder was promoted from Typist II to Account Clerk I in the Soil Erosion Unit of the Drain Commission Office.

Joseph Minjoe replaced Milton Handorf, who retired, as the Director of the Department of Public Works. Joe has worked for Oakland County for 27 years.

Michael J. Noder was promoted from Sewage Treatment Supervisor I to Sewage Treatment Supervisor II and will be in charge of the Wixom/Misc. Wastewater Treatment Plant Unit of the Sewage Treatment Unit, Water & Sewage Operations Division.

Ronald W. Wintland, DPW, was promoted from Sewage Treatment Supervisor I to Sewage Treatment Supervisor II and will be in charge of the Walled Lake-Novi/Misc. Wastewater Treatment Plant Unit of the Sewage Treatment Unit, Water & Sewage Operations Division.

Employees make news...

Hank Rockl, Jr., FM & O, Heating Plant Unit, was promoted from Boiler Operator to Boiler Mechanic as of December 1, 1990.

Gina Bohn, FM & O, Administration, has been promoted from Office Leader to Office Supervisor I as of December 29, 1990.

Congratulations to **Brenda Larkin**, FM & O, Administration, who was promoted from Clerk III to Secretary II as of September 22, 1990.

Steve Stanford, FM & O, Administration made a lateral move from Maintenance Planner II to Financial Asst. as of December 29, 1990.

Lori Pooley, FM & O, Custodial was promoted from General Helper to Custodial Worker II as of October 20, 1990.

Jerry Perna of FM & O, Custodial has been promoted from General Helper to Custodial Worker II as of December 15, 1990.

Congratulations to **Carmelo Moyet**, FM & O, Engineering, who was promoted from a Student Engineer to Construction Inspector I as of January 26, 1991.

Daryl Martin of Children's Village was recently appointed as a Child Welfare Worker/Counselor. He will be working with youths in Building "J's" reception area and in the Shelter Care Site. He is an Oakland University graduate and has previously worked at Camp Oakland before transferring to Children's Village in 1987 as Children's Supervisor II.

Marriages

Bonnie Muenchhausen from the Jury Office married John McMillan on November 2, 1990. Judge Fred Mester performed the ceremony. Best wishes, Bonnie.

Mike Lamb, Drain Commissioner-Maintenance, was married on October 6, 1990. Congratulations.

Dave Lawrey, Drain Commissioner-Right-of-Way Survey Crewman, was married on November 3, 1990.

Jim Deacon, FM & O, Heating Plant Unit, married Sandy, on November 13, 1990.

Pier Gilmore of Veterans' Services was married on November 9, 1990 to Mark Rodges. All the best to Pier and Mark!

Retirements

Frank Ostrowski, Supervisor of Addison Oaks County Park, retired Jan. 1, 1991 after 21 years with Oakland County, 19 as Addison Oaks Park Supervisor. Frank and his wife, Wanda, recently built a home in Oxford. Frank plans to landscape his home, build a barn on the property and then travel around the U.S.

Grace Roberts of the Health Department's Hearing and Vision Program is retiring after 24 years. She plans to travel and see her children in Arizona, California, New Mexico, Nevada and Vermont. She plans on enrolling in some courses of interest to broaden her horizons, and to catch up on gardening.

Helen Hoff, FM & O, Mobile Custodial Unit, retired after 20 years on February 15, 1991. The last four years Helen has worked as the day custodian in the Courthouse. She will be missed by all.

Janet Lindsay retired as Jury Clerk on December 21, 1990. She created the position of Jury Clerk during her 17 years of service as a county employee. Janet plans on "traveling extensively" in her motor home.

Wilma Wyka, Clerk/Register of Deeds, retired January 18, 1991. Wilma started in the Clerk's Office Legal Records Unit under the CETA Program and was hired full-time in the Register of Deeds in 1975. She performed several jobs in the Grantor/Grantee Unit, prior to becoming the official "Liber and Pager" in July of 1982. Wilma was an excellent worker and will be greatly missed.

Congratulations to all our retirees and the best of health for a happy retirement.

Transfers

Kelly Karns transferred from Elections Division to Clerk/Register of Deeds' Legal Records Unit.

Terri Hefner transferred from the Prosecutor's Office to the Auditing Division.

Suzanne Ball, formerly with the Personnel Department's Selection and Placement, is the new clerical support staff for the Parks Design and Development Division.

Robert Coffey, transferred from

Springfield Oaks Youth Activities Center as Recreation Supervisor to Addison Oaks Park Supervisor.

Jim Mansfield, manager of Red Oaks Water Park, will assume Robert Coffey's former duties in addition to managing the water park.

Mary Jane Rigonan transferred from Judge Andrew's office as his secretary to Assignment Clerk.

Carolyn Chavez replaced Janet Lindsay as Oakland County Circuit Court Jury Clerk. Carolyn comes to this position from the Assignment Clerk Office.

Kudos

The **Public Health Nurses** of Oakland County Health Division received the Outstanding Service Award from the Michigan School Health Association. The award was presented November 12, 1990 at the group's annual meeting in Traverse City, Michigan. The nurses provide services to over 175,000 children in Oakland County's 28 school districts. Their interest and commitment to caring for the health of the school age child was recognized by the award.

Naturalist **Tim Nowicki** of the Independence Oaks Nature Center recently shared the 1990 Bengal Habitat Award with the City of Southfield for outstanding efforts in promoting wildlife and its habitat. Tim received his award, named after Michigan Wildlife Habitat Foundation founder, Russell Bengal, at an awards dinner in Lansing.

The **Honorable Hilda R. Gage** has been elected Chair of the Judicial Tenure Commission. She is the first woman and the first Oakland County Circuit Judge ever to hold this position. Congratulations Judge Gage!

The **Honorable Joan E. Young**, Probate Court Judge, and **Barbara A. Consilio**, Probate Court Administrator, participated in a Wolverine Bar Association sponsored training for new attorneys. The seminar was held at the Detroit Bar Association's office in the Penobscot Building, December 6. Other presenters included Judges from the Wayne County Circuit, Records and 36th District Court, as well as the 6th Circuit and 52nd District Courts of Oakland County.

Births

Congratulations to **Yvette Thrush**, Auditing Division. Yvette and her husband, **Jerry**, had a baby girl, **Kimberly Nichole** last January. **Kimberly** weighed 6 pounds, 15 ounces.

Jean Logan of Word Processing, E.O.B., and her husband, **Scott**, announced the birth of their second child, **Jeremy Hayes**, born December 23, 1990. **Jeremy** weighed 7 pounds, 7 ounces and was 22 inches long.

Sue Dignard, Oakland County Health Division, Dental Clerk, and her husband, **Richard**, announced the birth of their daughter, **Kaley Renee**, on October 17, 1990.

Mary Zednik, Parks & Recreation Communications Dept., and her husband, **Lou**, are the proud parents of a baby boy, **Louis Michael**, their first child, born December 3, 1990. **Louis** weighed 8 pounds, 6 ounces and was 21 inches long. **Mary** will return to the department part-time in the spring.

Paul Dove, Drain Commissioner-Right-Of-Way Unit, and his wife, **Judy**, are the proud parents of a girl, **Emily Ann**, who weighed 6 pounds, 13 ounces and was born on "Labor" Day, September 3, 1990.

Fran Young, Drain Commissioner-Admin., announced the birth of her grandson, **Matthew**, born in November of 1990.

Matt Treais, Aviation and Transportation, and his wife **Vicky** are pleased to announce the arrival of their second child, **Andrew John** who was born February 4, 1991. **Drew** weighed 8 pounds, 12 ounces.

Barry Ross, Aviation & Transportation, announced the birth of his first grandchild, **Jordon Scott**. **Jordon** was born December 7, 1990 and weighed 6 pounds, 13 ounces.

Pete Zemelis, Aviation & Transportation and his wife **Debbie** are the proud parents of their sixth child, **Karl Erik**. **Karl** was born January 20, 1991 and weighed 8 pounds, 10 ounces. Congratulations!

Photo Show Winners

The 1991 Employee Photo Show generated considerable interest and employee representation. After more than an hour of careful deliberation, professional photographer **Monte Nagler** chose these as the top images:

Best of Show

"Nausset Light" by **Jon Clapp** (Probate

Unsung Hero

Nurse helps less fortunate

by **Rae Higgins**

Sheila Keefe is an extremely busy woman. She is a Public Health Nurse III with the Field Nursing Section of the Oakland County Health Division, and serves on the Nurse Practice Committee as a representative of the Health Division's north office. She is an author and is involved with organizations affiliated with her church.

One may think **Sheila** does not have much free time, but she makes time for causes that are important to her, especially the St. Frances Cabrini Clinic in Detroit.

Sheila has been volunteering at the Cabrini Clinic for 22 years. The clinic is part of the Holy Trinity Parish in the Corktown area of Detroit.

The clinic operates with volunteer nurses, doctors, pharmacists, social workers and medical students. It is a free, walk-in facility that is open two nights a week. According to **Sheila**, the clinic is the only way for many people to get medical attention.

She has had a variety of roles at Cabrini. Most recently, she served on the Board of Directors. "I do anything and everything," **Sheila** said, "especially giving a lot of informal counseling and support...many times people just need someone to talk to."

Sheila finds it important to be a vital part of a viable effort to provide health care to people who do not have the means. "I have a commitment to the city...I lived there for a number of years. It's a mission for me."

Sheila derives great satisfaction from volunteering at the Cabrini Clinic. "You learn a lot about yourself working with people. I get a better understanding of myself as well as the Christian message of being responsible



Sheila Keefe

for each other. I've always done some kind of volunteer work...it's been a part of my education process," she said.

She also contributed her time to co-author an article that recently appeared in **The Henry Ford Hospital Medical Journal**, entitled "The Other National Debt". She wrote it in collaboration with two doctors and the former director of the Clinic.

"It was more or less a philosophical article regarding what needs to happen in health care in urban areas where a lot of indigent care is provided. Many facilities have a hard time surviving due to the inadequacy of third party payments," she explained.

Sheila encourages others to get involved in volunteering. "I recommend volunteering in whatever gives you joy and whatever you find worthwhile," she said.

Sheila has been an R.N. since 1967 and has been with the county for nearly 19 years. As a public health nurse, she is assigned to the Franklin Elementary and Jefferson Junior High schools in the Pontiac School District; serves as consultant; and as the liaison nurse to Fairlawn and Clinton Valley Centers. She is also responsible for keeping up with her caseload of families she visits regularly.

Court)

1st Place

"Monument-Elmwood Cemetary" by **Michael Rothenberg** (CMH)

2nd Place

"Cat Sunning" by **Gerda Mah** (Probate Ct. Clinic)

3rd Place

"The Spinner" by **Lynne Derocher** (Accounting)

Honorable Mentions

"Cuna's - Culture Lost" by **Deborah Schutt** (Planning)

"Lake Tahoe" by **Karla Richey** (Planning)

"Old Bridge - Belle Isle" by **Michael**

Rothenberg (CMH)

"Waterskier" by **Schuyler Rogers** (FM & O)

"Chill'n" by **John Plopan** (Children's Village)

"Winter Power" by **Joseph Frederick** (Husband of Candy, in Accounting)

Senior Citizen Award

"Jasmine" by **Z.T. Rado** (Father of **Karla Richey** (Planning))

A special "thank you" to **Meteor Photo** for providing a \$50 gift certificate to the Best of Show winner. Cash prizes are awarded to the other entries. Thanks also to Oakland County Cultural Council for donating \$25.

Employee survey rates child care

The Oakland County Executive and the Board of Commissioners have continued to be concerned about the subject of employee child care and elder care problems. A three person sub-committee was appointed September 2, 1989 by the Personnel Committee Chairperson to study county employee child care needs. The Sub-Committee subsequently decided to expand the focus to also include elder care and general employee attitudes regarding county employment.

With the help of a dependent care consultant, an eight page survey was developed, printed, and distributed to all full time employees July 20, 1990. Division managers and department heads were asked to complete an additional survey page to obtain their

perspective.

Of the 3,800 surveys distributed, 1787 were returned. Responses were tallied by Computer Services, and a report was prepared by the Personnel Department and the dependent care consultant.

The survey data shows that most employees are satisfied with their jobs and consider Oakland County a good employer. Seventy-seven percent of respondents agreed or strongly agreed that the County is a good place to work.

In terms of dependent care issues, survey data shows that sufficient child care is currently available to satisfy most of the needs of our employees. However, new alternatives need to be explored to provide employees with additional sick and emergency dependent care resources, and to

reduce related pressure and stress. Although elder care needs were identified, child care is currently the primary issue. Elder care needs are projected to increase significantly in the next seven years.

A few copies of the **Dependent Care Report** are available for short term loan to employees at the Employee Relations Office of Personnel.

The Personnel Committee first discussed the Dependent Care Report at the February 6, 1991 meeting. Further discussion was deferred for 90 days, pending an assessment of the impact of State of Michigan budgetary cutbacks. The Personnel Department is currently exploring ways to better communicate dependent care information to county employees.

Help children combat fear

by Elaine Paradis, Cooperative Extension

Children experience fear as early as five months of age. This shows primarily in stranger anxiety — the fear of unknown people. This is a developmental stage children go through. Parents need to understand and recognize this so they can help their child cope.

The severity to which children develop fears depends on the parents and the environment. If an infant lives in a positive and nurturing environment and the parents are relaxed and calm, the infant will likely accept a new person without fear. As a child grows and his world grows, other fears may also develop. Children do not have the words or skills to express their feelings. Parents need to recognize these fears by the child's actions.

The preschool child may start talking of monsters; wake up crying; become aggressive; or revert to a previous

behavior such as bed wetting. These are all signs of fear. Fears can develop because of a movie or cartoon experience; a negative reaction to a new event; or the child may pick up anxiety from a parent.

Children need consistency in their lives. They need a regular schedule, caregiver and environment. When change is necessary, it is important the child is prepared well in advance. Explain to the child what change is going to happen, when it will happen and how it will affect the child.

For example, when beginning a new day care, tell the child about the change and visit the day care center with the child. Introduce the child to the new teacher and new children. Stay with the child for a full day if possible or until the child feels comfortable in the new environment. When you leave, explain where you are going and when you will return. This is most important. Some children think you will not return. Make sure you follow through with whatever you tell the child. If the child is younger, tell the child a time relevant to their

understanding such as, "I will pick you up after your afternoon snack." Be on time and call if you will be late. This type of preparation and consistency will help the child to feel secure and thus alleviate fear.

Older children develop realistic fears based on what is going on around them. If children see their parents argue, they may automatically think divorce will occur because this is what happened to their friend's parents. The parents must assure the child that one argument does not mean divorce. If parents are divorcing, they need to explain what will happen to the child and reassure him/her it is not due to their actions.

Fears will develop as a normal phase of growing up. Parents must pay attention to the children's actions and words. Parents need to listen and hear what is being said. This will help the child develop coping skills to handle their fears.

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