

THE TELEGRAPH

VOLUME I

APRIL, 1993

CHALLENGE, YES - CRISIS, NO “*The Cupboard is not bare*”

Living and working in Oakland County is the best of both worlds. We labor in one of the nation's wealthiest and most progressive counties. But at the end of the long work day, we can relax and enjoy a quality of life few areas of the country can equal. This standard of living is not expected to change; in fact, it may even improve as Oakland County continues to grow and develop into an international high-tech showplace, rivaling California's famed Silicon Valley. However, all of this does not mean we will be spared from serious challenges in the days ahead.

Over the past ten years, Oakland County has had continuous \$10 million-plus increases in general fund revenues each year to deal with the ever expanding request for services. General Fund revenues, for instance, rose \$15 million from 1987 to 1988, \$18 million in 1989, \$15 million in 1990, \$10 million in 1991 and \$15 million in 1992.

But in 1993, revenues are expected to increase by only \$5 million; a \$5 million to \$10 million reduction from the normal increases that have occurred since 1984. In addition, projected 1993 general fund expenditures are expected to increase by \$8 million. We are facing, therefore, an operating shortfall for Oakland County that could climb to \$10 million. As a result, general fund equity is expected to drop to between \$6 million to \$10 million by December 31, 1993.

“Normally, Oakland County's finances have been strong and respected by other units of government; respected because they have been traditionally well managed,” said Oakland County Executive L. Brooks Patterson. “This is an unusual circumstance for Oakland County in that the county is running a fairly serious operational deficit this year.”

Oakland County has never had to do more with less as other cities and counties have been forced to do throughout the 80's. The county has always had sufficient revenue to deal with employee raises and expansion of services and programs. But times are changing; the gravy train of the past two decades has finally pulled into the station house.

“To a certain extent, the problem we face reflects the economic reality of what is happening around the country,” said Mr. Patterson. “Unfortunately, built into my first budget was an assumption that Oakland County would realize a 7 percent return on its investment, and

we'll be lucky to get a 3 percent return. That miscalculation alone causes us about a \$4.8 million shortage.”

The property tax assessment freeze that was in effect December 31, 1991 is also affecting the 1993 revenue picture. Instead of receiving another 3 percent on top of current revenues, Oakland County will not be getting \$4 million to \$5 million which would have substantially abated the operational shortfall.

“We are not in a crisis; this is not Armageddon,” said Mr. Patterson. “We do have a short term fiscal problem which is being dealt with by my Director of Management and Budget, Robert Daddow. I have the utmost confidence in Bob's abilities. He will be working with me to solve the shortfall before the end of the year, and we will do so. Robert Daddow is one of the brightest accountants I've ever met and we have the good fortune of having him on our team.”

SOLUTIONS

“I would characterize my policy in dealing with the current fiscal situation as one of aggressive fiscal conservatism,” said Mr. Patterson. “We will not spend money we don't have. We will not deliberately spend our reserves, and you will find a balanced budget from year to year. Then, if we're lucky enough to generate a surplus at some point, we will put that surplus back into the reserve column for future requirements.”

Budget Director Bob Daddow said one of the first things that must happen is to get the county's elected officials, department directors, and division managers to change the way they think and how they operate. Over the past 20 years, the county has had the luxury of expanding revenues that are mindboggling. But now revenues, which have increased by 125 percent in the past 10 years, are not going up as fast as expenditures.

To get things under control, Mr. Daddow has taken a number of steps, including trying to re-establish a good working relationship with the Board of Commissioners. There must be mutual trust if the two different governmental branches are to work together.

“I need the Board of Commissioners whipped into a fiscal frenzy so that they will challenge everything,” said Mr. Daddow. “It will put some administrators off, but the benefits will far outweigh the costs if the County Executive and Board line up on issues.”

Mr. Daddow said that in the past some elected officials were very effective in driving a wedge between

(see BUDGET, p-11)

MESSAGE FROM THE COUNTY EXECUTIVE

WALKAMERICA SUNDAY APRIL 25, 1993

OAKLAND COMMUNITY COLLEGE
2900 FEATHERSTONE RD., AUBURN HILLS
BUILDING "G" IS START/FINISH LINE

8:15 a.m. warm-up exercises

9:00 a.m. walk starts



**ARRIVE ANYTIME BETWEEN
8 A.M. AND NOON TO PARTICIPATE**

A few short days from now, Sunday April 25, is the March of Dimes Walk America/Team Walk, an opportunity for Oakland County's 4,100 employees to join together in the fight against birth defects. It's a fight we can and must win. But freeing babies from the ravages of birth defects so they can enjoy a healthy start in life is going to take more than just lip service -- it's going to take action. It's not the other guy's fight, it's our fight and we must wage it.

Do you realize that during the next 24 hours:

- 100 babies will die
- 275 babies will be exposed to Cocaine in the womb
- Hundreds of babies will be born with birth defects or low birth weight
- Five babies will be born dying of AIDS.

These are startling statistics. But babies are much more than cold, impersonal numbers. They are flesh and blood; each one is born with a certain potential which may not be realized if a birth defect robs them of that chance for a healthy, happy and successful life.

WalkAmerica is a great chance for us to join together as a team in a united effort to promote a worthwhile cause while at the same time enjoying some fun and camaraderie.

I have issued a challenge to Los Angeles County, which last year fielded 700 walkers and led all governmental units in the nation. Even though they may have more county employees than we do, I am supremely confident we can beat them, both in terms of dollars raised and the number of walkers.

Let's show the nation that Oakland County employees are second to none when it comes to opening up their hearts and wallets for the sake of future generations of healthier babies.

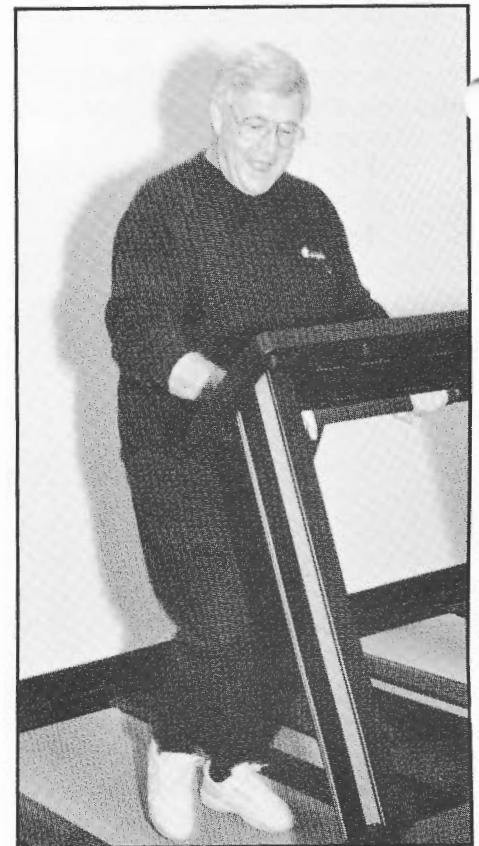
How about this as an added incentive to participate: Through a random drawing, I'll pick up the tab for one of our county walkers and their spouse for air fare and a three-day stay in either Los Angeles or San Francisco. Members of the county team who raise at least \$50 in pledges will be eligible for the trip. The winner and spouse will be my guest in California at a time convenient for them.

Tonight when you get home, take a good long look at your healthy kids and be thankful that they were spared the unnecessary pain of a birth defect.

If you haven't signed up to walk, it's not too late. Don't forget -- family and friends can be part of the Oakland County Team. So get your entry form, line up the pledges, lace up those sneakers and I'll meet you at the Walk for Healthier Babies on Sunday April 25 in Auburn Hills.



L. Brooks Patterson
Oakland County Executive



Oakland County Executive L. Brooks Patterson believes in leading by example. Here he gets in shape for the upcoming Walk America by putting in a few miles on the treadmill at the Powerhouse Gym in Clarkston.

COUNTY EXECUTIVE CALLS FOR CUTS IN CAR FLEET

On Tuesday, March 16, 1993, members of the local news media gathered in the second floor conference room at the Executive Office Building to hear Oakland County Executive L. Brooks Patterson propose sweeping changes in the county's car policy.

Mr. Patterson said the proposed changes, which must still be approved by the Board of Commissioners, will result in a one-time capital savings of \$1.5 million and an annual savings thereafter of \$95,000.

"I think the taxpayers of Oakland County will be impressed with these numbers," said Mr. Patterson. "It indicates we are prepared to lead by example. I've reduced the number of cars assigned to my office from 13 to 3, and I've asked the other elected

officials to reduce their fleets, which they have voluntarily agreed to do."

Under the proposal, the current county car fleet of 420 vehicles, excluding patrol vehicles, will be trimmed by 55 cars, or more than 10%, by the end of the year. As a result of this cutback, operating and capital savings would amount to \$362,000.

In commenting on the reduction, Mr. Patterson said, "I think we've gotten through the fat and bone and have engaged in amputation in certain areas. To go further at this point would endanger the delivery of services. But that's not to say we won't find additional reductions in the future. We will be vigilant in looking for them."

(see FLEET, p-10)



Oakland County Executive L. Brooks Patterson chatting with Channel 7 Reporter Mary Conway following his March 16 news conference where he outlined proposed changes in the county's car policy.

Spotlight on Douglas Williams, Deputy Oakland County Executive

Douglas Williams, Deputy County Executive, is a "good old boy" (apologies to Betty) who likes country music, any kind of food, being outdoors and who rarely gets mad.

Mr. Williams spent 20 years as Hugh Dohany's right-hand man in the Treasurer's Office before L. Brooks Patterson offered him a job on his team.

"I loved my job as Deputy County Treasurer, it was a great job," said Mr. Williams. "But going with Brooks offered me a different kind of challenge and a great opportunity."

As a long-time county employee, Mr. Williams has acquired a vast amount of practical experience, which he brings to his new role as one of Mr. Patterson's chief lieutenants. Mr. Williams has seen county government from both sides of the fence. For seven years, prior to coming to the county, he audited Oakland County's financial records. Then as Deputy Treasurer, Mr. Williams received hands-on experience dealing with all aspects of accounting, personnel problems, benefit studies and deferred compensation.

Mr. Williams describes his management style as "hands off," an executive who eschews micro-management in favor of allowing his employees to make decisions and grow in their jobs.



Douglas Williams
Deputy County Executive

"I believe in giving people enough opportunity to do the job they want to do," said Mr. Williams. "I encourage people to get more involved and to come forward with their ideas."

In his role as Deputy County Executive, Mr. Williams spends many long days making sure the wheels of county government are well oiled so things run smoothly. In fact, there isn't much time anymore for doing some of the things he likes to do, such as gardening or just puttering around the house.

"With this job my wife no longer asks where are you going this week, but rather when are you coming home this week," said Mr. Williams.

But when he does have time to kick back and relax, Mr. Williams prefers sports, any kind of sports, from rodeo to football.

"I'm a ticket junky," explained Mr. Williams. "People know they can call me at 5 p.m. or 6 p.m. for a 7 p.m. game and I'll show up. I don't really care where the seats are either."

Mr. Williams hates TV, and he's not what you would call a big movie fan. In fact, he's seen one movie in the last three years, and he can't remember what it was. As Mr. Williams puts it, "Movies take too much time and you have to go on their schedule."

Asked what his favorite foods are, Mr. Williams replied rhetorically, "What? Does it look like I've missed many meals?"

Mr. Williams has a rather unique way of ordering when he goes out to eat: he doesn't!! He just tells the waitress to bring him lunch or dinner, so he never knows what he's going to be sinking his teeth into.

"I get things not on the menu," laughed Mr. Williams. "They try things out on me, probably because they know I have no qualms about what I eat. I'm not afraid to try anything."

Douglas Williams, a man with a voracious appetite for food, for life and for his job.

EMPLOYEE PAPARAZZI LEAVE THEIR IMPRINT ON THE E.O.B.

Photographs of everything from pets and kids to hot volcanic lava adorned the walls of the Oakland County Executive Office Building Galleria from February 1 through March 12, 1993. The Employee Photo Contest & Show, which has been in existence since 1981, displayed over 60 photos taken by 25 employee participants. The contest was open to employees, their spouses and offspring, retirees and Children's Village residents, and each participant was able to enter up to four framed and "wired for hanging" pieces.

"The show was judged by local photographer Monte Naglar, and he was especially impressed with the wide variety and quality of the photos. He had a hard time deciding the Best of Show and felt that all of the participants were above average in terms of their talent in photography," said Dave Van de Grift, Show Chairperson.

There were two categories: one for black and white photos and another for color photographs. First



J.A. Brooks of Community Health captured First Place honors in the Employee Contest for her entry "Swan Family."

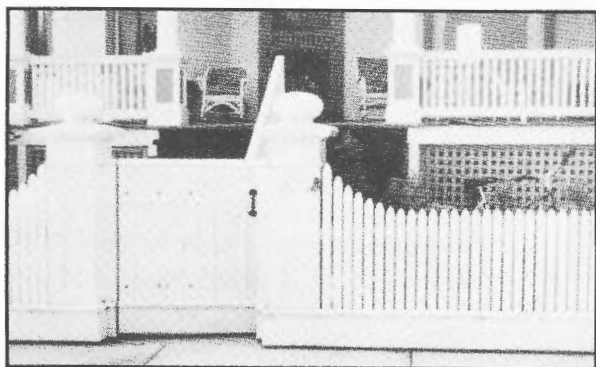


Best of Show in the Employee Photo Contest was awarded to Dahrria Lewis, who is the daughter of Russ Lewis in the Planning Division, for her entry "Jill."

By Adriann J. McCall

EMPLOYEE PHOTO CONTEST WINNERS

- BEST OF SHOW DAHRRIA LEWIS \$25 Cash Prize**
1ST PLACE COLOR J.A. BROOKS \$20 Cash Prize
1ST PLACE B&W KARLA RADO RICHEY \$20 Cash Prize
2ND PLACE COLOR TAMARA SMITH \$15 Gift Certificate to the Airport Inn (Donated by Denny McQuistion)
2ND PLACE B&W DAHRRIA LEWIS \$15 Gift Certificate to the Airport Inn (Donated by Denny McQuistion)
PEOPLE'S CHOICE MICHELLE QUARTON Detroit Lions Duffel Bag (Donated by Rudy Lozano of Evans & Associates)
ALL OTHER CONTEST ENTRANTS RECEIVED OAKLAND COUNTY BALLPOINT PENS (Donated by Economic Development)



First Place in the black and white category of the Employee of the Month Photo Contest went to Karla Rado Richey of the Planning Division for her entry "Home for Lunch."

SURVIVING A HOTEL STAY

At your job or at home, you probably know your escape route in case of a fire. But what about a hotel where a fire might start while you are sleeping?

When you check in to your room, find the nearest fire exits. Count the doors to each exit. Because of poisonous smoke and gasses, which rise above the clean lower air, you may have to crawl low in a dark hallway to escape a fire. When an alarm sounds, check your door for heat before opening. Take your glasses and room key with you, and close your door behind you.

Do not ride the elevator. The floor call buttons are heat activated, and the elevator will deliver you right to the fire floor and open to an inferno of fire and poisonous gasses.

Another danger in a hotel is the chance of rape or robbery. Ask for a room near an elevator so you won't have long walks down empty corridors. Do not open your door to anyone without calling the front desk to verify that they have legitimate hotel business to conduct. A call to your room that a repair person is coming may not be legitimate. Call the front desk to verify that they are indeed sending a repair person to your room.

Carefully look over the parking lot before entering. Do not get on an elevator if you have any concerns about its occupants. Excuse yourself (i.e., "Oh I'm sorry. I forgot my gloves."), and wait for another elevator.

A few precautions will help protect one of your most valued assets -- YOU!

HELP US, HELP JEREMY

Fifteen year-old Jeremy Leach of Springfield Township has a fight on his hands no one, let alone an active teenager, should have to face.

Jeremy, whose dad Joel is a Probation Officer for Oakland County, has lymphocytic leukemia, and he desperately needs a bone marrow transplant. Neither his 12-year-old brother, Ryan, nor any other relative matches, so the search for a non-relative bone marrow donor is underway.

Jeremy's illness was diagnosed May 13, 1992, following a period of time when he was plagued by headaches, low energy and vomiting. The particular form of cancer Jeremy has is believed caused by a virus or chemical. In Jeremy's case, his immature white blood cells are multiplying so quickly that they're ineffective, and they also take up valuable space healthy blood cells could use.

Jeremy has been undergoing chemotherapy treatments at Children's Hospital in Detroit. For a while, his leukemia was in remission, but now he's suffered a relapse, bringing on the urgency for a bone marrow transplant. Such a procedure is very costly. Just to begin a search on the national registry costs \$5,000. Then each time another person on the registry is tested, it costs \$350.

Several events have been planned to raise money for the donor search and hopefully a transplant.

A Bowl-A-Thon at Cherry Hill Lanes North in Independence Township was held Sunday, April 18, from 1 p.m. to 5 p.m. The goal is to raise \$25,000.

A combined junior high dance at Clarkston Senior High School is on tap for Friday, April 23. Students from Sashabaw and Clarkston Junior High schools will be charged \$3 admission to the evening event. Food and drinks will be available for a fee. A portable stereo will also be raffled off.

A bone marrow drive was planned for April 7, 1993 from 8 a.m. to 6 p.m. at the Clinton Valley Council Boy Scouts of America, 1100 West County Center Drive, Waterford. Donors are required to give two tablespoons of blood and be included on the National Marrow Donor Program Registry.

For more information on these events, call Brooke McCall at 693-1462. And if you'd like to show your support and help Jeremy in his fight, you can mail a tax deductible contribution to:

My Friends Care Bone Marrow Transplant Fund Inc.
c/o Jeremy Leach
P.O. Box 48347-0541
Clarkston, MI 48347

On behalf of Jeremy and his family, thank you for the support I know Oakland County employees will provide.



Jeremy Leach

THE VIEW FROM HERE

My thanks to all of you who took the time to fill out and return the questionnaire which appeared in the last edition of the Telegraph. The responses were interesting, informative and helpful.

One thing came through loud and clear: most of you want, and I think you deserve, more and better information concerning what's going on in county government. That includes information on programs

and policies which affect your lives: changes in merit system rules, revisions in benefits, an explanation of benefits, opportunities for advancement, etc.

You also told me you'd like to know more about the various divisions and departments in county government, how they operate and the services they provide.

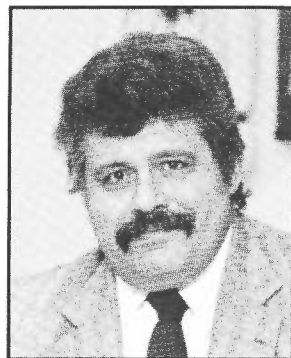
Some of you suggested stories on employees who offer their time to help the less fortunate among us.

I think these are all great ideas, and you will see such features in future editions of the Telegraph.

One final comment. The Telegraph will be published every other month, six times per year. You will be notified of specific deadlines, but don't wait -- keep information flowing into this office on a regular basis. One other point. I welcome and encourage articles from employees, whether it's a piece on a particular division or a story about an individual's own job. Let me hear from you. This is your newsletter.

Keep those lines of communication open. Til next time.

Sincerely,
Bob Dustman
Public Information Officer



Bob Dustman

Public Information Officer

WALKAMERICA VOLUNTEERS NEEDED SUNDAY, APRIL 25, 1993

- TO ACCEPT PLEDGE SHEETS FROM WALKERS
- TO SIT AT CHECK POINTS ALONG ROUTE
- TO DRIVE SHUTTLE VANS TO TRANSPORT WALKERS

IF YOU CAN HELP, PLEASE CONTACT:
ROXANNE HILL
PERSONNEL DEPARTMENT
858-1849

CHANGING PLACES/CHANGING FACES

(A summary of county employees who have been hired, promoted or transferred)

NEW EMPLOYEES

Lee Ann Ciecko and **Mary Craig** joined Word Processing, Executive Office Building, as General Clericals on 3/2/93.

Patrick Flood, Leroy "Jim" Lewis, and Sherman Holey have all joined the Sewer Maintenance Unit, Water & Sewer Operations Division.

Joan Hollier has been hired to replace **Mary Neubacher** as Library Technician.

Judge Denise Langford-Morris' new staff includes **Rosemarie Bully**, Court Clerk I; **Susan Young**, Court Clerk II; **Ann Malayang**, Research Attorney; **Jan Stepanski**, Judicial Secretary; **Linda Thomas**, Pretrial Services Investigator; and **Darryl Wallace**, Pretrial Services Investigator.

Nicole Perris has been hired for a student position in the Pump Maintenance Unit, Water & Sewage Operations Division.

Lisa Travis has been hired for a student position in the Engineering Section, Water & Sewage Operations Division.

PROMOTIONS

Dave Atkins has been promoted from General Maintenance Mechanic to Skilled Maintenance Mechanic II.

Ernestine Buckner, a General Helper in the Custodial Unit, has been promoted to Custodial Worker II.

Nick Gjonaj has been promoted from Custodial Work Supervisor I to Custodial Work Supervisor II.

Thomas Holmes, Veterans' Services, has been promoted from Counselor II to Counselor III.

Richard Johnston, Assistant Manager of FM&O, has been promoted to Manager FM&O.

Tim Ray, a General Helper in the Grounds Unit, has been promoted to Groundskeeper I.

Crystal Robertson has been promoted from Clerk I to Switchboard Operator, FM&O.

Robert Whipple has been promoted to Maintenance Mechanic I in the Sewer Maintenance Unit, Water & Sewage Operations Division.

Jack Willis has been promoted from Maintenance Laborer to General Maintenance Mechanic.

TRANSFERS

Kelly Collins of the Court Administrator's Office is the new Court Clerk I for all visiting judges.

Kathy Dobbins has been transferred to the Treasurer's Office from the Mail Room.

Sheila Garin has transferred from former Circuit Judge Alice Gilbert's research attorney position to fulfill the same function for Judge Robert C. Anderson.

Pretrial Services Investigator **Barbara Hankey** has been transferred to Troy 52-4 District Court to assume the position of Chief of Probation.

Nancy Kunzat is now Court Clerk I for Oakland County Circuit Judge Ed Sosnick after serving in that capacity for Judge Frederick Ziem.

Delores Metcalf is a new employee of the Treasurer's Office after working at FM&O.

Ken Patterson became Manager of Aviation & Transportation in January after serving as Manager of Community Development.

Debbie Washburn transferred from the Treasurer's Office to FM&O.

ARRIVALS/DEPARTURES

(A listing of births and retirements)

BIRTHS

Judge David Breck announces the birth of his grandson, Gabriel Richard Reitemeir, who was born 12/7/92 to the judge's daughter, Katie Breck Reitemeir, and her husband Paul.

Nancy Crow of Risk Management & Safety gave birth to Keenan Alexander on 11/25/92, who weighed 7 lbs. 2 oz.

Brad Gill, Maintenance Unit, and his wife Sally are the proud parents of Nathan Bradley, who was born 11/2/92 and weighed 6 lbs., 13.75 oz., and measured 20½ inches.

Keith Harding, Maintenance Unit, and his wife Kay have a new son, Alexander Clark, who was born 1/29/93 and weighed 7 lbs., 7½ oz., measuring 21 inches.

Michelle Kase, Assignment Clerk's Office, and husband Sam welcomed their new daughter, Shelby Marie Kase, into the world on 7/29/92.

Mary Painter, Bar Association, announces the birth of her grandson, Maxwell Gregory Brown, who was born to her daughter Patty and husband Scott Brown on 6/22/92.

Sandra Phelan, Pretrial Services Investigator, and her husband John are the happy parents of Taylor Wilson Phelan, who was born 11/23/92.

RETIREMENT

Thomas Barry, Aviation & Transportation, said goodbye 3/12/93 after 37 years of employment at the Oakland/Pontiac Airport.

Elizabeth Boesl, Custodial Worker II at the Executive Office Building, retired 2/12/93 after 12 years and 7 months of service.

Benino Casarez, Custodial Worker II, retired 1/22/93 after 12 years and 11 months with the county.

Tom Jackson, Supervisor of Waterford Oaks County Park, has retired after 26 years of service.

Robert Kohnert, Transportation Coordinator in the Veterans' Services Division, retired 1/22/93 and plans to spend time with his family and playing with his grandkids.

William McKinney, Maintenance Planner II, retired from the county 2/26/93 after 35 years of service.

Al Wright, Jr., Custodial Work Supervisor II, ended 35 years of service with the county on 1/15/93.

FOND FAREWELLS

(A list of employees who have left their positions)

Rebecca Domanski, Intern for Pretrial Services, bid a fond farewell on 12/11/92.

Deanna Garofalo, Intern for Pretrial Services, left and has since graduated from Lake Superior State University.

Jean Logan, Office Leader for Word Processing, Executive Office Building, left 2/19/93 to become the Business Recruitment Coordinator for the Downtown Development Authority for the City of Lapeer.

Michelle Pilarski, Co-Op in the Court Administrator's Office, has departed to assume a full-time position with a publishing company.

Susan Stott, Co-Op in the Court Administrator's Office, left for a full-time position with the 45-B District Court.

CELEBRATIONS

(A compilation of good news tidbits, including anniversaries, weddings, kudos, etc.)

WEDDINGS

Angela Jordan, Pretrial Services Director, exchanged vows with James Greely on 11/23/92.

Debbie Land and **John Davis**, who both work in the Water & Sewage Operations Division, were married on 12/14/92.

Karla Roberts, Assignment Clerk's Office, was married to Steve Early on 8/15/92.

Amy Schwab, Treasurer's Office, wed Jeff Hardenburgh on 2/6/93.

Steve Stuart, Water & Sewage Division, said his "I Do's" with Kara Cavanaugh on 3/13/93.

Jim Tillman, Grounds Unit, tied the knot with **Sandy Brown**, Administration, on 1/15/93.

KUDOS

Judge Steven N. Andrews has been selected as a member of the prestigious Oxford Who's Who Judicial Category.

Russ Bratton and **Ed Cameron**, Pump Maintenance Unit, Water & Sewage Operations Division, for receiving their 4S License. Both received their Master's Plumbing License one year ago and in September 1992, they wrote and passed the Certified for Backflow Preventive Repair Exam from the State of Michigan.

Judge David Breck has been appointed to the State Judicial Council by Michigan Supreme Court Justice Michael F. Cavanaugh.

Gina M. Carden, CMT from the Breast & Cervical Cancer Center in South Health Division, received special recognition for Outstanding Achievement in the American Association for Medical Transcription by earning 50 continuing education credits.

Nicholas Kazmerski, Clerk II to Chief Judge Richard Kuhn, has been selected as Editor of the Detroit College of Law Review.

Milly Marion, Assignment Clerk's Office, was awarded the First Runner-Up prize for the 1992 Oakland Press Bake-Off for her delicious Rum Cake.

Sheila Mayry, Public Health Nurse in the South Office Clinic, is very proud of her youngest son, Kurt Eli Mayry. He, along with partners Douglas Scvhulze and David Dalton, produced a feature length horror film, "Hellmaster," which is a new release on home video through AIP Studios. The movie was shot at Pontiac's Clinton Valley and stars screen talent John Saxon.

Nancy VanCamp, Clerk II in the Court Administrator's Office, was named 1992 Employee of the Year.

Pet Parade

The Oakland County Animal Control Division has a great group of furry felines and cuddly canines lacking just one thing - a permanent home. Some of these "strays" would make a pedigree owner proud. The adoption fee, which includes shots and a health exam is \$30 for kittens or cats, while puppies can be sprung for \$37 and adult dogs \$52. If you'd like to adopt one of these furry little folks and give them a nice home, just call the Oakland County Animal Control Center at 858-0863 or 391-4100. You just might adopt the best friend you ever had.



WOW!!! This WALKAMERICA thing is really taking off!



THE SWAP SHOP

(Things to buy, sell or trade)

FOR SALE

Buick Skylark, 1982 V6, automatic, o.d., 4-door, plush interior, mechanically excellent, very good condition. \$950. John Thoel (452-2162) or 674-1201.

Chevy Nova, 1986 5-door, 5-speed, air cond., 4-speaker stereo, good condition. \$1500. Peter Ostrow (84007).

Collectors: Cookie Jars for sale, old and new. Dorothy MacCleary, CMH Administration (81269) or 545-2869 (after 5 p.m.).

Farmhouse on ¼ acre lot in downtown Rochester, 3 bedrooms, 2 baths, kitchen, dining room, living room, and parlor. \$119,000. Bret Rasegan, Planning Division (80720).

Furniture. Need to furnish an apartment or house. We probably have what you need. New cream-colored couch \$250 or best, used couch & chair \$100 or best, wing-back chair \$40 or best, single bed \$35 or best, antique dresser \$175 or best, kitchen table \$60 or best, dining room table \$200 or best, and miscellaneous "stuff" and clothing too numerous to list. Call Bob (81048).

German Short-Haired Pointer pups. \$200. Nancy Hepler, CMH Administration (81795) or 681-8183.

Golf Club Balance Scale, Official Kenneth Smith, calibrated in grams and ounces. \$140 new, now \$70. Call Gene at 585-3733.

Horse Trailer, 1972 McQuerry; bumper pull, step-up, escape door, tack storage, good tires, good floor with mats, 2 feed doors, 6'6" tall. \$1400. Call 634-8738 (ask for Char).

Horse, 3 year-old gray Arab Mare. Lunges at walk, trot, canter, leads and crossties. Up to date on shots, worming, feet trimmed every 10 weeks. NEEDS TLC. Must sell. \$800. Call 634-8738 (ask for Char).

House, Waterford 2 bedroom home on all sports lake, fireplace, 2-car garage, sandy beach. Asking \$140,000. Call Linda Swartz 681-7467.

Jeep, 1987 J-20 4WD pick-up truck, 401 V8 engine, auto trans, AM-FM cassette stereo, brush guard, tool box, under 52,000 miles. Oil change every 3,000 miles, tune-up every 6,000 miles. Blue Book lists at \$8000 but will sell for \$7000 or best offer. Call 335-9931 after 4 p.m.

Model Trains, Ho Scale, Immense collection, 19 engines, including 2 brass in original boxes, nearly 100 rolling stock, buildings, track-tables, control panel and scenery. Everything you need. Adult owned. Will sacrifice for \$1000 or best offer. Call Darlene (80938).

Parakeets (2) and one large goldtone cage; 1 female, 1 male, both 6 months old. Cage originally purchased for \$60; asking \$50 for everything. Kathy Gaberty (80623) or 363-4911.

Vacant acreage, 10 acres between Rose City and Mio, borders national forest. Ideal retirement or deer camp. \$7000. For map call Dave at 623-7346.

Waterbed, queen-size, complete, dark finish. Debbie (81127).

Wedding Dress, sheath style, beaded and sequined, detachable train. Size 2. \$600. Janette, Treasurer's Office, 81860.

Windsurfer, \$1500 board still in original shipping carton. Melody 5.5 Fun Lite 93. Best offer. Doug Williams (80497).

WANTED TO BUY

Used cement mixer, with or without motor. Call Bill at 634-5490 (days) or after 5 p.m. (80931).

19" color television for under \$200. Also sofa and/or loveseat in good condition. Call Kim at 80931.

FREE

Upright freezer. Contact Pam (84047).



3 Casual Day totals
\$2,751.55

Employee Suggestion Program
125 Suggestions



Brown Bag Lunch Series

In the Computer Services Auditorium 12:00-1:00 p.m.
Seating is limited. Call 80415 for more information.

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|-----------------|---|
| April 15 | <u>The Decorative Arts Movement</u> <i>Ann Dandron-Duke</i> |
| May 20 | <u>Through Russia with Music</u> <i>Aleksander Chernyak</i> |
| June 17 | <u>Restoring the Fabulous Fox Theatre</u> <i>Ray Shepardson</i> |
| July 15 | <u>The Many Seasons of Meadow Brook Hall</u> <i>Marie Seibert</i> |

SPOTLIGHT ON JOHN GRUBBA, DEPUTY COUNTY EXECUTIVE

For twenty years (1973-1993), John Grubba was the Managing Director of the Road Commission for Oakland County, but then one day a former University of Detroit Law School classmate called and offered him a new job.

That former classmate was L. Brooks Patterson, Oakland County Executive. The job he wanted Mr. Grubba to take: Deputy Oakland County Executive.

"I came over here only because of Brooks Patterson," said Mr. Grubba. "We talked for many months before he decided to run. I thought it would be an interesting challenge working for the county and working for him."

Mr. Grubba, who was born in Oakland County and has lived here all his life, believes he brings to his job as Deputy County Executive an ability to observe people and situations. He also has experience in getting people to work effectively in an organization. Mr. Grubba thinks that enjoying yourself at work and getting the job done are not mutually exclusive.

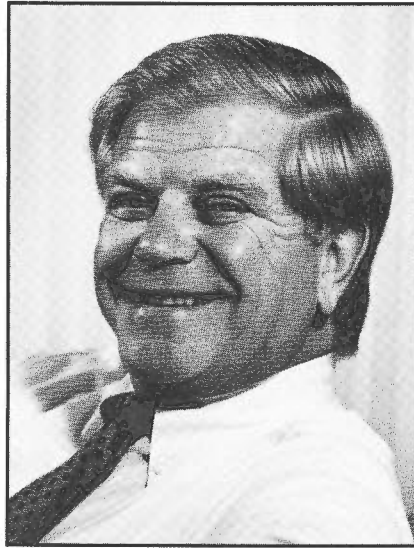
"I'm a strong believer in having fun at work," said Mr. Grubba. "Anybody who is really productive is so because they look forward to coming to work. I don't look at work as punishment for sin."

Mr. Grubba encourages management and supervisory personnel to set-up a conversational structure within an organization which will enable them to understand they can be professional, do a good job, be effective, provide service and at the same time enjoy themselves.

Mr. Grubba described his management style as non-hierarchical and participatory. He is also adamant about commitments. To him, once a promise is made, you keep it or go back and renegotiate a new one.

"We make promises to one another in order to coordinate our activities so we can get something done," said Mr. Grubba. "Commitments form a network of commitments. Any one person in the network failing to keep a commitment leads to other people not being able to keep their commitments. This results in chaos and difficulty getting anything done."

During his twenty-year career as Managing Director of the Road Commission, Mr. Grubba accomplished many things. He's proudest of establishing a strategic



John Grubba
Deputy County Executive

process that included all levels of employees, which resulted in opening up communications and driving home the point about the importance of commitment.

Mr. Grubba also takes great pride in the fact that he helped put the Road Commission on firm financial footing by increasing the percentage of the gas tax that comes back to Oakland County.

"When I came to the Road Commission, Oakland County was only getting 34¢ on the dollar. Now we're getting 77¢," said Mr. Grubba.

While at the Road Commission, Mr. Grubba oversaw the installation of the Intelligent Vehicle Highway System project in Troy. This computerized traffic signal system "sees" the traffic at intersections. Within the next four

years, Mr. Grubba expects the system to be in place throughout all urban areas of Oakland County. If funding keeps coming from Washington, he foresees Oakland County eventually having the most advanced traffic control management system in the United States.

"I like to play golf," answered Mr. Grubba in response to a question about what he likes to do in his spare time. "Although if you saw me play, you'd wonder why I like it. I'm not good at it. In fact, I've gotten worse over the years."

Mr. Grubba also enjoys concerts, classical music, reading, visiting friends and travelling. Over the past five years, Mr. Grubba said his reading has focused primarily on books about management, and he's also interested in keeping up on the law as it relates to government.

Hypothetically, if there's one person Mr. Grubba could sit down and have a chat with, it would be Jesus Christ.

"I'm not a religious fanatic, but I am religious," said Mr. Grubba. "I'd like to find out how the hell everything works, and I figure he'd be able to tell me. But I would hope he could tell me in some other way besides parables, which I've never been able to understand."

How would John Grubba like to be remembered?: "Fondly."

"I'd like my family and my friends to remember me as someone who helped them when they needed help," said Mr. Grubba.

FACT:

Lessons from Geese

As each goose flaps its wings, it creates an "uplift" for the birds that follow. By flying in a "V" formation, the whole flock adds 71% greater flying range than if each bird flew alone

LESSON:

People who share a common direction and sense of community can get where they are going quicker and easier because they are travelling on the thrust of one another.



Community Leaders Meet Rebecca Holowicki at Gala Party

Several Oakland County community leaders turned out to welcome Rebecca Holowicki, Oakland County Director of Community and Minority Affairs (CMA), at the Industry nightclub in Pontiac on Wednesday, March 24. The reception, hosted by County Executive L. Brooks Patterson, gave many leaders the opportunity to meet Rebecca and get a look at of her plans for Oakland County over the next four years.



Part of the gathering honoring Rebecca Holowicki at Industry which brought out the best in terms of times and people.

"Rebecca has developed some significant programs that will definitely improve the quality of life in Oakland County for all of us. She's full of excitement and vision and comes into the office each day with a new idea," said Mr. Patterson.

As the new Director of Community and Minority Affairs, Rebecca's first task was to develop a mission statement. She is now working on several projects, all of which are outreach programs formed to provide assistance to residents in the community who are of a particular minority or ethnic group. These programs will also keep the communities working and communicating together.

"I've been meeting with several community organizations in order to assess the department, what role the organizations would play in the mission and goals of the office and how we can all help to maximize the resources and services for the residents of the county," said Ms. Holowicki.

She is developing a 35-member Advisory Council for CMA, which would provide further development and implementation of various activities and services for residents in Oakland County and allow for more interaction between the various communities in the county.

She also plans to assist Oakland Schools in educating students on cultural diversity through the develop-

(FLEET, cont'd)

Part of the plan also calls for the elimination of 20 vehicles which are now assigned to certain county employees. These individuals have been directed to return their county cars. To compensate those who are losing their vehicles, a \$295 a month car allowance will be instituted.

"The advantages of getting rid of 20 cars is obvious," said Mr. Patterson. "The reduction will eliminate the costs of county gasoline, county insurance and maintenance. It may even allow us to eliminate one position at the county garage since there will be fewer cars needing service."

What Mr. Patterson has proposed means none of his department direc-

tors will have a county car. There will be cars assigned to his office on an "overnight" basis.

"Of the 4,100 county employees, only a very few had access to county cars, and I know there was some resentment out there," said Mr. Patterson. "I think they will understand what I'm trying to accomplish."

The idea for the cost-saving changes in the car policy began as a collaborative proposal submitted by two county employees as their entry in the Employee Suggestion Program.

"The initial plan turned in by Claudia Martello of the Budget Division and William Kistler, Chief of Garage Services, projected savings of \$975,000," said Mr. Patterson.

ment of video programs to be played on TV monitors in classrooms located throughout the various school districts. Her department will also create a newsletter which will highlight various community programs, projects and news in Oakland County. Recently, Ms. Holowicki participated in the United Way of Oakland County's Reading Day Celebration of Black History Month.

"I was able to go into a classroom at Franklin Elementary School in Pontiac and read to a class full of bright and fun kids; I had a load of fun with them too," said Ms. Holowicki.

In addition, next year she plans to implement a Martin Luther King, Jr. essay contest in which the winners would be awarded scholarships toward their college education.

"I have known Rebecca for 16 years, and I know that she's a genuinely enthusiastic, motivated and exceptionally skilled person and will be a great asset to the county as the Director of Community and Minority Affairs," said Commissioner Hubert Price, Jr., D-Pontiac.

Kathleen Brang, from the Public Services Department, Employment and Training Division, has known Rebecca for 15 years and also helped to coordinate the gala reception, along with Rebecca's secretary, Doreen Pagel, and Intern, Angela Cohen.

"Rebecca is a real outgoing person, a good listener and very cooperative, and I know she'll help to bring the communities together," said Ms. Brang.

Overall, Rebecca Holowicki has several innovative and creative ideas and programs which will benefit the county tremendously. Her wonderful personality and devotion to her community make her a definite asset to the residents and employees of Oakland County.

By Adriann J. McCall

"Then my Central Services Director, David VanderVeen, worked with the folks in Budget and at the County Garage to embellish a good idea."

Other features of the proposed changes in the car policy include: extending from 60,000 miles to 75,000 miles the level at which point cars are replaced (73,000 miles for patrol vehicles), extending the rotation policy for assigned cars from two years to three years and reducing the practice of buying ahead for future needs.

"I am terribly proud of my employees who come in with suggestions like this," said Mr. Patterson. "This is what the citizens of Oakland County want."

(BUDGET, cont'd)

said, we divide ourselves. As Mr. Daddow put it, "United we stand, divided we fall."

PROGNOSIS

Despite the current difficulties, the prognosis for Oakland County's future economic health is very good. We do have reserves, even though those reserves have been cut recently. The Patterson Administration is not being forced to act in a crisis mode.

"We first saw storm clouds of a deficit by the end of January, 1993," noted Mr. Patterson. "So we had an early warning and we are now reviewing various short term solutions to correct this fiscal shortfall before the end of the year. I am confident that having seen it early in the year that we will have the time to make the necessary corrections."

The county tours that Mr. Patterson has undertaken within his various departments have proven to be very beneficial and will result in better services to the citizens of Oakland County. Paul Funk, Director of Computer Services, is proceeding with his office automation efforts which will provide significant long-range benefits to the county and its residents.

"It will be costly to improve the county's technology," said Mr. Daddow. "But it's an investment we must make. If we don't do it, we'll fall further behind than we already are when it comes to technology. The employees know

how behind we are in this area. By moving ahead, we will reap untold benefits tomorrow."

CONCLUSION

Mr. Daddow said it's important for Oakland County's 4,100 employees and more than 1.1 million residents to understand that what's being done to reverse the negative trends will, in the long run, be in the best interests of all concerned. But don't look for any across the board spending cuts. Mr. Daddow said that kind of approach to financial problems is a sign of inability to manage and to make tough decisions.

Mr. Patterson noted that although Oakland County has a reputation for being a wealthy county, that basically refers to the average per capita income of its residents. It does not necessarily reflect the bank balance of the Oakland County checkbook.

"Oakland County's checkbook is strained, and we recognize that we are all going to have to work together to ensure a sound fiscal future for the county," said Mr. Patterson. "By that I mean we cannot spill thousands of dollars through mismanaged programs; that just can't happen. I think the future of Oakland County will be bright because of the team effort we've adopted - it's a team effort between administration, the county board and county employees. I am confident we can work together to guarantee a bright tomorrow."

WALKAMERICA IS COMING... SUNDAY, APRIL 25, 1993...

THE COUNTDOWN IS ON... JOIN THE WALK FOR HEALTHIER BABIES!

Come and join in the March of Dimes WalkAmerica, Walk for Healthier Babies, on Sunday, April 25, 1993 at Oakland Community College Auburn Hills Campus, 2900 Featherstone Road, Building G.

This year Oakland County Executive L. Brooks Patterson is the chairperson for the Southeastern Michigan Chapter of the March of Dimes WalkAmerica campaign. This has prompted Oakland County employees to participate in the walk for the first time as a team. The "team" will be comprised of county employees, relatives and friends.

"WalkAmerica is the largest and most important fund-raising activity undertaken by the March of Dimes. I'm proud to say that Oakland County employees have jumped in by the hundreds. It gives employees a chance to support a worthy cause while showing their big hearts," Mr. Patterson said.

County employees who turn in entry forms and sponsor sheets with \$50 or more in pledges will be eligible for two round-trip tickets to either Los Angeles or San Francisco and a three-day stay at a hotel. Mr. Patterson is sponsoring this drawing with his own campaign funds, and no taxpayer dollars will be used. In addition, State Representative Dave Galloway will pick up the tab

for dinner at the Airport Inn for the oldest walker on the Oakland County "team" and his or her guest.

Mr. Patterson has teamed up with Tom Gordon, Manager of the Health Division, to split the cost of approximately 700 t-shirts. The t-shirts will have the county logo on them and the wording, "Walk for Healthier Babies." Any employee who comes up with \$50 or more in donations is eligible to receive a t-shirt.

Mary Lou Prevost, Manager of Human Resources, Development and EEO Division of Personnel is the county's coordinator for the March of Dimes WalkAmerica. She said, "I'm so excited about coordinating this event. It's a great opportunity to do something for our community, and it allows Oakland County employees to work together as a team." She was concerned about holding the event on Sunday but realizes that on Sunday there is less traffic and many offices are closed, making it safer for the participants.

Registration begins at 8 a.m., with the walk officially starting at 9 a.m. However, anyone who shows up between 9 a.m. and noon will be allowed to participate in the walk. The start and finish for the 20 kilometer walk is located at Building G on the OCC Auburn Hills Campus.

Mary Lou would like to see all

county employees participate, and she's especially looking for 100 percent participation from the Personnel Department, either by walking, contributing money, volunteering to assist with checking in the walkers and pledge forms or driving a van to assist walkers who are unable to finish the walk.

Parks & Recreation is donating their Show Mobile which will serve as an identifiable gathering point for the county team and from where announcements can be made to the walkers.

Many prizes will be distributed. If you mail in your Official Entry form by Friday, April 16, your name will be included in a special "Entry Form" drawing for all walkers. Ten WalkAmerica winners will each receive a \$100 K-Mart gift certificate. Turn in \$50 and receive a WalkAmerica t-shirt (in addition to the county shirt) and \$100 a WalkAmerica t-shirt and water bottle. Two-hundred dollars gets you a WalkAmerica sweatshirt, and \$300 or more a WalkAmerica sweatshirt and prize catalog. You choose the gift you want from a full-color catalog. Catalog prizes range from \$1,000 to \$2,500. Five-thousand dollars turned in by May 31 makes you eligible for a dream vacation for two in Florida. The trip includes admission

EMPLOYEE OF THE MONTH

GEORGE MILLER

By Adriann J. McCall

JUNE HENDERSON



Oakland County Executive L. Brooks Patterson presenting "Employee of the Month" certificate to George Miller of the Health Division.

George Miller is currently the supervisor of Planning and Evaluation for the Health Division and was the first person selected as Employee of the Month from that division. He has been with the county since 1977, when he worked at Children's Village as a Children's Supervisor. Since then, he

has worked as a Child Welfare Worker for the Probate Court for the city of Novi and later as a Substance Abuse Analyst for the Health Division, until he was promoted in 1989 to his current position.

"George is not only competent and skillful in his duties, but the other qualities he brings to the job, enthusiasm, hard work, sensitivity to the needs of others, fairness, honesty, perseverance, and his indispensable good humor, help make him a success and a pleasure to work with," said Thomas Gordon, Manager of the Health Division.

While in his current position, George has made several contributions to the Health Division, its employees and the community. He produced a high-quality community service video for the Health Division and has been instrumental in coordinating improvements to the new North and South offices, which will make the services more efficient for clients and staff. He's also credited with organizing and centralizing the record retention and microfilming capability in the Health Division and in improving client flow for the Health Division's annual flu clinic by reducing the waiting time for clients to 10 minutes. These are all tasks which were done in addition to his regular assignments.

"I'm very honored to be the Employee of the Month. It's nice to see that my work is recognized. I never tire of doing work for the Health Department because it keeps me busy, and I love it!", said Miller.



June Henderson, a chemist for the Water & Sewage Division receives her "Employee of the Month" certificate from Mr. Patterson.

June Henderson, who works for the Water & Sewage Division, has been selected as Employee of the Month. As a chemist at the Wixom Wastewater Treatment Plant and a licensed Sewage Treatment Plant Operator, June has been with the county for almost three years and has continued to do an outstanding job.

"June is very reliable and dependable, and she always performs her job in a thorough, accurate and professional manner," said James Porter, Manager of Water & Sewage Operations.

As a chemist, June spends 90% of her lab time testing water to make sure that the quality is up to standards when it's discharged from the plant. She is certified with the State of Michigan as a Water Laboratory Analyst and has a license from the Michigan Water and Environment Association. June is currently studying to receive her Class C license.

In addition, June developed the Quality Control & Quality Assurance Program at the Wixom lab, which is a test required by the Environmental Protection Agency (EPA).

"It helps us to make sure that we are properly and thoroughly checking the water for impurities," said Henderson.

In order to perform this test, the EPA sends a water sample to the Wixom Wastewater Treatment Plant, and the chemists there do their normal test on it for quality. Then the tested water is sent back to the EPA for thorough checking on the efficiency of the test done by the Wixom chemists.

June has an excellent attendance record and goes out of her way to help other employees professionally and personally.

"I'm very surprised and honored to be chosen as Employee of the Month, and I am very thankful to my supervisor for nominating me. It's nice to know that he thinks I'm doing a good job," said June.

(WALK, cont'd)

for you and a friend to Busch Gardens and Cypress Gardens. The trip is courtesy of Preferred Travel.

This is an opportunity to have fun walking, feel good about contributing to a worthy cause and also be eligible to win prizes. The Road Commission, Credit Union and Oakland Schools will be joining this all-county effort. Los Angeles County holds the record for having more walkers (700) than any other county in the nation. Let's join with our fellow employees and beat their record!

By Jane A. Oswalt

NEW PUBLIC INFORMATION HOTLINE !!! 858-1022

Call for information about upcoming events or to hear special announcements and late-breaking County news. You can also leave your comments, suggestions or questions. Let us know if there's something you think should be on the "hotline."

THE TELEGRAPH

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