

## BUDGET CUTS POSITION OAKLAND COUNTY FOR A SOLID FUTURE

by **Robert J. Daddow**

*Director of Management & Budget*

During the 1993 calendar year, the county experienced significant operating and organizational changes. In many instances, the changes arose from an anticipated operating shortfall for the 1994 calendar year. While painful in the process, the corrections are largely behind us. These corrections should enable the county to position itself well in the next several years and should prevent similar corrections in the future.



Future operations and organizational changes should be accomplished over a longer period of time and not occur as a result of fiscal pressures to correct future operating shortfalls. Continuously improving the quality of services, including their cost effectiveness, should become ingrained in all county operations.

Yet, the explosive revenue growth experienced throughout the 1980s, which permitted service level expansions, is not expected to continue at the same pace over the next several years. The county must be ever vigilant in seeking a better way to provide services to the public to ensure that we do not experience similar fiscal pressures in the future.

The financial event of 1993, the originally anticipated 1994 operating shortfall and related corrections, and final closed financial information for the year ended December 31, 1993 are discussed in this article.

The Finance Committee has recently approved the year end report for 1993 and the auditors are conducting their audit of the financial information. We believe that the financial information, which is still subject to an audit in process, is sufficiently accurate and so important that we are disclosing it in this article.

**"The county must be ever vigilant in seeking a better way to provide services to the public to ensure that we do not experience similar fiscal pressures in the future."**

### 1993 OPERATING CONCERNS

With the closing of the county's 1992 accounting records in January 1993, the new county administration prepared an analysis of the operating trends throughout the 1980s and into the early 1990s. The analysis revealed an alarming adverse trend developing in the General Fund and certain other fund operations. As a result of this analysis, actions were initiated to begin to resolve observed adverse operating trends culminating in action steps outlined on May 5, 1993 by County Executive L. Brooks Patterson.

Among several of the more significant action steps initiated to address the 1993 operating concerns:

- In 1992, the Medical Care Facility (MCF) required an operating subsidy of \$1,953,000 from the county's General Fund. Early in 1993, a Task Force, which was comprised of MCF personnel and the Departments of Management and Budget and Personnel, was initiated with the objective to reduce this operating subsidy. The 1993 operating subsidy was reduced to \$318,000 arising from the privatization of the food services, custodial and medical services; nursing staff, through the Early Retirement Incentive Program, and numerous other actions were taken.

- The Early Retirement Incentive Program, which was initially directed at resolving the 1993 operating concerns, provided a unique avenue to address the 1994 operating shortfall as well. While the departmental reorganizations are still underway, the anticipated savings for this program for 1994 alone is anticipated to be \$3.2 million. Given that many individuals left in October and November and were not replaced before year end, an additional \$500,000 in savings from vacant positions resulted.

- The Computer Services Department challenged all open consulting agreements and purchase orders at the outset of the new administration. During the year, a realignment of personnel responsibilities occurred. These activities resulted in a favorable variance against the budget of \$488,000, of which \$349,000 resulted in a benefit to the county's General fund.

- Cost Reduction Incentive Management Program (CRIMP) was initiated to enable managers and other administrative personnel to reduce costs and set aside a portion of the savings for future needs not normally funded through the budgetary process. To date, the Health Division and 52nd District Court (Rochester

# PATTERSON / *Person to Person*

Take a minute right now and circle Sunday, April 24, 1994 on your calendar. That's the day when more than one million people in 1,450 communities all across America will join together to walk for healthier babies. It's the 24th annual March of Dimes WalkAmerica.

Last year, 583 Oakland County employees and their families braved the wind, rain, and cold to raise \$51,007.02 in the fight against birth defects. In our first year as a team Oakland County government captured top honors among the new teams entered and we placed an impressive fourth behind corporate giants EDS, Chrysler and K Mart.

Now that we have some valuable experience under our collective belts, I am expecting us to do even better this year. There's a good chance we'll be challenged by Wayne County, and maybe even the City of Detroit. So it might be a good idea to start getting in shape now, because April 24, is not that far away and you'll want to be ready to tackle that 20 kilometer (12 mile course) that is waiting for you at the Auburn Hills Campus of Oakland Community College. Even if you can't walk, you can collect pledges. You should be receiving a pledge card shortly from your WalkAmerica captain, if you haven't already.

Fifty percent of the funding for the March of Dimes campaign for healthier babies comes from WalkAmerica. So you can see how very important it is to collect as many pledges as possible. The need for dollars has never been greater. Consider for a moment these stark and disturbing facts:

- *Every hour a baby dies due to a birth defect*
- *Birth defects are the leading cause of infant mortality*
- *Each year at least 150,000 babies are born with birth defects*
- *The U.S. infant mortality rate is worse than 23 other nations*

Each child born into this world deserves a fighting chance at a healthy, happy and productive life. You and I can help provide that opportunity by actively participating in WalkAmerica.

Lace up those sneakers and meet me at the starting line on Sunday, April 24, 1994 in Auburn Hills.



**L. Brooks Patterson**  
*Oakland County Executive*

★ **WalkAmerica** ★

**Sunday, April 24, 1994**

**"With the exception of a limited number of individuals in the Medical Care Facility arising from privatization, all county employees whose positions were deleted and chose to continue employment with the county were transferred into another county position."**

Hills) have participated in the program and have set aside \$361,000 for future departmental uses. As a result, savings of \$334,000 were generated from the General Fund for the CRIMP program in 1993.

- A new car policy was initiated resulting in the reduction of 80 cars from the county's fleet and delaying the replacement of certain vehicles. This should enable the county to save over \$1 million in capital costs over the next year alone.

- Instances existed in which the county had already set aside cash, which was invested and earning interest at rates approximating 3.5%, in excess of the outstanding debt (interest charges were exceeding amounts earned). During 1993, this debt was paid off, significantly reducing future interest costs. In addition, since the assets no longer had bond restrictions associated with them, this action permitted over \$2,351,000 to be transferred into the county's General Fund for future operating purposes.

- During 1993, the County Board of Commissioners took action to abandon the previous Solid Waste plan, resulting in the release of \$362,000 in equity to be transferred into the county's General Fund for future operating purposes.

The above actions are not meant to be an all inclusive listing of actions taken to address the 1993 operating concerns originally identified in early 1993. Many other actions were taken by the County Executive's administration, the Circuit, Probate and District Courts, and other elected officials to enable the 1993 concerns to be completely addressed.

#### **1994 OPERATING SHORTFALL & ITS RESOLUTION**

The reasons for the 1994 operating shortfall have been discussed in previous Telegraph articles. As noted previously, the causes included a significant increase in retirement related contributions, inflation, health and workers' compensation costs, and other program costs not otherwise controllable.

The short time frame between the discovery of the shortfall in August 1993, as part of the budget process and its resolution by the end of September 1993, and the size of the shortfall necessitated drastic actions to be taken. Had the county not already undertaken many of the actions discussed above in connection with the 1993 concerns, the reductions would have been more severe. As it was, the effort to resolve the financial concern was troublesome to all those involved.

When the 1994 operating budget was prepared, a strong possibility existed that the State shared revenues to the county of approximately \$17 million would cease in 1994 to pay for lost property taxes for schools. It now appears that the State will restore these distributions in connection with their 1995 operating budget.

A summary table of the actions taken to resolve the operating shortfall, entitled "Actions to Reduce Anticipated Variance", has been included. This table discusses the actions taken to resolve those issues.

Several of the more significant actions taken (and not already discussed) include:

- The county had previously received a portion of interest received from delinquent taxes (approximately \$2.1 million annually) as a source of operating revenues. As a result of a review with all affected parties, the county will increase the operating transfer from the Delinquent Tax Revolving Fund (DTRF) by \$5 million. The 1994 budgeted operating transfer has now been set at a point where the estimated interest income from DTRF operations, after considering anticipated property tax restructuring, would result in a break even situation. Further increasing the operating transfer beyond \$7.1 million would begin the liquidation of this fund.

- Elimination of the 1994 general salary increase and the resultant effect on fringe benefits.

- A reevaluation of the funding level required from the county's retirement program was made by the actuarial firm based on a review of past and future salary trends (including the known elimination of the 1994 general salary increase). As such, the actuarial assumptions used for the calculation of the retirement contributions for 1994 and 1995 were revised, enabling the county to take credit for \$1.6 million in reduced costs for 1994.

- Each of the elected officials and county department heads supplied a proportionate task for cost reductions, and in limited situations, revenue increases. All county operations participated in this reduction effort by meeting their respective tasks.

With the exception of a limited number of individuals in the Medical Care Facility arising from privatization (which likely would have occurred regardless of the shortfall), all county employees whose positions were deleted and chose to continue employment with the county were transferred into another county position. As the Early Retirement Incentive Program became effective in October 1994, the county was able to use this mechanism to mitigate what could have otherwise been a significant number of county lay-offs.

#### **FINAL 1993 GENERAL FUND OPERATING RESULTS**

Despite having 24 fewer filled positions than were present on January 1, 1993, the Accounting Division (through overtime and an outstanding team effort) was still able to close the county's accounting records within three weeks of the end of the calendar year. Most commercial and almost all other governmental units do not have the capability to close their accounting records

**FUTURE**, cont'd

within such a short time frame. Without a doubt, we would be remiss not to recognize the significant assistance received from the Computer Services Department in the annual closing effort.

As a by-product of the quick close, the County Executive, Treasurer, Chairman of the Finance Committee and others were able to meet with various bond rating companies in late January in an effort to increase the county's overall bond rating. An improvement in the county's bond rating will help to ensure that the lowest interest rate is received on debt issued by the county or backed by its full faith and credit (thus providing a benefit to local governmental units). We are hopeful that the meeting was successful and believe that the county's bond rating will be improved.

The Board of Commissioners originally anticipated that the county would use \$5,150,000 of the General Fund equity throughout the 1993 calendar year. Through efforts described herein and other activities, the county was able to reduce the use of its fund equity to \$3,755,000.

During 1993, the county closed two operating funds

**"The actions already taken will position the county well over the next several years."**

(Solid Waste Enterprise and East Wing Debt Service). These residual, one-time equity transfers into the General Fund amounted to \$2,714,000 of the General Fund operations for 1993. These transfers were not originally anticipated in connection with the development of the General Fund's 1993 operating budget.

At year end, the county's General Fund equity declined from \$15.5 million on December 31, 1992 to \$14.4 million as of December 31, 1993.

Combined with the steps taken to resolve the operating shortfall in connection with the 1994 budget, the final operating results of the county's General Fund and other funds is encouraging. While other governmental units may struggle with the rapidly changing tax structure and other financial pressures, the actions already taken will position the county well over the next several years.

**OAKLAND COUNTY, MICHIGAN**

**1994 BUDGET DEVELOPMENT ACTIONS TO REDUCE ANTICIPATED VARIANCE**

	<u>In Millions</u>	
Original Revenue Projection	\$321.9	
Original Expenditure Requests	<u>346.4</u>	
Variance	(24.5)	
<u>Activities to Reduce Shortfall</u>		
Delinquent Tax Fund Transfer	\$5.0	Additional use of income.
Early Retirement Program	3.2	Assumes 250 retirees (1/2 of all eligible) and the refilling of 75% of resultant vacancies.
No General Salary Increase	3.1	No salary increase for 1994; savings reflects salaries and fringe benefits.
Adjust Retirement Assumption	1.6	Adjustments to actuary assumptions related to above elimination of salary increases.
Sheriff	1.4	Closing of D Building, reduction of complex patrol, other position deletions.
Medical Care Facility	1.3	Contracting of food and cafeteria services; restructuring of nursing.
Reduce Contingency	1.3	Use of planned 1994 contingency for emergency purposes.
Health Division	1.1	Position deletions and additional medicaid revenue.
Circuit Court	0.9	Position deletions, increased Friend of the Court revenue.
Internal Service Funds	0.8	Position deletions and reorganizations, leading to reduced charges.
Probate Court	0.6	Position deletions, introduction of intergovernmental agreement.
Implement Flexible Benefits	0.5	Planned initiation of "cafeteria-style" benefit program in 1994.
Drain Commissioner	0.4	Position deletions.
Treasurer	0.4	Position deletion; transfer of positions to Delinquent Personal Property Tax Fund.
Prosecutor	0.3	Increased revenue and operating line-item reductions.
Clerk/Register	0.3	Positions deletions and increased revenue.
District Court	0.2	Rent reductions due to delayed start of new courthouse.
Board of Commissioners	0.1	Position deletions and reduction in audit expense.
All others	<u>4.4</u>	Reduction in Travel & Conference, Membership and other actions.
<u>Total Reductions</u>	<u>26.9</u>	
<u>Balance</u>	<u>2.4</u>	Reserve for possible State Revenue Sharing loss.

The above figures do not include Community Mental Health, grants or any other activities whereby expenditures/expenses are funded by sources other than governmental funded revenues.

## THE VIEW FROM HERE

As someone who was a part of the media for twenty-five years and who now deals with the esteemed members of the Fourth Estate on a regular basis, I find myself looking at some of my former colleagues with dismay. Specifically, I am disturbed by what appears to be the growing emphasis on news reporting that shocks rather than enlightens. This "tabloidization" of the so called legitimate news media has been evolving for a number of years. The catalyst for the sensational approach to news coverage can be blamed, at least in part, on the relative success of such shows as Geraldo, Donahue, Inside Edition and A Current Affair. The conventional media, each competing for a smaller piece of the information pie, is under constant pressure to increase revenues by adding viewers, listeners or readers--depending on the medium. I can understand that it is difficult to be a journalistic purist in the face of an ever shrinking bottom line. But what's at stake here is more than just dollars and cents. It's a little thing called credibility. While newspapers and radio must share some of the blame for violating our trust, the biggest culprits are the local TV stations.

Each night they ask us to tune in and each night they feed us a steady diet of "blood n' guts", "madness and mayhem." This "rape, pillage and burn" philosophy of news reporting assumes we cannot be informed without being entertained. That our attention spans are so short that we cannot sit still for a few minutes and receive valuable information without switching to another channel. Once again you and I as consumers are being sold short, to put it more bluntly--we are being sold out.

Try this experiment some night. Flip through the local TV news shows and jot down their four or five top stories. My guess is violent or tragic stories will dominate. I wouldn't mind the tabloid approach to local TV news so much if the stations balanced it with "news

I could use"--information that would help increase my understanding of the important issues going on around me.

The tragedy of all this is there are so many interesting and worthwhile stories out there just waiting to be told. Oakland County is a virtual gold mine for positive stories about job growth, high-tech, educational opportunity and business development. Each of you in your own department encounters potential news stories regularly that deserve some media attention. Write or call the local newspapers, radio stations and TV stations to let them know about it.

If you ever feel the need to register a complaint or suggest a story idea, listed below are the addresses and phone numbers of the Detroit TV stations. Don't hesitate to let them know what you think. Their business is to serve you. Make sure they're doing just that. *Good luck!!!*



**Bob Dustman**  
Public Information Officer

**Carol Rueppel**  
News Director  
WDIV-TV (Channel 4)  
550 W. Lafayette Blvd.  
Detroit, MI 48231  
(313) 222-0444

**Helen Pasakarnis**  
News Director  
WKBD-TV (Channel 50)  
P O Box 50  
Southfield, MI 48037  
(810) 350-5050

**Mort Meisner**  
News Director  
WJBK-TV (Channel 2)  
P O Box 2000  
Southfield, MI 48037  
(810) 552-5103

**Walter Kraft**  
News Director  
WXYZ-TV (Channel 7)  
P O Box 789  
Southfield, MI 48037  
(810) 827-7777

## OOPS!!!

In the last edition of the Telegraph we erroneously reported that the **Doughboys** from Computer Services captured top honors in the Health Division "Dump Your Plump" contest. Well, Kathleen Altman, Public Health Educator, informs us that the **Skinny Minnies**, representing the Southfield branch of Community Mental Health actually won with a combined total of 4,148 points. Finishing second were the **Unmentionables** from Computer Services with 3,181 points and in third were the Doughboys from Computer Services with 1,903 points.

The final standings were determined by total points earned from exercise and weight loss. Sorry about the foul-up and congratulations to the Skinny Minnies, captained by Sandy Tyree.

Casual Day  
\$6,221.52  
total for 1994

Employee Suggestion Program  
18 total for 1994  
237 Grand Total



## OLHSA's "Walk For Warmth" Nears Fund-Raising Goal...

February 19, 1994 turned out to be one of the nicest days of what had been a brutal Michigan winter. There was no snow, freezing rain or sub-zero temperatures; only bright sunshine and a balmy 50 plus degrees. It

was a near perfect day for the Oakland Livingston Human Service Agency's Walk For Warmth. Some 268 hearty individuals showed up to raise money for those in need of heating assistance.

Thirteen thousand dollars in pledges was collected from participants on the day of the walk, just seven thousand dollars short of the fund-raising goal. OLHSA officials are confident the \$20,000 target will be met.

Prior to beginning their three mile trek around the Phoenix Center, walkers were treated to

juice, coffee and rolls at the Industry nightclub in Pontiac. Then Oakland County Executive. L. Brooks Patterson, Pontiac Mayor Charlie Harrison and Detroit Lions linebacker Chris Spielman led the walkers outside for the start of the three

mile hike which included ten laps around the parking lot at the Phoenix Center.

Afterwards, everyone was invited to the Ultimate Sports Bar & Grill to enjoy a delicious buffet breakfast.

Similar events were hosted by nearly 30 Community Action Agencies around the state on this particular Saturday morning. The Walk For Warmth is designed to create a public awareness of the plight of the needy who have difficulty paying their winter home heating bills. *Photo by Caroljean Tennant*



Oakland County officials participate in OLHSA's "Walk For Warmth." Left to right are Doug Williams, Deputy County Executive; L. Brooks Patterson, County Executive; Paul Funk, Director of Computer Services and Ken Rogers, Director of Community and Economic Development.

## OAKLAND COUNTY EMPLOYEES "BURN THE MIDNIGHT OIL" TO HELP RESIDENTS MEET TIGHT DEADLINE FOR FILING PROPERTY TAX CUT FORMS

It began as an idea in the mind of Bob Vandermark, head of Oakland County's Equalization Division. He noticed instantly that something was amiss when state lawmakers in December passed a statute giving homeowners a property tax cut and setting May 1, as the deadline for returning the forms to their local assessor's office, Vandermark knew the deadline

would be difficult if not impossible to meet, especially since the state hadn't done anything about mailing out the forms.

With the help of personnel in his division as well as those at Computer Services, Management and Budget, Printing and the Mail Room, Vandermark set the wheels in motion on an ambitious plan to get the property tax cut forms in

the hands of Oakland County residents as soon as possible.

Vandermark and his cohorts devised a form which had the property identification number, class of property and local assessor's office address and phone number already filled in. All homeowners had to do was put their social security numbers on the forms, sign them and send them back. The forms sent out by the state to the other 4.5 million Michigan homeowners contained none of this information which meant they would have to find it themselves.

Vandermark also negotiated an arrangement with the state and local assessor's offices whereby Oakland County would be reimbursed for the printing and mailing of the forms.

According to Vandermark, one of the biggest problems was finding 382,000 envelopes with the window in the right spot.

Jack Smith and his fine crew in printing got the big job on January 27, and some 183 man-hours later - on February 2, they were finished

**Oakland County employees take their bows before the Board of Commissioners for doing a great job making sure Oakland County citizens received their Property Tax Cut forms on time.**



Pictured left to right are J. David VanderVeen, Director of Central Services; Jack Smith, Chief of Printing Division; David Ross, Director of Facilities Management; Dick Jonston, Manager F.M.&O; Bret Rasegan, Planning Division; Steve Weikal, Cultural Affairs Coordinator and Bob Dustman, Public Information Officer.



Pictured left to right are Ken Rogers, Director of Development and Planning; Bob Vandermark, Manager of Equalization; Lisa Hobart, Equalization; Paul Funk, Director of Computer Services; Bob Olko, Gary Pawlowski, and Anita Tewilliager, all of Computer Services.

# Calendar of Events

## COOPERATIVE EXTENSION SERVICES

### April

**3-10 Spring Garden Expo**- Bordines; Clarkston, Friday & Saturday 9 a.m. - 8 p.m. Sunday 9 a.m. - 6 p.m. 4-H youths bring animals for others to pet.

**9 Livestock Club** - Barkham's Farm, call 858-0889.  
**Narration & Fashion Design** - NOB (IR) 9:30 a.m. - 3 p.m., 4-H members need to register and there's a fee of \$4.00. Call Nancy at 858-0275.

**9-10 Horse Jamboree** - Michigan State University - weekend. 4-H youths need to register and sign-up for teams. Call 858-0889.

**16 Fruit Tree Pruning Workshop**. Call 858-0887 for more information.

**Food Preservation/Food Safety Correspondence Course**, call 858-0904 for more information.

**Vet-A-Visit** - Michigan State University - 9 a.m. - 4 p.m. Public is welcomed. For more information, call 858-0889.

**4-H Junior Leader Training** - call, 858-0889 for more information.

**Dog Workshop** - Springfield Oaks Youth Activities Center - 9 a.m. - 4 p.m. For more information, call 858-0889.

**18 4-H Fair Board Meeting** - North Office Building (IR); 7 p.m. Open to the public.

**23 4-H Style Revue** - Central United Methodist Church; 7 p.m. 4-H fashion show, public invited.

**27 4-H Club Informational Meeting** - location to be announced; 7 p.m. Call for more information at 858-0889.

## ANIMAL CONTROL:

**National Pet Week is May 1-7, 1994.**

### May

**6 Animal safety and first aid demonstration** will be held at Kana Evangelistic Lutheran Church, 2119 Catalpa, Berkley from 7 - 9 p.m. Dr. John Simon from Woodside Veterinary Clinic will demonstrate how to administer first aid for dogs. Please call 391-4102, for more information.

**7 & 8 Animal Control** will be participating in an **Adoption Day at the Detroit Zoo** from 10 a.m. - 5 p.m. There are lots of loving animals that need good homes. Please come down and join us if you are in the market for a new pet. For more information, call 391-4102.

**21 Annual Rabies Vaccination Clinic** will be held Saturday at the Animal Care Center on Brown Road in Auburn Hills. The clinic will be held from 1 - 4 p.m. Cost for Rabies Vaccinations is \$7.50. Call 391-4102, for more information.

**31** The deadline to purchase **1994 Dog License**. The price is \$30.00.

## COMPUTER SERVICES:

**April 24 WALKAMERICA 94**, Sunday in Auburn Hills For more information, or volunteer to assist, contact Paul Funk, Oakland County Chairman at 858-0817.

## EMERGENCY MEDICAL SERVICES AND EMERGENCY MANAGEMENT:

### May

**15 - 21 EMS Week - EMS Exhibit May 17, 1994** at City Hall in Troy.

**15 - 21 Chemical Awareness Week**

For more information, contact Gail Novak, 858-0580.

## CHILDREN'S VILLAGE:

5TH ANNUAL CHILDREN'S VILLAGE  
SPRING SCRAMBLE GOLF OUTING

**WHEN:** Friday, **May 20, 1994**

**WHERE:** Heather Highlands - Holly

**WHAT:** 4 person scramble

**COST:** \$105 per golfer

**INCLUDES:** Continental Breakfast, lunch, dinner, refreshments on course, open bar, door prizes, sports memorabilia auction and 18 holes with cart

## PARKS & RECREATION:

### April

**2 "Spring Eggspressions":** nature program at Independence Oaks Nature Center, 1-3 p.m. Learn about eggs. Cost: \$2/person. **Pre-registration mandatory;** call 625-6473.

**9 "Living Clean and Green"** nature program at Independence Oaks Nature Center, 1-3 p.m. Cost: \$1/person. **Pre-registration mandatory;** call 625-6473.

**16 "Amphibian Amble"** nature program at Independence Oaks Nature Center, 7:30-9 p.m. Evening frog walk. **Pre-registration mandatory;** call 625-6473.

**23 "Earth Fair"** at Independence Oaks Nature Center, 10 a.m. - 3 p.m. **Pre-registration mandatory,** call 625-6473.

**24 Antique Show**, Springfield Oaks Activities Center, 9 a.m. - 4 p.m. No charge. Call 625-8133.

### May

**6-15 Weekend Camping** starts at Groveland Oaks County Park. Call 634-9811.

**13-14 "Birder's Workshop"** nature mini-class at Independence Oaks Nature Center. Class times: 7-9 p.m. on May 13; 7:30-11:30 a.m. on May 14. Learn basic birding techniques. Cost: \$5/session. **Pre-registration mandatory;** call 625-6473.

**15 Spring Mountain Bike Race** at Addison Oaks County Park, 9 a.m. - 4 p.m. Five mile cross-country race for all ages. Prize drawings and awards for racers. Spectators welcome. Call 693-2432 or 858-0916.

**20 - Sept 5 Regular Camping Season at Groveland Oaks.** Primitive and modern sites with electricity and water available. Call 634-9811.

**21 "Secrets of the Garden"** nature mini class at Independence Oaks Nature Center, 1-3:30 p.m. Class for ages 9-13. Cost: \$10/youth. Pre-registration mandatory; call 625-6473.

CALENDAR, cont'd

**25 Free Beginner Bicycle Motocross Clinic** at Waterford Oaks. Call 858-0915.

**May 28-Sept. 5 Annual Fishing Contest** at Addison Oaks and Independence Oaks County Parks. Prizes awarded at the end of the season (Labor Day). Valid Michigan fishing license required. Call Addison Oaks at 693-2432 or Independence Oaks at 625-0877.

**CULTURAL AFFAIRS:**

Current and upcoming *Galleria Exhibits:*  
Through **April 28**

**"Image, Light and Structure 1994"**

Invitational Glass Exhibition

**May 4-31**

**"Point of View 1994"**

A juried exhibit by artists from the Palette & Brush Club.

**June 2-30** exhibit by the

**Detroit Society of Women Painters & Sculptors**

Upcoming *Brown Bag Lectures:*

**April 21 - "Detroit's Majestic Movie Palaces"**

**May 19 - "Public Sculpture in Oakland County"**

**June 16 - "American Art with a Michigan Connection"**

*Local Exhibits*

**April 19-24 Artrain** visits Waterford

**Annual Spring Auction**

**Saturday, May 7, 1994 9 A.M.**

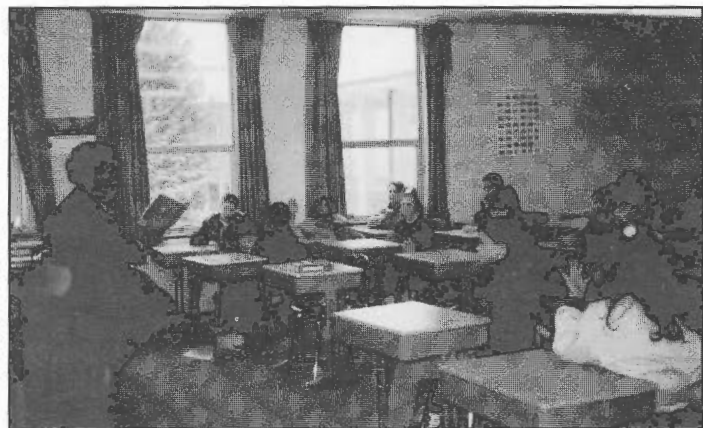
at the Central Garage

*Items for bid include:*

Vehicles • Bicycles • Sweepers • Weedtrimmers  
Typewriters • Dictation Machines • Stereo  
Cellular Telephones • Chairs • Tables • Desks

**Certified Check or Cash Only**

For more information call Pat Cook at 858-0524



Betty Yancey, Oakland County Infant Health, participated in United Way of Oakland County's second annual Celebration of Reading in honor of Black History Month by reading to students at Whitman Elementary School in Pontiac. Yancey was one of 50 local African-Americans who participated in the Reading Day on February 23. Yancey shared her own life experiences with the students and served as a role model of successful professionals.

# Employee Suggestions Translate Into C★A★S★H

A new crop of worthwhile ideas for saving taxpayer dollars and making county government more efficient are in the hopper for 1994. Seven people have been awarded \$50 each for submitting suggestions to the Employee Suggestion Program. These suggestions which have been recommended for implementation now qualify for the top awards which will be given out at the County Executive's Christmas Party at the end of the year. *Congratulations to:*

☆ **Nancy Scarlet**, Personnel Analyst, Personnel Department who suggested reducing the waiting time for presenters at Board of Commissioners meetings by having someone standing by to let people know when their agenda item is coming up.

☆ **Schuyler Rogers**, Maintenance Planner, Facilities Operation, who suggested developing a system which would allow employees to pay for any personal phone calls made from a county phone rather than requiring them to use a pay phone.

☆ **Mark Metalski**, Jail Inmate Worker, Sheriff's Department, who suggested that the Prosecutor's Office use a standard Finding & Order on Competency form which would save staff time and speed up processing time in the Sheriff's Department and the Courts.

☆ **Stephanie Schim**, Chief Public Health Field Nursing, who suggested that the Department of Institutional and Human Services use clients' social security numbers as a means of identifying them and as a file reference. If implemented, this suggestion would save staff time, computer memory and processing time.

☆ **Roberta Underwood**, Senior Committee Coordinator, Board of Commissioners, who suggested that the county be credited with the frequent flier miles which are accumulated by employees traveling on county business.

☆ **Robert Appleton**, Building Safety Attendant, F.M. & O., who suggested the creation of a public service directory which is indexed by services available and which includes the department, location and phone number of the office that provides the service.

☆ **Frank Schipani**, Clerk III, Sheriff's Department, who suggested that deputies be supplied with pre-printed note pads that can be used to fill in the officer's name and police report number and would also list the Sheriff Department phone numbers to call in order to receive a copy of the final police report.

**Direct Deposit now at 46%!!!**



**PROPERTY**, cont'd

with the printing portion. Then the forms had to be taken over to Computer Services where a laser printer was used to put on the bar codes. This was done by February 7, and by February 9, the forms started going out to homeowners in Oakland County.

"This was the tightest time frame I've ever worked under," noted Smith. "It was also the first time in my 18 years with the county that the printing of the budget was put on hold so we could get out something else."

Vandermark said the whole process, which was completed over an exhausting eight day period, came off better than expected. In fact, he's surprised that given the rush nature of the project there were no major errors or problems.

"If every single person involved with this effort had not been dedicated and working together, we could not have accomplished what we did," emphasized Vandermark. "If anyone had slipped up, this couldn't have happened."

While many people made the effort a huge success, Vandermark especially singled out for mention Gary Pawlowski and Bob Olko in Computer Services,



Left to right are Oakland County employees Chris Carpenter, Don Drussel and Dan Scott taking a brief break from delivering some of the 382,000 property tax cut forms.



Lisa Hobart (left) and Anita Tewilliager giving some of the 382,000 property tax cut forms they helped develop a proper send off.

Lisa Hobart in Equalization and Cliff Robbins in the Property Description Section.

*Congratulations to all! Oakland County employees have proven once again why they are the absolute best!!!*

## AIRPORT OPEN HOUSE AUGUST 21, 1994

The Oakland/Pontiac Airport and the Pontiac Air Traffic Control Tower will sponsor their tenth annual Airport Open House on Sunday, August 21 from 10 a.m. to 5 p.m. The Open House program will include ground static displays of experimental homebuilt aircraft, antique and classic aircraft, helicopters, hot air balloons, military aircraft and much, much more.

The Pontiac Air Traffic Control Tower will be offering tours of their facility throughout the day and will host a paper airplane contest for the "younger pilots".

Parking is free and so is the admission - come join us for Oakland County's largest aviation event. See you there!!!

## Lighthouse "HUNGER WALK" Coming in May

Lighthouse has scheduled its annual "Hunger Walk" for Saturday, May 14, 1994 at 9 a.m. starting at St. Vincent de Paul Church in Pontiac. The route of the walk has been changed this year so that Lighthouse can proudly show its walkers the rewards that their contributions reap. The route will take you by P.A.T.H. (Pontiac Area Transitional Housing) and the many homes that have been restored in the neighborhood. It will make you very proud to see the changes that have been accomplished in the Pontiac area.

Registration forms will be ready for distribution in April. For more information, call 335-2462. Please help Lighthouse continue its efforts in helping those in need.

## OAKLAND COUNTY EMPLOYEE CAPTURES NATIONAL AWARD

David Potter, a civil engineer in the Oakland County Drain Office, recently received the Young Government Civil Engineer of the Year Award from the ASCE Government Engineers Division.

Potter sits on various local lake-improvement boards, coordinates federal storm-water regulations and administers construction on a wide range of public works projects. During his first two years in the Drain Office, Potter revised the erosion and sedimentation control manual and developed a new technique for economically converting a permanent storm-water detention basin into a temporary sedimentation basin.

Potter is also actively involved in community work. He has coordinated local science fairs and last year staged a unique basketball program called "Shoot for Success" which allowed him to speak to more than 800 students.

Potter was one of only eight civil engineers around the country to be honored by the ASCE for his work.

## Risk Management's First Safety Award



Risk Management's first Safety Award is presented to Gay Bumgardner (right) of Probate Court. On the left is Dean Schultz, former Safety Coordinator for Risk Management who now works in the Health Division.

## Don't forget to **RECYCLE**

Some employees around the county are faced with the task of cleaning out the old file cabinets and desk drawers left behind by our retirees. Most of us have a habit of hanging on to things "just in case", and over the years the paper can really accumulate. If you are one of those employees faced with what may seem like an impossible or unpleasant task, consider a file purge party. Make this an event everyone in your office can participate in. Hold your party on a payday Friday, when people can dress appropriately for casual day. Bring in some donuts and gather your co-workers together, bring up a couple of the large grey recycling containers from the loading dock and start going through the files. Here are some points to remember as the party gets underway.

- White paper includes: copy paper, note paper, computer paper, and letterhead. Colored inks are ok.
- Manila folders can be recycled with the white paper, but please remove any adhesive labels first.
- You do not have to remove staples, but paper clips should be removed and saved to use again.
- White envelopes are recyclable, but please remove plastic windows and stamps or adhesive labels.
- Colored paper, including "yellow-dog" note paper can be recycled, but it must be kept separate from the white paper. Put it in a separate cardboard box.
- Telephone books can be recycled, just keep them separate like the colored paper.

The county's recycling coordinator, Evelyn Glossinger of the Grounds Unit is available to help you plan your file purge party. Call her at 80172 to answer any questions related to the county's in-house recycling program.

## Viva Las Vegas !!!

Wanna get away from it all...at least for a little while? Then make your reservations now for a fun-filled excursion to the city of lights and action--Las Vegas, Nevada. The \$380 per person price tag includes four days and three nights at the luxurious Imperial Palace. The package also comes complete with air fare and round-trip transportation to the hotel/casino. If you so desire, there's also free transportation to and from Detroit Metropolitan Airport.

The November 10-13 trip is limited to 75 people, so get your reservation in early. A \$50 deposit will hold your reservation. Three Payments of \$110 are due on May 20, July 8 and August 26.

For more information, contact Jim Mansfield at Oakland County Parks and Recreation (625-8133).

## Oakland County Veteran's Memorial Dedication

Make plans now to attend the official dedication of Oakland County's Veteran's Memorial which will be held on Memorial Day weekend.

**WHEN: Noon, Saturday May 28, 1994**

**WHERE:** In front of the new west wing addition to the courthouse.

For more information contact Mike Zehnder at 858-1074.

## RETIREE NEWS...



We received word recently about a couple of former Oakland County employees and thought it might be a good idea to pass the information along.

**Viola Card**, who worked at the Medical Care Facility for 20 years, writes that she and her husband, Al, now spend the cold winter months in Zephyrhills, Florida and the summers at their cabin on Bois Blanc Island on Lake Huron, not far from Mackinac Island. Mrs. Card also says that after she retired, about 20 years ago, she and her husband spent six years traveling through the west before finally deciding to check out Florida. They bought a mobile home in a large park which has its own golf course, pool, shuffle board court, three club houses and activities for all ages. Mrs. Card writes that she and Al head south the last of October and return to Michigan at the end of May.

Another retiree, **Lillian Kreutzfeld** (formerly Wickman), is convalescing at a health care facility in Florida after being diagnosed with Alzheimers. Her husband Ed writes that while the disease has affected his wife's memory, there are still times she fondly remembers her years of work at Children's Village. If you'd like to drop Lillian a note, you may write her in care of:

LTC Care Center  
6701 Dairy Road  
Zephyrhills, FLA 33540

## CHANGING PLACES/CHANGING FACES

### NEW EMPLOYEES

The following individuals were recently hired as Youth Specialist's I for Children's Village:

**Tice Brown, Deanna Bell, James Daily, Sherman Cogdil, Steve Pullicin, Walt Radowiel, Marie Fox and John Sibel.**

In January, the county took over staffing responsibilities for the Library for the Blind & Physically Handicapped. New Employees include: **Elizabeth Hahn**, Library Technician II and Student employees **Brett Harris, Benjamin Rehling, Kelly Gaberty and Patricia Hammer.**

**PLACES/FACES, cont'd**

**Debra Chmiel**, Law Library student, 01/94.

**Giselle Gough**, Law Library student, 01/94.

**Carolyn Hammac**, F.M.&O. Custodial Worker I, on 2/7/94.

**Gregory McRobb**, F.M.&O. Safety General Helper, on 2/12/94.

**Steven White**, Animal Control Shelter Attendant, on 2/07/94.

**PROMOTIONS**

**Renae Keeler**, Reference Library, was promoted to Library Technician II.

**Chuck Lester**, F.M.&O. Maintenance Unit, was promoted from Maintenance Supervisor II to General Maintenance Supervisor on 1/18/94.

**Earl Olsen**, F.M.&O. Heating Unit, was promoted from Boiler Mechanic to Chief-Heating Plant on 1/22/94.

**Kurt Rachar**, Jail Library Program, was reclassified to Library Technician I.

**Betty Ramey**, Reference Library, was promoted to the Library for the Blind & Physically Handicapped (LBPH)/Reference Library Supervisor.

**Anita Tewilliager**, Computer Services was promoted to User Support Specialist I.

**TRANSFERS**

**Guy Compton** transferred from the Drain Office to Computer Services as a Programmer Analyst Trainee on 2/07/94.

**Nancy Crow**, Personnel, transferred to Children's Village from a Typist II to Secretary II.

**Paula Engler**, Animal Control, transferred to the Prosecutor's Office.

**Regina Johnson**, Typist II, transferred from the Health Division to the Reference Library, February, 1994.

**Kate Lafayette** transferred from Orchards Children's Services to Community Mental Health Services as a Mental Health Clinician on 11/29/93.

**Ramona Mayberry**, Animal Control, transferred to Equalization.

**ARRIVALS/DEPARTURES**

**BIRTHS**

**Steve VandenBossche**, Parks & Recreation, and his wife, Sandy, are proud to announce the birth of their daughter, Lauren Marie, born 11/18/93.

**Kathryn Clampitt-Voiles**, Community Mental Health Services, and husband, Anthony, are the proud parents of Devin Alexander born 9/18/93.

**Mary Craig**, Housing Counseling Office, and husband, **John**, are the proud parents of Cameron John born 1/12/94.

**RETIREMENT**

**Richard Beer**, Law Library, retired after 33 years of service. He retired as the Director of the Law Library, December, 1993.

**Joel Harnack**, Parks & Recreation White Lake Oaks Golf Course, retired on December 30, 1993 after 20 years with the parks.

**Grace Marino**, Animal Control, retired on December 31, 1993 after 19 years of loyal service.

**Charlotte Liner**, Law Library, retired as the Deputy Director of the Law Library December, 1993.

**Ron Strevel**, Parks & Recreation Springfield Oaks Golf Course, retired December, 1993 and was honored with a retirement luncheon January 26 at White Lake Oaks Golf Course.

**FOND FAREWELLS**

**Brenda Chen**, Computer Services, bid a fond farewell on 01/20/94.

**Enliu Yang**, Computer Services, bid a fond farewell on 01-07-94.

**CELEBRATIONS**

**WEDDINGS**

**Steve Liles**, F.M.&O. Maintenance Unit, and Brooke Bass were married 01/18/94.

**KUDOS**

**Joel Casabuena**, F.M.&O. Custodial Unit, became a U.S. Citizen on 12/20/93.

**Ray Lee**, Drain Commissioner's Office, was the 1993 winner of the Outstanding Wastewater Worker for Collection Systems. *Congratulations!*

**THE SWAP SHOP**

**For Rent:** Large room for female, in well maintained older home, kitchen privileges, close to county complex. Call Pat 858-0125 for details.

**For Sale:** Nordic Trac Excel for \$350.00, used about 250 miles. Call Carol at 625-4994 between 8:30 a.m. & 5 p.m. or 620-2649 and leave a message.

**PUBLIC INFORMATION HOTLINE! 858-1022**

The Information Hotline gives you your choice of news:

- Press **1** for **Employee Information**
- Press **2** for **late breaking Oakland County news**
- Press **3** for **Arts & Cultural information**
- Press **4** for **Community & Minority Affairs news**

**TELEGRAPH**

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# EMPLOYEE OF THE MONTH

**Jim Dunleavy**, Recreational Specialist for Oakland County Parks and Recreation, received Employee of the Month honors for January. He has worked for the county since 1982.

Each new season presents a new batch of activities and programs for Dunleavy to organize, and he takes delight in doing so. For Dunleavy, his work is a very enjoyable form of recreation in itself. "I wouldn't trade it for anything," he said.

Under Dunleavy's direction, the Mobile Recreation Program experienced one of its best years ever in 1993 with over 1,000 units bringing skating, sports, theater and much more to the public. His efforts were also instrumental in obtaining grants from the Oakland County Cultural Council to fund the Traveling Music Show's 1992 and 1993 programs.

Dunleavy also coordinates 17 special events, ranging from the Fall Color Car Classic to the Crooked Lake Ice Fishing Contest, and finds time to volunteer his services to the Oaklowns, a group made up of 20 volunteer clowns who perform for handicap and therapeutic programs.

According to Sue Wells, Chief of Recreation, Dunleavy gives 200 percent of himself to his work. "I firmly believe he is probably the most enthusiastic and energetic person we have on staff," she said.



(far left) **Jim Dunleavy**  
Parks & Recreation  
(left) **Shedrick Martin**  
F.M. & O.  
(far right) **Sallie Paul**  
Mail Room  
(right) **Barbara Bates**  
Health Division  
with **L. Brooks Patterson**



Facilities, Maintenance and Operations selected **Shedrick Martin**, former Maintenance Mechanic, as their Employee of the Month in recognition of his service during a 20-year career with Oakland County. Martin retired this past December.

Martin began his career working 16 years throughout the county as a custodian. After joining Facilities, Maintenance and Operations in 1990, he worked briefly at the Oakland County jail before concluding his career with two years of service at the Southfield branch of the Health Division.

When word of Martin's retirement got around the Health Division, a group of about 60 employees signed a letter of recommendation urging his supervisor, Dick Johnston, to nominate him for an employee award. It was this expression of appreciation that confirmed Johnston's own consideration of Martin for this honor.

"Martin was a very dedicated employee who went all out," said Johnston.

Martin is utilizing his time now to perform some facilities, maintenance and operations on his own home. In addition, he's looking forward to a Martin family reunion in Virginia Beach this July.

"I enjoyed the work, but I miss the people the most," said Martin. "It's nice to know they thought well of you."

**Sallie Paul** recently received the Employee of the Month Award. She is the Office Leader for the Mail Room where she has worked since 1979.

Dave Martin, former Supervisor of Printing, Mailing and Records Retention hired Paul 15 years ago and chose to nominate her for the award before his retirement last December. "Sallie feels a commitment to her fellow employees," he said. "She has a tendency to want to be there."

An example of this commitment occurred this past January after Paul slipped on a patch of ice, breaking three bones in her ankle. Recovering at home, Paul made every effort to assist her staff by way of telephone, and she even had some work brought to her to ease their workload. In just two weeks, she was back to work with the aid of a wheelchair.

Paul is responsible for all of the accounting and bookkeeping for the Mail Room, which spends on average around \$3,600 per day on postage for outgoing mail. Paul also assigns mail routes, sorts incoming mail, and occasionally runs routes herself as part of her duties.

Away from work, Paul loves to read and she has devised a unique formula for discovering interesting books. "I go to the library every few weeks with a certain alphabetical letter in mind, and I pick out three or four books by authors whose names begin with that letter."

The Health Division selected **Barbara Bates** of its Health Education and Nutrition Services Department as their Employee of the Month. The award honors Bates for 33 years of outstanding service to Oakland County.

Receiving awards isn't something new to Bates. The high point of her career came in 1993, when the National Center for Health Education made Bates a recipient of its Distinguished Service Award.

Bates is the State Facilitator for "Growing Healthy," a comprehensive health education program reaching approximately 64,000 children annually in 22 Oakland County school districts, along with 25 private schools.

Kal Engelberg, Chief of Youth Assistance, enjoyed the duty of supervising Bates. "If you try to supervise her, you will just get in the way," he said. "She is one of the quiet stars the county has so many of." Engelberg added that when Bates looks back on her career one day, she can be proud of the fact that tens of thousands of children are healthier because of her efforts.

Bates is very pleased with her career with the county. "Oakland County has been very good to me," she said, "I've enjoyed a very good career with the Health Division."

Profiles by Phil Gové