

The TELEGRAPH

A newsletter dedicated to the hard-working employees of Oakland County Government

Volume III, Issue XII

May 1995

State of County Address focuses on past successes and future challenges



Oakland County Executive L. Brooks Patterson reflected back upon his first two years in office, recounting many successes, while looking ahead to the future, filled with its many challenges, as he delivered his first State of the County Address on Feb. 22.

Mr. Patterson and his wife, Kathy, were greeted with a standing ovation as they entered the Board of Commissioner's auditorium, which was filled with more than 250 people who had come to hear the County Executive's 37-minute speech.

"In January of 1993 we put in motion the merger of my department of Public Works

with George Kuhn's Drain Office, thus ending more than a decade long struggle to streamline county government and save the taxpayers in one fell swoop over \$2 million the first year," said Mr. Patterson in his opening remarks. "That merger was the first of many successful efforts to downsize,

streamline, reorganize and privatize various components of county government in the succeeding months."

Mr. Patterson then went on to describe what turned out to be the biggest challenge of his new administration: How to deal with a projected \$24.5-million budget shortfall. The County Executive recounted that his administration worked in concert with the Board of Commissioners to deal with the problem which threatened the financial integrity of county government. Swift and decisive action was taken: Wages were frozen, a temporary hiring freeze was put in place, an early retirement program was devised which ultimately prompted the departure of 243 employees and 120 budgeted positions were deleted.

Mr. Patterson noted that as a result of these actions and other measures, such as the privatization of various services and the elimination of 91 vehicles from the county's car fleet, county government's gross payroll is \$6.3 million less than it was in 1993.

SEE COUNTY / Page 8

Young probationers log community service time in county library

For the past three months, seven teenage probationers, assigned through our Juvenile Court, have worked a total of 92 community service man-hours for the Library for the Blind and Physically Handicapped which is located in the new West Wing Extension.

The youthful offenders (pictured right) have been involved in unpacking the boxes of "Books on Tapes," arranging them in numerical order, entering the bar codes into the Library's computer and organizing the tapes on the shelves.

"The project has been a great opportunity for the probationers to complete their hours of community service, and for the Juvenile Court and the Library for the Blind

to work together," said John Chatley, Youth Community Services coordinator.

Since Jan. 18, Chatley, with the assistance of Janette David, an Oakland University Americorps intern, has supervised the teens in their various tasks in the Library from 3 to 7 p.m. every Wednesday afternoon.

"Having the much needed help has been wonderful," said Betty Ramey, Library for the Blind and Physically Handicapped supervisor.

At the conclusion of the ten week project, the probationers, Chatley and David were rewarded for their efforts by the library staff with a beautiful cake inscribed with the words—"Thanks For All Your Help."



Ramey said she was pleased to participate in a program which was beneficial to everyone associated with it.

PATTERSON / *Person to Person*

Could you use an extra \$500 to pay off some bills or buy something special for you or a loved one? Or how about jetting off to an exotic destination like Cancun, Hawaii or Toronto? Those prizes are well within your reach; all you have to do to make the dream come true is submit your idea for improving county government to the Employees Suggestion Program.

Since ESP began in January 1993, employees have submitted a total of 405 suggestions, resulting in a net savings to the taxpayers of \$500,000 last year and \$1.4 million over the life of the program. So far this year, 65 suggestions have been submitted, but there's still plenty of time if you haven't entered the ESP Sweepstakes yet. The deadline for suggestions to be submitted and implemented is Oct. 31. We're doing something a little different this year too. Six \$500 cash awards will be

given out, based on the savings of those suggestions. But we'll also be awarding four \$250 cash awards on a randomly selected basis. The other prizes will remain the same.

ESP is your chance to contribute ideas that will make county government more efficient and more cost effective. You are the ones who serve on the front lines of county government and toil in the trenches everyday. You, more than anyone else, know the problems we face. As a result, many of you have good ideas for solving those problems.

I don't have all the answers; I need your help. So, the next time a light bulb goes on in your brain and you have an idea for improving county government, write it down and submit it to the Employees Suggestion Program.

Don't delay—there could be money or a trip waiting for you at the end of the ESP rainbow!



L. Brooks Patterson
Oakland County Executive



Youth Assistance Volunteer Coordinator Lorie Willing appears unaware that Jennifer, the young lady she's been matched with in the Probate Court Volunteer program, is playing a little joke behind her back. Jennifer, Lorie and the other volunteers and their matches had a great time together at the second annual Bowling Party, held March 4 at Airway Lanes in Waterford.

Claudia Gooden, clerk III in Probate Court, points to one of the more than 400 pledges she collected from her colleagues for the annual March of Dimes WalkAmerica which raises money to combat birth defects. This year's Walk was April 30.



The **TELEGRAPH**

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OAKLAND
COUNTY • MICHIGAN

Lucky six in running for top ESP prizes and cash

The Employees Suggestion Program is off to a good start in 1995 with six lucky county employees receiving an interim award of \$50 and a certificate of recognition. If their suggestions are implemented by Oct. 31, they are also eligible for one of the big prizes to be awarded at the County Executive's Christmas party in December. The ESP interim award winners are:

- ◆ **Max Harris**, accountant II, Treasurer's Office, who turned in a suggestion that the Treasurer's Office begin printing account payable vouchers as needed off a personal computer, rather than using three-part forms, as is now the case. The suggestion will save staff time and materials.
- ◆ **Mona Kempf**, collection clerk II, Reimbursement Division, who came up with a way to eliminate the duplication of extra work and save staff time. She suggested that all information on three separate Camp Oakland reports be consolidated into one report.
- ◆ **Dorothy LaMarte**, secretary I, Community Corrections Office, whose suggestion to computerize accounting forms used by other departments will save staff time, improve efficiency and reduce printing costs.
- ◆ **Dan Lambriz**, deputy sheriff, Sheriff's Department, suggested a new way of cleaning county uniforms that will result in a cost savings.
- ◆ **David VandeGrift**, personnel analyst III, Personnel Department, has suggested using Internet to recruit new employees which may improve recruiting efforts by reaching a larger audience and attracting more computer adept applicants.
- ◆ **Lynda Ebright**, social worker II, Community Mental Health Division, would like to see the county take advantage of free medications provided by some pharmaceutical companies to low-income patients. Her suggestion could potentially save Oakland County government a substantial sum of money.

Did you know?

Some of the same suggestions keep turning up time and time again in the Employee Suggestion Program. Unfortunately, once someone submits an idea, the suggestion is no longer eligible to be submitted by someone else. A few of the more commonly duplicated suggestions are:

- County provided/sponsored child care
- Computerization of all Accounting forms
- Computerization of all Personnel forms
- Improvement of county signs and maps
- Casual Day every Friday
- Using small fax Post-it™ notes
- Computerization of county phone directory
- Turning building lights off at night
- Installing hand dryers in restrooms

By the way, 65 suggestions have been submitted so far this year, but only two have been implemented and thus eligible for one of eleven prizes to be given out at the end of the year. So, don't wait—turn in your suggestion today! Suggestion forms are available by calling 858-1847.

County employees give generously to 1994 United Way Campaign

Oakland County government employees have proven once again that they are not only the most talented work force anywhere, they're also the most generous. The final figures for the 1994 United Way Campaign show that Oakland County government employees contributed \$78,311 in cash donations and pledges, a 15 percent increase over 1993. Furthermore, they raised more money than any other organization in North Oakland County, with the exception of General Motors.

"I was proud to serve as chair of the Oakland County government United Way Campaign," said **Gail Novak**, EMS manager. "More than 60 volunteers served as captains from all county departments and divisions. It was their help and the contributions of generous employees that made the 1994 campaign a big success."

The following county government divisions posted a 100 percent participation rate among their employees in the 1994 United Way Campaign: Materials Management, Record Retention, Radio Communications, Garage, Mail Room, Printing, Aviation & Transportation, Auditing, Emergency Management

Deborah Hool, Reimbursement, was the lucky winner in the captain's draw-



Pictured left to right are Jack Smith, Printing; Mary Alsop, Administration; L. Brooks Patterson, County Executive and Gail Novak, Chair of the 1994 Oakland County government United Way campaign. Shown are the certificates of recognition awarded to each of the divisions which achieved 100% participation among their employees.

ing for a night for two at a local resort and **Dianna Holloway**, Drain Commission, won a gift certificate to Buddy's restaurant.

"To the volunteers who did the work, and to all the people who contributed, I wish to say thank you," said Novak. "Oakland County employees have shown that they are concerned about their community."

Gail also said she is looking for someone to be cochair for this year's campaign. If you are interested, give her a call at 858-5080.

Public Services—serving the needs of citizens

Armed with 226 employees and a budget of more than \$13 million, the Oakland County Department of Public Services takes care of citizens' needs ranging from job training to helping veterans receive the benefits they're entitled to.

"I have seven of the best managers who make my job so much easier," said Public Services Director Michael Zehnder. "I'm a hands-off guy. My method of administration is to hire good people and let them do their jobs, not to control, dominate or micromanage from the top."

Zehnder has seven divisions under his control: Animal Control (Sandy Gay, manager), Circuit Court Probation (Darlene Schimmel, chief probation officer), Community Corrections (George Miller, manager), Employment and Training (John Almstadt, manager), EMS/Emergency Management (Gail Novak, manager), MSU Extension-Oakland County (Wayne Nierman, manager), and Veterans' Services (Carl Pardon, manager).

Below is a brief synopsis of the seven divisions and their main areas of responsibility:

EMS/EMERGENCY MANAGEMENT

The employees of this division make sure Oakland County is ready to deal with any type of emergency, whether it's an act of nature or an act of man. This arm of county government has elaborate plans in place to deal with such disasters as plane crashes, nuclear emergencies and tornados, to mention just a few. EMS/Emergency Management also administers the 9-1-1 program which provides planning, public information and administration for a county-wide, \$3-million, computerized police, fire and EMS Emergency telephone system with more than 700,000 telephone lines and 33 public safety answering points.

COMMUNITY CORRECTIONS

This is the county's newest division, only in business since October. The goal of this division is to provide alternatives to incarceration that are community based, while at the same time meeting the needs of offenders and protecting the public. The purpose is to increase the range of sanctions and services available for nonviolent adult offenders

who would otherwise be placed in state prisons or local jails.

PROBATION-CIRCUIT COURT

The Circuit Court Probation Division provides the Circuit Court Judges with information required by law to sentence lawbreakers. During the pre-sentence investigation, an analysis is made of all phases of the defendant's life including his/her specific criminal involvement and the individual's juvenile and adult criminal record. In addition, Probation is responsible to the courts for providing supervision of those considered treatable in the community and placed on probation. Efforts are also made to rehabilitate the probationer through various educational, vocational and psychological counseling programs that will enable the person to become a productive and responsible member of society.

ANIMAL CONTROL

This division services 790 square miles in Oakland County, encompassing 17 townships and ten cities. Responsibilities include: patrolling and impounding stray small animals and those for quarantine, investigation of all animal bites involving humans, dog licensing and kennel inspections and providing shelter for stray animals. Animal Control also investigates, appraises and pays owners for damage done to livestock and poultry by dogs. If a dog is struck and killed by a vehicle on a public highway, an animal control officer is dispatched to the scene to remove the dead animal. The division by law is also required to conduct an annual dog census, making sure that at least 70 percent of all dogs are vaccinated against rabies.

VETERANS' SERVICES

The needs of Oakland County's 128,000 veterans have been placed in the hands of this division. Veterans' Services goes to bat for county veterans and/or their dependents to obtain federal, state and local veterans' benefits. These benefits include compensation, pension, insurance, and hospitalization. In addition, the Veterans' Services Division administers the relief and burial benefits for the Probate Court Appointed Soldiers' Relief Commission.

EMPLOYMENT & TRAINING

This division has achieved a remarkable record in placing dislocated workers and economically disadvantaged young people and adults in productive, good-paying jobs. Employment and Training administers the Job Training Partnership Act (JPTA) and other Employment & Training programs. These programs, which prepare workers for the labor force, provide job training and other services that will result in increased employment and earnings, improved educational and occupational skills and decreased welfare dependency.

MSU/EXTENSION-OAKLAND COUNTY

Want to know about gardening? How about food storage tips? Or maybe you'd like to find out how to keep skunks looking for grubs from digging up your lawn. Then your best bet is to call one of the many experts on staff at MSU Extension. Their mission is to help people improve their lives through an educational process that applies knowledge to critical issues, needs and opportunities. The staff includes a horticulturist, home economist, and several nutrition instructors. The division also oversees the county's 4-H Youth Programs.

You and your aging parent classes

Learning to adapt to the needs of an aging parent is often difficult. On May 3, 10, 17 and 24, **Penny Brown RN**, Oakland County Health Division Services to the Aging, will discuss this complex issue. Topics will include: understanding normal physical and psychosocial changes of an aging parent, recognizing and dealing with the caretakers' feelings and needs, determining when interventions are necessary, discussion of alternative living arrangements and review of community resources.

The classes will be held at the South Oakland County Health Division, 27725 Greenfield Road, from 7 to 9 p.m. There is a \$10 supply fee per family.

Contact the county Health Division at (810) 424-7090 to preregister.

Dustman places second in state power lifting championships

Media & Communications Officer Bob Dustman took second place honors in the National Association of Strength Athletes Power Lifting State Championships held in Kalamazoo on March 18 and 19.

The 48-year-old Dustman, who competes in the 275 pound weight class, amassed a three-lift total in the squat, bench press and dead lift of 1,200 pounds.

In February, Dustman also finished

second in the World Natural Power Lifting Federation Championships held in Walled Lake, with an 1,185 pound total.

Prior to these two contests, Dustman had not competed in power lifting since finishing second in his age and weight class at the 1986 American Drug Free Power Lifting Association National Masters Championships which were held in St. Louis, Mo. In that contest he compiled a total of nearly 1,400 pounds.

The View from Here

I've put away my snow shovel for another year, which can mean only one thing—a late winter storm is headed our way. No, I think we've made it through another Michigan winter. Spring is in the air, signaling re-birth and renewal. The birds are returning from their winter hiatus, the trees are budding and the blooms will soon be on the flowers.

What a glorious time of the year to be alive. Spring is a time for love and fulfillment, recommitment and rededication to make every second of every day count for something.

All too soon, the bitter chill of winter's breath will blow frigid on our necks once again, forcing us to retreat into the icy solitude within ourselves.

But for now, the warm sun has given rise to a bright new day, filled with hope and the promise of great things to come.



Bob Dustman
Media and
Communications
Officer

TABULATIONS & TOTALS FOR 1995



Casual Day Contributions
\$6,563.71

Employee Suggestion Program
65 Suggestions



Direct Deposit
50%

Some parting thoughts...taking advantage of free training

by Patti Reedy, former Training Coordinator

By the time this article is published, I will no longer be an Oakland County employee. Hopefully, my husband and I will be hiking a beautiful mountain trail somewhere out West. However, I wanted to take one last opportunity to help my co-workers in the way I know best, through training.

During my years as the training coordinator for Oakland County Personnel, I met many employees working in various positions. From new employees to those about to retire, I was always happiest when I could help someone to maximize their potential. I found that when an employee successfully mastered a skill or learned new information related to their job it benefited both them and the county. Whether attending a training seminar, completing a degree program, or receiving a diploma, there seems to be a sense of pride and

increased self-esteem that comes from accomplishing such a goal.

Many managers and supervisors are aware of the **In-Service Training** opportunities available to county employees and are currently involving their units or divisions in applicable workshops and seminars. In addition, there are many employees who use the **Tuition Reimbursement Program** to acquire degrees or maintain professional licenses. Perhaps, you would like to take a college class but are afraid you might fail or don't know where to begin. I'd like to encourage you to take the first step. Call a local university or community college and set up an appointment to speak with an academic advisor. The phone numbers are listed in the phone book. An advisor can help you determine what areas you may want to explore further and explain the steps involved in applying for admis-

sion. It's easier than you think! Don't hesitate because high school wasn't your strong suit. You've probably learned a lot just by working and living in our society. Maturity has its advantages and college admission offices know it. **For more information on Tuition Reimbursement contact Audrey Venus at 858-0533.**

If you need help improving your reading skills, **Oakland Literacy Council** offers **Free** tutoring to any adult who lives, works, or attends school in Oakland County. Just call **(810) 338-8840** and you'll be set up with a trained tutor who will work with you individually.

So there is my send off list of opportunities. I'm sure my successor will be willing to assist you in any way possible, just call **858-1850**. Good luck and good bye to all my friends. I'll miss you.

Save lives, immunize! Driving immunizations home

As part of a state and national effort in disease prevention, the Oakland County Health Division has introduced an Immunization Acting Program. The program is funded by grant money from the Michigan Department of Public Health in an effort to increase the immunization levels of children under 35 months of age.

As a new health program, the primary focus of the Immunization Action Program is to increase awareness among parents of children aged three years and younger. While children must be fully immunized by the time they enter school, most children are not up to date with their immunization prior to this time. The complications due to illnesses such as measles, mumps, rubella, diphtheria and polio range from ear infections and pneumonia to meningitis, paralysis and death. If all children are properly immunized, these diseases will be eradicated.

Because nearly 50 percent of children in Oakland County are not adequately immunized by the age of two, we want you, as Oakland County employees to be certain that every child within your family under three years of age has the correct number of immunizations. The Health Division has two permanent locations, one at 27725 Greenfield Road in Southfield and at 1200 N. Telegraph Road in Pontiac. Clinic hours are Monday from noon to 7:30 p.m. and Tuesday through Friday from 8:30 a.m. to 4:30 p.m. In addition, there are five clinics held once a month each in Farmington, Holly, Lake Orion, South Lyon and Walled Lake as well as a Mobile Immunization Unit that will travel to any church or community organization upon request. People who would like more information about the clinics or would like to request the mobile unit can call (810) 858-1301 in Pontiac or (810) 424-7045 in Southfield.

Oakland Performance Retirement System update

New retirement option off to flying start

In January, the county introduced a second retirement plan option for all employees hired prior to July 1, 1994. The Oakland Performance Retirement System is a defined contribution plan—known as a “401(a) plan”. The plan is administered by the International City Managers Association - Retirement Corporation or ICMA-RC. RC was formed for public sector employees in 1972 as a nonprofit organization to invest retirement funds for those employed by cities and towns across the United States.

Eligible employees were invited to attend group meetings to learn about RC and the new plan. Over 2,000 people attended those meetings held in the Commissioner's Auditorium. All employees were also invited to an individual consultation with a representative of the ICMA Retirement Corporation at their permanent on-site office at 230 Elizabeth Lake Road. As of the end of February, over 400 county employees had attended at least one individual meeting and over 200 county employees were participating in the new retirement plan option. Total assets in the plan were \$12.1 million.

Investment options with ICMA-RC

Currently Oakland County employees are able to invest their retirement assets in any or all of the 11 mutual funds offered by the ICMA Retirement Corporation. Employees can also use RC's “Model Portfolios” to combine those funds into an investment strategy which

fits with their particular retirement goals.

As part of RC's ongoing commitment, the Performance Retirement System will soon offer a selection of “outside” mutual funds to Oakland County employees as additional investment options. On March 7, 1994, an Oakland County team consisting of Doug Williams, Jim VanLeuven and consultant Scott Kramer, met with ICMA-RC President, Girard Miller and his staff to begin that selection process. It is anticipated that five to six new funds will be offered by mid-year and an additional five to six funds in 1996.

New employees participate in Defined Contribution Plan

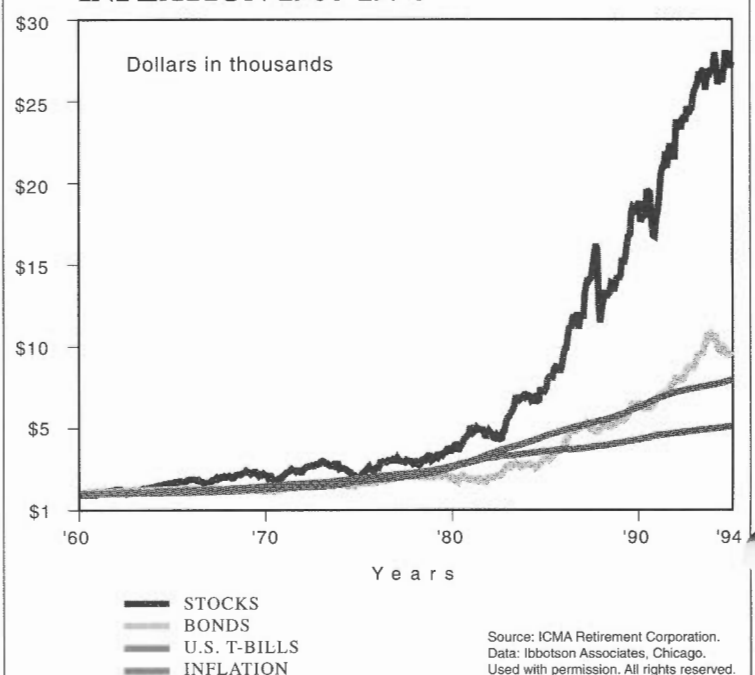
Employees hired after July 1, 1994 are automatically enrolled in the Oakland Performance Retirement System after six months of service. To date, 36 new employees are in the plan and ICMA-RC has

held one educational session for new employees.

How can employees learn more about Performance Retirement System?

The ICMA Retirement Corporation has set up a permanent office at 230 Elizabeth Lake Road. County employees can call Courtney Rosevear at 975-9809 to set up an appointment for an individual consultation.

STOCKS, BONDS, BILLS AND INFLATION 1960-1994



Viv At The Movies

by Mary Viviano

••••• • "The Greeks?!!!" • •••••

There is not much that is fresh or original after the Greeks (I can't even take credit for this "original" line—it's my mother's genius) and the 1995 movie fare certainly proves this to be correct! It has been a dismal winter and early spring, so with your indulgence I would like to review my favorite comedy, musical and drama.

In the comedy category, "Lost in America" stands alone. Yuppies Albert Brooks and Julie Haggerty quit their high paying L.A. jobs to discover America in their fully loaded mobile palace. However, before the trip really begins, they decide to renew their wedding vows in Las Vegas and before they know it their trip comes to a screeching halt as Julie loses—"The Nest Egg"!

Albert Brooks and Julie Haggerty are outstanding. Their timing is perfect as they deliver some of the best comedic dialogue ever written for the screen. This movie is part of my video collection and my sides ache every time I watch it, so if you are looking for a funny ride get "Lost in America"!

The champion musical in my opin-

ion is "The Sound of Music." This was the first real movie I saw at the theatre and I'll never forget when the audience got up and clapped wildly as Baron Von Trapp ripped the Nazi flag in half. How wonderful, how dramatic, how Hollywood!

The story focuses on the Von Trapp family and how they fled their beloved Austria to escape Nazi rule. Julie Andrews as Maria is so pure and good—who wouldn't fall in love with her as she dances on all the hills that "are alive with the sound of music?" The music of course is the movie and all the songs are fantastic except when Mother Superior sings "Climb Every Mountain." Don't get me wrong—I love the song but I hated the scene with all those long and deep silhouettes—Paleeze! Anyway, rent this film to enjoy the beautiful Austrian scenery and to listen to "The Sound of Music."

As for the most outstanding drama—there is no contest! "The Godfather" is the most perfectly crafted film ever made. I have seen this movie over fifty times since its release in 1972. Every set, every movement, every word, every performance, every scene, every moment is unforgettable.

To this day, the opening of this movie remains the finest ever filmed as the faithful come to Don Corleone to pay tribute to him and to ask for his advice and "favor"

during his daughter's wedding. To match that scene is the one that introduces Michael to the "family business" as he avenges the attempted murder of his father by blowing away Sollozzo and Police Captain McCluskey in a small Italian restaurant.

Then, closing the film is one of the most powerful and memorable scenes in all of movie history—a true masterpiece and my all-time personal favorite. It opens with Michael Corleone standing in a church as godfather to his sister's baby. As the priest asks, "Do you renounce Satan?" the action cuts to the brutal assassination of the heads of the five families which Michael has orchestrated. As each man is murdered the action cuts back to Michael who is holding this beautiful, innocent child and responds, "Yes, I renounce Satan." It is chilling, but it's pure movie-making ecstasy. For me, there is nothing better, so if you are in the mood for a perfect movie take counsel with "The Godfather."

Theses are some of my favorite films. I'm interested in your opinions too, so send me the names of your favorite comedies, musicals and dramas—Mary Viviano, Friend of the Court.

Hopefully, the results will be printed in the next Telegraph!

Lunchtime aerobics celebrates successful first year

by Dan Lane

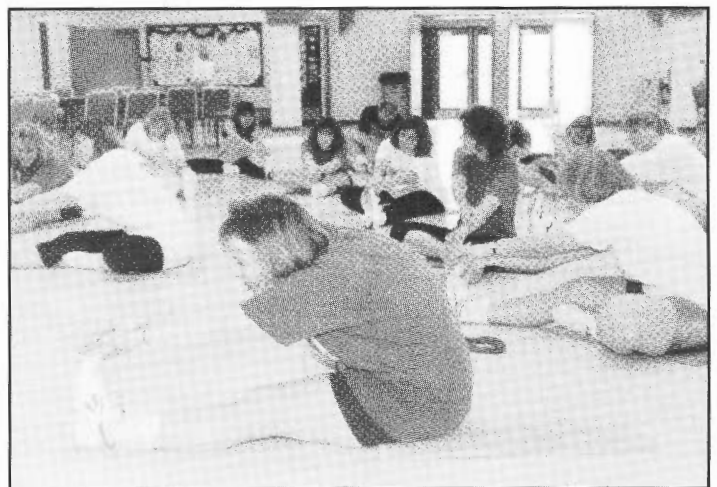
The first-year anniversary of **Lunchtime Aerobics** was celebrated on March 15, with lunch being served to 14 individuals, following 30 minutes of intense step aerobics. It all began with an idea that Fitness Practitioner **Kathleen Spence** had of adding a step aerobics class to accommodate employees of Oakland County, who have busy schedules and have difficulty finding time to exercise. With the help of Parks and Recreation Supervisor **Sandy DeVonce** at Waterford Oaks Activity Center, Spence established a step aerobics class on Mondays, Wednesdays, and Fridays between noon and 12:30 p.m. Parks and Recreation Helper **Staley Seider** helps in a variety of ways, such as taking blood pressure, weighing, and/or taking measurements.

Spence who graduated from Oakland Community College with a certificate in exercise science and technology, has taught aerobics at Waterford Oaks Activity Center for 14 years. She has taught at other places

in the past, but now devotes all her energy to Waterford Oaks. She has a full schedule with classes every evening which include all types of aerobics. Spence brings to each class a wealth of knowledge about exercise, nutrition and stress management and how each works together in a person's life. Step aerobics is just one of the classes offered. Other classes include: swing-fit step aerobics, swing-fit combination and aerobics for individuals with disabilities.

"Lunchtime aerobics has been a great success and

people are still very enthused about them," said Spence. "Our goal was to execute a program that would be helpful and we feel we have attained that purpose."



Joel & Greg's excellent adventure

It was a two-week respite from the snow and cold of a Michigan winter that neither **Joel Casabuena**, FMO-Jail and **Greg Smith**, Health Division-Jail Clinic, will soon forget. In January, Joel and Greg boarded a plane and flew to the Philippines. For Joel it was a reunion with family members he hadn't seen in eleven years, while for Greg it was the adventure of a lifetime.

They visited Joel's island of Visayas, which is about the size of Oakland County. During their stay, Joel and Greg witnessed a minor eruption of one of the island's twin volcanoes, narrowly escaped an ambush by communist guerillas

at an army base they were visiting and toured two of the island's jails.

Both men brought back with them fond memories of their visit. Greg was especially impressed with the very warm hospitality of the Filipino people, which he says is second to none. What pleased Joel the most was to once again hear the four o'clock wake-up call of the local rooster population.

Despite the exhausting 30-hour plane ride, Joel and Greg enjoyed the trip so much, they plan to make a return visit within the next few years.

COUNTY / Continued

The successful resolution of the shortfall, Mr. Patterson said, also prompted two of Wall Street's most prestigious bond institutions to upgrade the county's bond ratings one full step. As a result, he noted, the county and its local units of government will be able to save taxpayers millions of dollars in lower borrowing costs.

In his speech, Mr. Patterson also cited the tour he took of every county department, during which he shook the hand of every county employee, as among the highlights of his first two years as County Executive. He recalled that during the tour the Administrative Team that accompanied him took copious notes about what they heard and saw.

"Most frequently uttered were complaints about the lack of technical support, while others complained about the conditions of the building in which they had to work," said Mr. Patterson.

He pointed out to his audience, many of whom were listening to live coverage of the speech which was being broadcast on WWJ Radio, that when he took office in 1993 there were less than 200 personal computers across county government. But today, he said that number has increased to 1,500 with an additional 300 now at some stage of acquisition or implementation.

Mr. Patterson also said that his tour revealed some employees, especially those working for Equalization and Friend of the Court, were working in deplorable conditions. He used his State of the County address to announce that the county had purchased the 73,000 square foot Oakland Pointe Office Park on Elizabeth Lake Road, which will house 213 employees from those two departments by the end of the year.

Other major accomplishments enumerated by Mr. Patterson during

his speech included: the Oakland County Business Roundtable which has come up with 60 recommendations for improving the county's business climate, the Employees Suggestion Program which has saved the taxpayers \$1.3 million over two years, the creation of videos in five languages which tell Oakland County's story as the economic engine that drives the state's economy, the dedication of the Oakland County Veterans' Memorial after more than eight years in storage, the completion of the West Wing Extension and the conversion of the county's Community Mental Health programs from "shared management" to "full management."

Mr. Patterson also praised Personnel Director Vince Luzi for coming up with an idea which will save the county about \$9 million in health care costs or some \$769,000 each year over the next 30 years.

"He (Vince) proposed we contact all 400 employees who had vested in the retirement program and offer them "the present cash value" of their retirement benefits," said Mr. Patterson. "Since funds had been set aside for these former employees, we were essentially offering them back their own money, therefore costing the taxpayers nothing."

But Mr. Patterson pointed out that in return for receiving their retirement benefits in cash today, these employees would have to surrender any claim they had for any future medical benefits. The County Executive asked rhetorically, why would someone agree to this? Because, he explained, they may be covered by another plan or their spouse might have health benefits in their retirement program.

Looking ahead to the future, Mr. Patterson announced that he would be taking to the Board of Commissioners

a proposal to establish a "one stop import/export shop" in Oakland County government, where business can find under one roof, everything they need to expand their opportunities abroad.

As envisioned by Mr. Patterson, this "import/export" shop would be manned by representatives from the U.S. Department of Commerce, Michigan International Trade Authority, the Small Business Administration Loan Program and the Oakland County Economic Development Department.

"They will set up shop and will be working side-by-side, not in duplication, not in conflict," said Mr. Patterson. "The end result will be to more effectively promote Oakland County and the region's business to the rest of the world."

Mr. Patterson said one of his top priorities in 1995 would be to complete the transition from the Defined Benefit Retirement Plan to the Defined Contribution Plan, a change which will result in long-term savings of millions of dollars to the county, while at the same time providing growth, early investiture and portability not currently available to employees under the present program.

The County Executive closed his address by acknowledging that he was acutely aware of the challenges that lie ahead, if we are to maintain our leadership role in the region and the country.

"My role as Oakland County Executive is clear: to contribute in any way I can to maintain a positive business environment while protecting our quality of life," emphasized Mr. Patterson. "We are the stewards of Oakland County's future and we must insist on balanced, quality growth. I pledge to keep Oakland County the premier location in which to live, work, invest, recreate and raise a family."

Reaping the benefits of successful investing

by Doug Williams, Deputy County Executive

When it comes to investing your retirement assets it may be tempting to set aside the hard decisions for another time. Yet, even the weekend gardener or farmer knows that how you allocate your limited resources in the spring has much to do with the quality of the harvest you will reap in the fall. It's no coincidence that retirement is often called the "harvest years". By investing carefully, you can feel more secure that the assets you set aside for retirement will help meet your expectations. While retirement planning should take into consideration all of the possible sources of income: social security, pension, etc., how you manage your investments may have a significant impact on your retirement life-style.

Studies show the most important decision an investor can make is how to allocate assets among different asset classes, such as: stocks, bonds and cash equivalents. This is important because different types of investments generally behave differently through economic cycles. In addition, certain asset classes tend to perform consistently better over long periods of time. This column, and future columns, will help you plant the seeds for a fruitful retirement. While no one column, publication, or book can offer a scientific system for success, this column will explain the fundamentals of investing, how risk affects investments and various types, and how you can manage your investments to reduce the investment risk. This being the first of hopefully many columns for the Telegraph, you will in the future learn something about your tolerance for investment risk and how to comfortably select a mix of funds to meet your retirement goals. Once you understand these basic principles you will be able to make your own sound investment decisions for the new Oakland County Performance Plan, for the Oakland County Defined Contribution Plan or for your own personal investments.

In this first column I want to stress the need to get started early in your career in investing. The chart shows the time value of money, and points out why you need to start as soon as possible.

This table has been built on the assumption of a twelve percent return. Many of you are going to say, "that rate of return is not possible." But look at the funds offered by the Deferred Compensation Plan. Many of these have had average rates of return better than twelve percent for many years, including the Fidelity Puritan Fund which has averaged 12.12 percent for more than 48 years, through Dec. 31, 1994.

If you have particular topics that you would like covered or specific questions you would like answered, please send

them to **Doug Williams**, Deputy County Executive, and we will try and include as many of those as possible in future issues of the Telegraph.

Start early—let time work for you!

Age	Employee A		Employee B	
	Payment	Accumulation End of Year	Payment	Accumulation End of Year
22	2,000	2,240	0	0
23	2,000	4,479	0	0
24	2,000	7,559	0	0
25	2,000	10,706	0	0
26	2,000	14,230	0	0
27	2,000	18,178	0	0
28	0	20,359	2,000	2,240
29	0	22,803	2,000	4,749
30	0	25,539	2,000	7,559
31	0	28,603	2,000	10,706
32	0	32,036	2,000	14,230
33	0	35,880	2,000	18,178
34	0	40,186	2,000	22,559
35	0	45,008	2,000	27,551
36	0	50,409	2,000	33,097
37	0	56,458	2,000	39,309
38	0	63,233	2,000	46,266
39	0	70,821	2,000	54,058
40	0	79,320	2,000	62,785
41	0	88,838	2,000	72,559
42	0	99,499	2,000	83,507
43	0	111,438	2,000	95,767
44	0	124,811	2,000	109,499
45	0	139,788	2,000	124,879
46	0	156,563	2,000	142,105
47	0	175,351	2,000	161,397
48	0	196,393	2,000	183,005
49	0	219,960	2,000	207,206
50	0	246,355	2,000	234,310
51	0	275,917	2,000	264,668
52	0	309,028	2,000	298,668
53	0	346,111	2,000	336,748
54	0	387,644	2,000	379,398
55	0	434,161	2,000	427,166
56	0	486,261	2,000	480,665
57	0	544,612	2,000	540,585
58	0	609,966	2,000	607,695
59	0	683,162	2,000	682,859
60	0	765,141	2,000	767,042
61	0	856,958	2,000	861,327
62	0	959,793	2,000	966,926
Total Contributions:	\$12,000		\$70,000	
Total Accumulation:		\$959,793		\$966,926

Employee A: Opens a Deferred Compensation Account at 12%. Invests \$2000 a year for six years, then stops.

Employee B: Spends \$2000 a year on himself for six years, then opens a D.C.A. at 12%. Invests \$2000 a year for the next 35 years

Health Division honors National Medical Laboratory Week

The Oakland County Health Division Laboratory celebrated National Medical Laboratory Week from April 16 to 22. This year's theme was "The Laboratory Professional—a Key Member of Your Health Care Team." It illustrated the medical technologists' commitment to patient care and to medical research. Almost everyone has had a medical test, yet they are unaware of the trained professionals who perform these tests. The medical laboratory professional plays a key role in detecting, diagnosing and treating illness.

Within the Health Division, our laboratory professionals work with the clinic in diagnosing sexually transmitted diseases, with

Communicable Disease following Salmonella and Shigella outbreaks, with Environment Health in water testing, and with TB Control and Family Planning in monitoring client's health. Within the county, the Lab does testing for the Medial Care Facility, the Medical Examiners Office, Children's Village and the Oakland County Jail.

Staffing the Laboratory are **Barbara Webberman**, supervisor; **Jan Betka**, **Diana Collette**, **Bonnie Cosens** and **Patricia Hebert**, medical technologists; **Laurie Blower**, clerk; **Nancy Hazelton**, lab aide; and **Gena White**, phlebotomist.

To all my friends in the Health Division and EOB

by Connie Scholes

My husband, Roger, was taken ill suddenly on Jan. 21. I went on family leave to be with him until he passed away on March 7.

Everyday that I was off, I received "get well" cards for Roger and "thinking of you" cards for me. It helped to lift our spirits knowing that so many wonderful people were thinking of us and praying for us.

Jamie Lyon was helping me with the paperwork for my leave and keeping in touch with me by phone. Sally Blundo sent around an envelope, to which it seems everyone I know contributed, to help me with the extra hospital expenses.

When Roger passed away, I received so many sympathy cards and checks again to help me with the funeral expenses, it was unbelievable.

Many of our Oakland County friends came to the funeral home to help support my family and I through this hard time. They took groceries to my house and even put them away for me while I was at the funeral home.

My family and I want to thank all of you who have touched our lives deeply by helping us through this time of sorrow. We want you to know that your kindness will never be forgotten.

Native American presentation breaks Brown Bag attendance record

by Laura Kirkwood, Cultural Affairs



The attendance record for the office of Cultural Affairs' Brown Bag Lecture series was shattered on Feb. 16. More than 100 people jammed into the Information Technology auditorium to hear a presentation titled, "Native American Culture Before the Europeans."

Jerry "Laughing Bear" Kuikendal (pictured left), a member of the Cherokee Nation and a respected teacher of Native American traditions around the United States, educated his audience on the "Circle of Life", a Native American philosophy that stresses respect for Mother Earth and

all who dwell within her.

Laughing Bear explained that woman is in the middle of the circle and a provider of life, with animals and the land encircling her. Man, on the other hand, is placed at the bottom of the circle. Native American men consider themselves not above animals but as caretakers of all living things who respect and revere woman as they do the earth itself.

Laughing Bear also brought along some of his hand-made crafts, including sacred ceremonial regalia which contained beaded and sewn artifacts symbolizing his journey through life. He also showed the audience his Eagle feather fan, representing the sacred Eagle, which native Americans used in ceremonial dances.

Because of the overwhelming reception Laughing Bear received from his audience, Cultural Affairs hopes to have him back in the fall for another Brown Bag Lecture.

ARRIVALS/DEPARTURES

NEW EMPLOYEES

Leah Bowers, Clerk/Register of Deeds, was hired on Oct. 17, as general clerical.

Pat DeMino, Clerk/Register of Deeds, was hired on Feb. 16, as general clerical.

Joanne Fisher, Probate Court, was hired in January, as Judge Joan E. Young's research attorney.

Hon. Alice Gilbert and her staff are welcomed. Judge Gilbert started the beginning of the year.

Cindy Howlett, Clerk/Register of Deeds, was hired full-time on Oct. 17, as general clerical.

Nancy Priebe, Clerk/Register of Deeds, was hired on March 6, as general clerical.

Danielle Royster, Circuit Court Assignment Clerk's Office, formerly an intern in the Court Administrator's Office, is now part of the Mediation Department.

Vicki Timms, Probate Court Psychological Clinic, was hired on Feb. 13 as a full-time clinical psychologist.

Gretchen Varga, Circuit Court Assignment Clerk's Office, joined as a co-op in January. She is a Criminal Justice student at OCC.

Jennifer Vieu, Medical Care Facility Accounting Division, was hired on Sept. 3, as an accounts payable clerk.

Karen Wiater, Probate Court Psychological Clinic, was hired on Feb. 13 as a part-time clinical psychologist.

FOND FAREWELLS

Jeannine Quisenberry, Clerk/Register of Deeds, left on Feb. 15, to accept a position with a law firm.

Art Spence, Clerk/Register of Deeds Micrographics Unit, retired on Feb. 24, after eight years. He will be missed.

CHANGING PLACES/CHANGING FACES

PROMOTIONS

Dallas Coleman, Probate Court/Court Services Dept., was promoted to child welfare worker supervisor on Feb. 18.

Gail Foley, Health division, was promoted to public health nurse III on Feb. 4.

Phyllis Miskin, Clerk/Register of Deeds, was promoted to chief of Micrographics on Feb. 25.

Joan Schliem, Health Division, was promoted to public health nurse III on Nov. 12.

TRANSFERS

Sue Friedl, Probate Court Rochester Youth Assistance, was transferred to the Court's Probation Dept. on March 27.

Marcia Travis, Circuit Court Administrator's Office, transferred from the Prosecutor's Office. She is now secretary to Judy Cunningham, court administrator.

CELEBRATIONS

BIRTHS

Bernie Beauchamp, Clerk/Register of Deeds, and his wife, Katie, had a son, Brandon Michael, born on Oct. 18.

Karla Early, Circuit Court Assignment Clerk's Office, and her husband, Steve, are the proud parents of Cameron Daniel, Born Sept. 9, weighing 8 lbs., 9 ozs.

Annette Himmelsbach Collins, Probate Court Birmingham Youth Assistance, and her husband, Richard, proudly announce the birth of their daughter, Kristen Annette, born on March 9, weighing 6 lbs., 5 ozs.

Cathy Holland, Circuit Court Assignment Clerk's Office, and her husband, Dave, have a new son, Ian Anthony, born on July 7, weighing 9 lbs., 15 ozs.

Michelle Kase, Circuit Court Assignment Clerk's Office, and her husband, Sam, welcome their second daughter, Samantha Michelle, born on July 7, weighing 10 lbs., 9 ozs.

John Thoel, Drain Commission Right of Way Dept., and his wife, Juli, celebrated the birth of their third son, Justin Matthew, born on March 14, weighing 7 lbs., 8 ozs.

Carol Vandermeer, Clerk/Register of Deeds, and her husband, Pete, had a son, Nicholas James, born on March 13.

MARRIAGES

Anne Edens, Circuit Court Assignment Clerk's Office, married Bill McClellan on Feb. 18.

Dana Lidtke, Management & Budget Accounts Payable Accounting Unit, married James Scholts on Oct. 1.

KUDOS

Lynn Conover, Parks & Recreation/Independence Oaks Nature Center, has earned the title of "Master Composter." She took courses through Macomb County Cooperative Extension to learn the do's and don'ts of composting. Lynn has even started a small composting bin for lunch scraps at the Nature Center.

Ellwood Cook, Parks & Recreation, has been selected to serve again as a Detroit Piston's Speaker Bureau member.

Sue Wells Delridge, Parks & Recreation, has been named aquatics chairman for Michigan Recreation & Parks Association.

Sandy DeVonce, Parks & Recreation, is the 1995 treasurer for Northwest Parks & Recreation Association.

Jim Dunleavy, Parks & Recreation, will serve as youth fitness chairman for Michigan Recreation & Park Association in 1995.

Carl Pardon, Veterans' Services Division manager, was elected to chairman of the Employee Suggestion Program Committee. Congratulations!

Bill Weishaar, Parks & Recreation Technical Support, congratulations for hooking "Captain of the Year" honors in the Oakland County Sportfishing Association's annual

fishing contest. Bill earned a trophy, plaque and fishing jacket for his efforts. It was only his second year of competitive fishing. He earned points at ten weekly tournaments held on Lake Michigan, Erie and Huron and other fishing hotbeds.

THE SWAP SHOP

FREE: Queen-size waterbed with heater. Very good condition. Must pickup in Rochester Hills. Leave message for Mark, 299-5414.

FOR SALE: Antique Solid Oak Desk, 34" x 60", \$450. Please call 634-8738 after 7 p.m.

FOR SALE and/or lease: One bedroom Waterford Condo; hardwood floors, pool, carport, gas grills, laundry room and storage. Cass Lake and Pontiac Lake Roads. Very private! Association Fee \$116. Let's talk: \$34,000. Home phone 682-5301 after 5:30 p.m.; work 452-2255; pager 316-1260.

FOR SALE:

1. Solid wood, very sturdy bunk bed, can be separated into two beds. Asking \$250.
2. Maple kitchen table with pull-up leaves, \$125; two captain chairs and 4 four-rung, ladder-back chairs, \$120 for 6 chairs. Ladder-backs need new material on seats; easy to do.
3. Antique sewing machine table and sewing machine, \$125. Machine works, just tuned and serviced.
4. Antique desk, very unique, must see, \$225.
5. Beautiful maple, double-bed headboard and footboard, \$150. No mattresses.

Home 682-5301; work 452-2255; pager 316-1260.

FOR SALE: Male pygmy fainting goat, born on first day of spring, \$65. Call Harold, 681-4076 home; 858-0782 work.

MEMORIAL

Lyle Kett, Probate Court, served the court for 20 years as a court service officer. He died on March 21.

CORRECTION

It is our goal to bring you timely, accurate news, but sometimes we do make mistakes. If you are aware of a mistake in the Telegraph, please contact the Office of Media and Communications so we can remedy the error.

In our February issue, Employee of the Month, **Joan Bianchette**, was incorrectly identified. Bianchette's title is hearing program specialist. She is responsible for the administrative supervision of the special hearing programs and clinics provided through the Hearing and Vision Unit.

COUNTY 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**

Employee of the Month

by Dan Lane

“Surprised and embarrassed,” was Facilities Engineer **Gregg Doty’s** reaction to his selection as Employee of the Month. Doty was not only surprised to receive the award but also a little embarrassed at how gullible he was for being lured to a director’s meeting by Facilities Engineer Manager Paul Hunter under the pretense of talking about the development of the North Lobby, only to be presented with the Employee of the Month Award instead.



A graduate of Western Michigan University’s School of Mechanical Engineering, Doty began his employment at Oakland County after graduating in 1968. His first assignment was to construct and design the euthanasia chamber for the animal shelter. His last completed design was the West Wing addition of the Oakland County Courthouse. His current assignment is the North Lobby, a project which should be finished by the end of the year.

“Doty is very conscientious, he takes great pride in every project he undertakes,” said Hunter. “With Gregg it is total involvement. Most of us know Gregg, not only because of his years of service, but because he is a personable, affable, and a highly competent engineer.”

Doty’s hobby is sailing. He is a member of the Great Lakes Singlehanded Society, and in 1992 served as its President. Last year he sailed his 30-foot C&C sailboat from Port Huron to Mackinac Island singlehanded and took second place.

After receiving the Employee of the Month Award Oakland County Central Garage’s account clerk **Dawn Bailey** replied, “Nothing like this has ever happened to me before. I’m totally excited and feel greatly honored.”

Bailey has worked at the County for 22 years, 14 of which have been at the Central Garage. “I like to think that we’ve had a Bailey in charge here at the Garage since 1962,” said Central Garage Chief David Quigley.

Bailey’s husband Ed Bailey retired in 1987. “Dawn maintains a cheerful, positive, pleasant attitude and is always willing to help fellow employees,” added Quigley.

In the past year and a half, several changes have taken place within the Garage. “Dawn willingly has learned everything, taking tremendous pride in her work, and completing every job correctly,” said Quigley.

A visit to Las Vegas annually for Bailey and her husband is only one of her hobbies. She and her husband also travel up to their cabin northeast of St. Ignace several times a year. Another spare time pursuit which Bailey really enjoys is bowling.

“Anyone who has ever met Dawn always has something good to say about her,” said Quigley. “She is the ‘shining star’ in our world,” concluded Quigley.



“Totally Shocked,” was Public Health Sanitarian **Kathy Forsley’s** reaction to receiving the Employee of the Month Award. “I am truly excited,” replied Forsley. “I have relived the experience several times since winning the award. It is wonderful to know that here at Oakland County they really do recognize you for your efforts and hard work.”

Forsley joined Oakland County in November 1993, and has been involved with the inspection of public health in restaurants, hotels, and any other place where food is handled and prepared for human consumption. Her duties also include the inspection of pools at different schools, health clubs and lodging establishments. Environmental Health Services Supervisor, William Carlson said, “Kathy anticipates problems, produces high-quality inspection reports, and volunteers for additional responsibilities, time permitting.”

Since last November, Forsley has taken her current assignment, EHS staff education coordinator to a new level. “We have so many new employees that have just joined our staff,” said Forsley, “we feel they need good training to face the demands out there in the field.”

Forsley not only has a very busy professional life, but an energetic private life as a wife, mother of three daughters and a homemaker. “In short, Kathy is an outstanding member of the community and Environmental Health Services,” added Carlson.



Certified Nurse’s Assistant, **Charlene Repkey**, is one of the latest recipients of the Employee of the Month Award. “I receive the most satisfaction in doing a good job and letting the residents know that I care for them,” replied Repkey upon receiving the award.

Repkey, a self starter, who has been employed at the Medical Care Facility since October 1984, works the midnight shift, 11 p.m. to 7:15 a.m. Repkey is well liked by the residents, co-workers, and supervisory staff. Caroline Parker, chief of Nursing Services added, “she works well as a team member, always showing consideration for the concerns of other staff members.” Parker also said, “Charlene has the ability to anticipate the residents needs in a prompt and professional manner.”

Repkey when asked what change in the nursing care delivery she would make said, “I would add more CNA’s so that they could spend more time communicating with the residents and listening to their concerns. This would decrease the impression that CNA’s are too busy to stop and listen as well as reduce the stress which sometimes exists amongst CNA’s.”

Co-workers and Repkey get together for a healthy walk many mornings after work at Wisner Stadium. Repkey initiated the Oakland County “Making Tracks” walking program.

