

Courier

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County Mourns Virginia Tech Victims

More than 750 county residents and employees gathered at the Government Center on April 18 to grieve and celebrate the lives lost during the tragedy at Virginia Tech two days earlier. Hosted by the Board of Supervisors and Faith Communities in Action, speakers and guests included local and state elected officials, representatives of the county's diverse faith communities and Ambassador of the Republic of Korea Lee Tae-sik.



Residents and employees gathered in the Government Center forum and on the balconies overlooking the forum on April 18.



A young woman writes a condolence message to the Virginia Tech community. The special posters with messages from residents and employees are being sent to the university.

The ceremony began with a message of comfort and support from Chairman of the Board of Supervisors **Gerald E. Connolly**. Many were moved to tears at the end of the gathering as hundreds of voices sang "Amazing Grace" and a procession of residents carrying lights representing the lost lives walked into the atrium. ■

Passion Defines County Nurses

Theodosia Harding loves her job. She is a nurse for the Sheriff's Office at the county's Adult Detention Center and her patients are prisoners. But Harding says she chooses to only see the good in them and finds it very rewarding to provide much-needed health care to one of the county's highest-risk populations.

Harding is just one example of the passion and dedication that defines the county's approximately 280 nurses

who work for three agencies: the Sheriff's Office, Fairfax-Falls Church Community Services Board and the Health Department. They are members of a valuable corps of county health care providers, which includes licensed practical nurses (LPN), registered nurses (RN), clinical nurse specialists and nurse practitioners.

These nurses provide thousands of Fairfax County residents with a high standard of treatment that goes



Nurses, from page 1

beyond direct health care services to encompass wellness support, health education and emergency preparedness.

Sheriff's Office

There are 30 nursing positions in the Sheriff's Office. Led by Health Service Administrator **Donna Mayne**, BSN, MA, CCCHP, the correctional health nursing staff serves a jail population of about 1,245 inmates, with diverse backgrounds, cultures and ages.

A single mom who came to the United States from Liberia in the 1980s, Theodosia Harding began her nursing career as a certified nurse assistant working for a family. Then a friend told her about the schedule flexibility and benefits of being a nurse for the county. She received her BSN from George Mason University and has worked at the detention center for eight years.



Joyce Stuart, RN, ANP, is a nurse at Crossroads, the county's therapeutic community for adolescents and adults in need of alcohol or drug treatment. Photo provided by CSB.

"My favorite part of the job is meeting people from different countries," explains Harding. "I don't want to know why they are in jail; I am a nurse and I want to treat them as a person. I always feel very safe and have a great appreciation for our uniformed and civilian employees who work here."

One of the most important aspects of the correctional health nurses' work is using their assessment skills to identify previ-

ously undiagnosed diseases, such as diabetes, hypertension and HIV. In many cases, this is the first time a patient is receiving any health care or wellness education. When it is time for a patient to be discharged from the detention center, the nurses have partnered with community-based organizations that will assist the patient with future health care plan-



Members of the day shift nursing staff at the Adult Detention Center include (front row, left to right) Theodosia Harding, Shirley Haas, Muir Ahmed, (second row, left to right) Marayama Jallah (a George Mason University BSN student), Ayuhan Vaanjilnorov, Gaylemarie Honesty, (third row, left to right) Janet Wurie, JoAnne Hawkins and Amy Smith.

ning and other means of support to help them maintain a healthy lifestyle.

Fairfax-Falls Church Community Services Board

The Community Services Board (CSB) has a nursing staff of 73 and oversees the county's wide range of mental health, drug and alcohol, and mental retardation services. Nursing plays an integral role in the delivery of these services and has a nurse, **Mary W. Kudless**, MSN, APRN, BC, in the position of deputy director.

The CSB nursing staff supports youth and adults in a large number of settings across the county including outpatient clinics, group homes, day programs, homeless shelters and detoxification centers.

Similar to their colleagues at the detention center, CSB nurses work with high-risk populations. Their clients may need treatments for severe and persistent mental illness or for alcohol or drug abuse and dependency. They also support people with mental retardation and developmental disabilities in residential and day programs.

"The people we work with are at many different levels of functioning and our goal is to empower and support them with direct care and education," said **Judith Cornecelli**, an RN and licensed social worker responsible for quality improvement in medical services. "CSB nursing specialties include psychiatric

services, addictions, developmental disabilities and general medicine. The nurses also look at a client's whole health needs; often assisting to find a doctor, a dentist, a prescription for eyeglasses or a free mammogram.

"There is also the case management part of the care, where we assist people long term, linking them to community services that provide support with 'stressors' that may impact their health, such as family issues, a financial crisis or lack of housing and food," she added.

"The best part of being a CSB nurse is supporting the well-being and self-sufficiency of the people we serve. It is tremendously rewarding."

Health Department

Lupe Guerrero, a nurse with the Health Department, is one of a growing number of county nurses who previously worked in other professions before making the career change to enjoy the benefits and rewards of being a nurse.

She had been a legal secretary before receiving her BSN from George Mason University and began her career with the Health Department as a volunteer in April 1998. A few months later a position became available and she was hired as a clinic nurse.

Since then, Guerrero has worked in other areas of the Health Department, and is currently transitioning from being a school health nurse in the Herndon/Reston District Office to a



Community Services Board nurses Catherine Wood, Judith Reinecke and Gina Jackson are part of the Program of Assertive Community Treatment (PACT) team. Photo provided by CSB.

field clinic nurse. According to Guerrero, it is the exposure to different areas of health care that is one of the biggest benefits to working for the Health Department.

"I always want to try different areas," she noted. "You have the opportunity to expand yourself."

There are 177 nursing positions in the Health Department, including staff nurses, supervisors and administrators, led by

Rosalyn Foroobar, RN, MA, director of patient care services.

As the largest nursing staff in the county, they deliver a wide-range of health care support to residents. On a given day, Health Department nurses may be providing therapeutic care to an older adult; helping anxious parents through the paperwork to ensure that their child receives the medication they need during school hours; monitoring an outbreak of flu in a nursing home; or teaching an at-risk mother how to properly care for her newborn.

"It is a very supportive team," said Guerrero. "The staff encourages professional growth and will help you get to where you want to be."

If you or someone you know may be interested in a career as a nurse in Fairfax County, or would like more information, send an e-mail to HRCentral@fairfaxcounty.gov. In the subject line of the e-mail, please write "Nursing in Fairfax County."

Brochures about the benefits of a career as a nurse in Fairfax County are available in HR Central in Suite 270 in the Government Center, 12000 Government Center Parkway, Fairfax. ■



Health Department nurse Lupe Guerrero has found nursing to be a rewarding second career.

Nurse of the Year, see page 4

Nurses, from page 3

From the Health Department

Pinales Is Nurse of the Year



Patricia Pinales

Patricia Pinales has been selected by the Health Department as its 2007 Nurse of the Year. Pinales will be honored for her outstanding accomplishments at the county's annual Nurses Day luncheon on May 4.

A native of the Bronx, N.Y., Pinales holds a MA, BSN and a Primary Nurse Practitioner certificate. She considers her three children, Miguel Jr., Dorian and

Jasmine, among her greatest accomplishments.

Pinales has been with the Health Department since 1992 as a member of the Herndon/Reston District Office school health team. She has been the volunteer coordinator and representative to the National Public Health Committee; chaired the Clinic Room Aide Committee and Family Assessment Planning Team; and assisted with the development of a program to identify and assist at-risk girls.

In addition, she has been instrumental in

organizing a "Relay for Life" team at South Lakes High School to raise funds for breast cancer awareness and has been active in many volunteer activities.

Pinales consistently demonstrates her abilities and superior knowledge in providing excellent customer service in the school setting. For example, when immunization requirements changed for rising 6th graders, she was instrumental in setting up off-site clinics in the schools to immunize students for Hepatitis B. She has also addressed the growing health threat of childhood obesity by working on a grant from Aetna; obtaining funding for a school program called "Move it and Lose it."

Pinales was the first Health Department employee to be selected to participate in the county executive's Management Internship Program, among many other achievements and awards.

The Health Department considers her a role model for all nurses and congratulates her on this accomplishment. ■

Volunteer For Celebrate Fairfax!

Giving back to the community can be fun when you volunteer at the 26th annual Celebrate Fairfax! Festival, June 8-10 at the Government Center. More than 1,500 volunteers are expected for the event, which will include award-winning programs, national headliner performances and more than 20 acres of nonstop action!

Members of Celebrate Fairfax's Sprint Nextel Volunteer Program assist with live performances, provide information to festival patrons, support activities in the ExxonMobil Children's Avenue, SciTech Center, or take tickets and monitor admission gates. Volunteers receive special benefits including free admission to the festival, a volunteer T-shirt, snack and beverage. Volunteers

also are eligible to win a pair of round-trip tickets on JetBlue Airways or one of dozens of door prizes that are donated by area businesses.



Fairfax County employees and their family members, 14 years old or older, can volunteer together at the Volunteer Registration booth. To volunteer, go to www.celebratefairfax.com, click on "Volunteer" and select Fairfax County from the drop-down menu. Enter the county's password, 26451, and select your shift. You may also contact Meagan Lindsay at 703-324-5457, TTY 711, or meagan.lindsay@fairfaxcounty.gov.

For general information about the Celebrate Fairfax! Festival visit www.celebratefairfax.com or call 703-324-3247, TTY 711. ■

Learn more about the 2007 Celebrate Fairfax! Festival online at www.celebratefairfax.com

Why Getting Ahead Has Gotten Harder

This is going to be the first generation poised not to match or exceed the living standards of their parents, according to Tamara Draut, author of "Strapped: Why America's 20- and 30-Somethings Can't Get Ahead." Draut was the keynote speaker at the Millennium Forum on March 28.

For prosperous Fairfax County, this means it will be more and more difficult to attract younger residents, she noted. While the county and other jurisdictions are focused on the growing public services required by an aging population, they also need to consider the needs of young adults, who contribute to the local economy by buying starter homes, cars, household goods and more.

Several factors contribute to the squeeze on 18- to 34-year-olds that Draut reported in her presentation to county employees. One she calls the "debt-for-diploma" system. Less government aid for higher education and soaring tuition costs burden new graduates even before they enter the work force. The average cost of a public university education is \$13,000 annually and a private university is costing \$27,000 annually, leaving undergraduates an average of \$19,300 in debt.

Next, as the United States has transformed from a manufacturing to a service-based economy, the job market has changed drastically. A generation ago, the largest employer in the United States was General Motors, which paid an average salary of \$17 per hour. Today, the largest U.S. employer is Wal-Mart, with an average hourly pay of just \$7 per hour.

In addition, companies no longer have as many middle-management positions, and often depend on temporary labor, which denies employees health care and other benefits. Because of these factors, young people stay much longer in entry-level jobs, a condition Draut calls "payroll paralysis."

Housing costs have also soared in the last 30 years. Since the 1970s, the median cost of a home has grown 10 times, while income has only grown 5.5 times, Draut says. Finally, many young people think about buying a home when they want to start a family. What happens then, according to Draut, is "baby makes broke." Young couples, lacking paid family leave or subsidized child care, begin to use credit cards to cover growing debt. Draut proposed actions local governments can take to help young adults. Local jurisdictions have control over zoning and can encourage affordable housing for families. They can also create more "earn and learn" programs that allow individuals to move up the job ladder in fields such as health care and education. She also encourages young people to become more politically active.

To borrow a videotape or DVD of Draut's presentation, call ELLVIS at 703-324-8318, TTY 703-324-8365, or e-mail john.kiefman@fairfaxcounty.gov. Draut's PowerPoint slides, as well as information about the May 23 Millennium Forum, can be found at <http://infoweb/mfs>. ■

*By Patricia Bangs, Library
Millennium Forum Planning Committee*

13 Piglets Born at Frying Pan Farm Park

The Park Authority proudly announced the birth of 13 piglets born April 1 at Frying Pan Farm Park in Herndon. Farm Manager **Paul Nicholson** and Assistant Farm Manager **Mike Longfellow** helped Scarlet, a Hampshire pig, deliver six females and seven males. Two of the piglets will stay at Frying Pan and the rest will be sold at the Virginia State Fair in October. ■



Farm Manager Paul Nicholson holds one of the newborn piglets. Photo by Mary Craddock Hoffman.

To learn more about Frying Pan Farm Park, go to <http://www.fairfax-county.gov/parks/fpp/>

Focus on Human Resources



HR Central
has benefit
information.
703-324-4900,
TTY 703-222-7314

Update: County's Succession Planning Will Ensure Continuity of Operations

As noted in previous Courier articles, the County's succession planning process will provide a managed approach to staff development so that qualified replacements are available for key positions as they become vacant. Although employee participation in succession planning does not guarantee future selection or promotion, it does ensure that the county has a pool of employees who are well qualified to compete for key positions.

Succession planning provides the ongoing continuity of operations necessary to provide high-quality service to residents.

The following is a summary report of succession planning implementation:

County Competency Model Validation

Competencies are those skills, abilities and knowledge base necessary for successful job performance. Using feedback from employee focus groups, a contractor enhanced the existing competency model. A survey also was conducted to determine if the competencies were relevant to work performed by county employees. More than 1,500 employees responded to the survey, which showed that the countywide competency model is valid across all segments of the government work force. The succession planning team thanks all the participating employees for filling out the survey and providing the valuable information.

Development of Guide for Developing Technical Competencies

The countywide competency model addresses those competencies that are applicable to all employees. In most jobs there are also technical competencies that deal with the specific skills, knowledge and abilities needed to perform specific technical work. To meet this need, a guide has been prepared that will take agencies through the steps necessary to establish valid technical competencies.

User's Guide for Succession Planning Implementation

A user's guide has been developed to explain how managers and supervisors can implement succession planning within their agencies.

This flexible guide follows the steps in the succession planning process. It provides guidance and job aids that can address the diverse and complex nature of the county.

Selection of a Software Vendor

Good software is important to implementing succession planning. To meet this need, the county has contracted with Plateau Systems, Ltd., a leader in talent management systems. The new system will include the following Plateau software modules: Succession Planning, 360 Multi-Rater Assessments, Career and Development, Goals Alignment and Competency Management. The Succession Planning system will work with PRISM, the county's human resource system, managing succession planning elements including job positions, competencies and the county's organizational structure.

What's next? Succession planning will be implemented in phases. Agencies selected for Phase I implementation will soon be training on the competency model and software deployment. Ultimately, the tools that are being implemented can also be used by employees for general employee development purposes.

A succession planning Web page for employees is in development. For more background information on the county's succession planning process, go to the Jan. 19 and Feb. 2 Courier issues at <http://infoweb/courier>. ■

Coping With Fear

The Inova Employee Assistance Program has support and information to help employees cope with last week's Virginia Tech tragedy and the upcoming anniversary of the loss of two police officers at the Sully District Station. To access the information, go online to <http://infoweb/hr> or call 1-800-346-0110, TTY 711.

Briefs

Employees Invited to Performance Measurement Brown Bag Lunch

Employees are invited to attend the Performance Measurement Team's brown bag lunch on Tuesday, May 1, from noon until 1 p.m. in Room 232 in the Government Center.

This is an opportunity for staff to ask questions and hear from County Executive **Anthony H. Griffin** concerning the county's high-performance organization initiatives, strategic planning and the slowing revenue picture for FY 2009.

If you plan to attend or require reasonable accommodations, please contact **Barbara Emerson** at barbara.emerson@fairfaxcounty.gov or 703-324-3309, TTY 711, by April 30.

I-Net Update

The Department of Information Technology (DIT) and the Department of Cable Communications and Consumer Protection have reached a major milestone in the implementation of the county's fiber-optic network that will support video, data, and in the future, voice communications between county and schools facilities, known as the Institutional Network (I-Net).

The first implementation of the project is replacing cable provider service by Cox and Comcast within county facilities. The change over in the delivery of cable television services to 414 county locations is ongoing through June.

The new video cable television services on the I-Net video network will remain similar to the existing cable television services currently provided to county locations.

However, county and school training channels will replace certain en-

tertainment and premium channels.

Please note that if there is a problem with the video service delivery, the employee or agency should no longer contact the cable company, but call DIT's Technical Support Center (help desk) at 703-222-3535, TTY 711.

For more background information on I-Net, go to the March 30 issue of Courier at <http://infoweb/Courier>.

Eighth Annual Tim Harmon 5K Run/Walk

Start training now for the eighth annual Tim Harmon 5K Run/Walk sponsored by the Fairfax-Falls Church Community Services Board's Alcohol and Drug Services in honor of Tim Harmon, a county employee who died of Hepatitis C in 1999. The 5K will be held on June 16 at the Government Center.

The purpose of the event is to raise awareness of substance abuse and Hepatitis C. Employees also can come out and see the Police Department challenge the Fire and Rescue Department in the race. Individual registrations received by June 3 are \$17; from June 4-16, the cost is \$20.

For race information call 703-934-8756, TTY 711, or e-mail peggy.cook@fairfaxcounty.gov or visit www.timharmon5k.org. To register online, visit racepacket.com.

For reasonable ADA accommodations, contact **Margaret Kollay** at 703-934-8772, TTY 703-322-5477.

Briefs

Briefs

Reminder to Debit Card Participants: Review Your Statements!

Participants in the medical spending account program who are taking advantage of the debit card are reminded to review their monthly statements to determine if additional documentation is needed to substantiate your claims. Keep in mind "If there is something in blue, there's something to do!"

If you fail to send in the requested documentation after two notifications on your monthly statement, the following actions will be taken in this order:

1. Your card will be suspended until documentation is provided. Payment on an eligible future paper claim will be withheld to offset the non-documented card transaction.

2. If the vendor Fringe Benefits Management Company (FBMC) is unable to offset the card transaction against future paper claims, an after-tax salary deduction will be taken for the amount of any outstanding EZ Reimburse Card transactions (as permitted by law).

3. As a last resort, the amount of any non-documented card transactions will be reported as income on your W-2 at the end of the tax year.

You can review up-to-date information regarding your debit card transactions by going to www.myfbmc.com. Your user ID is your Social Security number (SSN). Your initial password is the last four digits of your SSN. You will be prompted to change your password after your initial logon.

If you have any questions, call FBMC Customer Service at 1-800-342-8017, TTY 711.

Public Hearing on Personnel Regulations to Be Held May 30

A public hearing will be held on Monday, May 30 at 7:30 p.m. in Room 4/5 at the Government Center on revisions to Chapters 3, 4, 9, 10, 16 and 17 of the Personnel Regulations implementing the following changes:

Chapter 3

Update language to reflect current human resources practice as it relates to submission of positions for consideration for reclassification under the work force planning process and addition of the pay adjustment policy for reclassifications and regrades.

Chapter 4

Regulations updated to reflect the changes to the pay for performance system removing reference to fully proficient.

Language revised to reflect changes to promotional policy – 5 percent increase per grade up to 15 percent for S-Scale employees and pro-rated pay adjustment for time served in review period prior to promotion for S and L Scale employees. L Scale promotion policy remains at 10 percent. *It should be noted that the county executive and Board of Supervisors are reviewing feedback from the EAC and department heads to determine if the pay increase for one-grade promotions should remain at 10 percent.*

Language revised to reflect change to the reclassification policy whereby an employee will receive a pay adjustment of 5 percent of the midpoint of new salary range when reclassified upward.

Language added to reflect the change to regrade policy whereby the salary range is reviewed first to determine if the job class should be regraded to maintain competitiveness. As a separate step in that review process, the median salary of the incumbents in the job class is compared to the median market salary for that job class to determine if a pay adjustment is warranted for incumbents in that job class.

Language added to clarify current practice that for public safety promotions, employee is “guaranteed” at least a 6 percent increase, when applying the rule results in less than 6 percent, the employee is advanced another step in grade.

List of senior managers not eligible to earn compensatory leave updated to include new department heads.

Chapter 9

Reemployed annuitant provisions revised to reflect the following:

- ♦ 30-day break in service required before returning to employment.
- ♦ If reemployed by the same department head in exempt limited term or exempt part-time position, hours worked cannot exceed 1,039 per year.
- ♦ If retiree is reemployed, they cannot participate in another county retirement system.
- ♦ Combined total of annuity and salary may not exceed the cap established by the Board of Supervisors.

Chapter 10

Bereavement and volunteer activity leave provisions added.

Chapter 16

Standards of Conduct revised to better reflect current workplace issues and correlate with recently revised Code of Ethics for county employees.

Chapter 17

There are housekeeping changes only.

Call the Civil Service Commission at 703-324-2930, TTY 711, if you wish to place your name on the speakers’ list. For a copy of the text of the proposed revisions, contact the Employee Relations Division, Department of Human Resources at 703-324-3495, TTY 711. ■

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The Tech Tip column will return in the May 25 issue of Courier.