

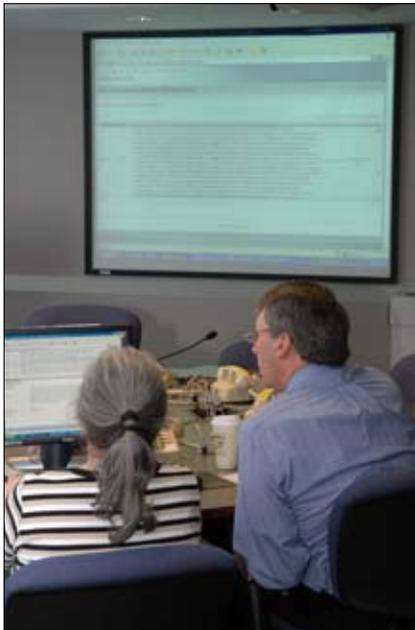


# Courier

Volume 40, No. 10

May 9, 2008

## Final FY 2009 Budget Update; Outlook for FY 2010 Is Cautious Board Approves Full Funding of Compensation Increases



The Board of Supervisors adopted the Fiscal Year 2009 budget during its regular meeting on Monday, April 28. The adopted budget includes the restoration of full employee compensation increases related to Pay for Performance and the Market Rate Adjustment. The proposed (also called advertised) budget announced in February had called for a 50 percent reduction in employee compensation increases. The FY 2009 budget goes into effect July 1.

“Fairfax County is blessed with a highly skilled and dedicated work force,” said Board of Supervisors Chairman **Gerald E. Connolly**. “The many accolades received by Fairfax County are a direct result of their efforts, which makes continued investments in our employees so important.”

Other countywide items of note for employees:

▶ There will be no increase in health insurance premiums for employees in the county’s self-insured health plans, CareFirst and Cigna, for calendar year 2009.

▶ The employee health and wellness promotion initiatives were approved for FY 2009. More information can be found on page 3 of the Feb. 29 issue of Courier, available at [http://infoweb/courier/2008/02\\_29\\_08.pdf](http://infoweb/courier/2008/02_29_08.pdf).

▶ In the budget guidelines for FY 2010, the Board of Supervisors reaffirmed its commitment to the county’s compensation system and the importance of a competitive pay structure and “looks forward to the results of the current job class study concerning pay policies and compensation philosophy.” For more information on the Job Class Review Project, visit <http://infoweb/cex/classreview>.

**CONTINUED ON PAGE 2 >**



*Top: County Executive Anthony H. Griffin answers questions submitted during the April 18 online chat with support from Paula Harper, Office of Public Affairs. Above them is one of the large screens in the Government Center’s Alternative Emergency Operations Center (AEOC) used to track the incoming questions and outgoing answers.*

*Left: Griffin answers questions from employees who gathered in the Government Center Forum for the Employee Advisory Council (EAC) lunch on April 16. Behind him are EAC representatives.*

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▶ Also in the budget guidelines for FY 2010, the Board of Supervisors confirmed its support of the Deferred Retirement Option Plan (DROP) for county employees and instructed staff to return to the board with the appropriate ordinance changes to extend the DROP program for an additional five years for all county employees. For more information on DROP, visit [www.fairfaxcounty.gov/retirement/active\\_employees/drop.htm](http://www.fairfaxcounty.gov/retirement/active_employees/drop.htm).

The FY 2009 budget includes a 3-cent increase in the tax rate from 89 cents to 92 cents per \$100 of assessed value. Due to lower home assessment values, the average county taxpayer will still see a minimal reduction in their tax bill.

“Through cuts and re-allocations within the county executive’s advertised budget, and a tax rate adjustment of 3 cents, this package provides a \$40 million increase to the Fairfax County Public Schools, maintains our commitment to employee compensation and continues funding for the board’s environmental and affordable

housing priorities,” explained Braddock District Supervisor and Board Budget Chair **Sharon Bulova** during the budget markup process on April 21.

Bulova cautioned that based on current market trends, which show a continued deterioration of the housing market, funding for the county and Fairfax County Public Schools will be limited for FY 2010 and possibly for years beyond. In the budget guidelines adopted on April 21, the Board called for a Lines of Business Review, which will examine program priorities, possible areas for elimination, reduction, reorganization, consolidation and/or alternatives for delivery of services.

“County employees, who are most directly engaged in the delivery of county services, are encouraged to participate in this discussion and offer suggestions,” said Bulova.

Employees had the opportunity to discuss the proposed FY 2009 budget with County Executive **Anthony H. Griffin** during an Employee Advisory Council (EAC) lunch held in the Government

Center Forum on April 16. More than 400 employees attended the lunch, which included a briefing by EAC Chair **Anita Baker** on results of a survey of employees on the proposed budget. For more EAC information, visit [www.fceac.org](http://www.fceac.org).

Another opportunity was the countywide online chat with Griffin and senior managers held on Friday, April 18. More than 1,000 employees logged on to the one-hour moderated discussion and 128 questions were submitted. In addition to Griffin, questions were answered by Deputy County Executive **Ed Long**, Director of the Department of Management and Budget **Susan Datta**, and Director of Department of Tax Administration **Kevin Greenlief**. They were able to answer about 70 of the questions during the allotted time. The online chat transcript can be found at <http://infoweb/opa/budget/budgetchat.htm>.

▶ More details about the FY 2009 budget can be found at <http://infoweb/opa/budget> and [www.fairfaxcounty.gov/news/budget](http://www.fairfaxcounty.gov/news/budget). ■



**Clockwise: Monitoring the technical aspects of the online chat are Department of Information Technology staff, including (standing, left-right) Michael Dent, Dick Jensen, contractor Shashi Roy, (seated, left-right) Greg Scott and Yi Tang.**

**The Office of Public Affairs (OPA) provided communications support and moderated the online discussion. OPA staff leading the project included (left-right) Greg Licamele, Web content director; Merni Fitzgerald, director, and Jeremy Lasich, deputy director.**

**More than 400 employees attended the EAC lunch and briefing in the Government Center Forum.**



# May is Older Americans Month and Elder Abuse Prevention Month

## Protecting Older Residents From Abuse and Neglect

The number of Fairfax County residents who are 60-years-old and over is increasing each year and is projected to be close to 200,000 by 2020. Unfortunately, another rising statistic is the number of older residents who are victims of abuse, neglect and exploitation.

Adult Protective Services (APS) in the county's Department of Family Services investigates reports of abuse, neglect and exploitation of persons who are 60-years-old or older and adults who are at least 18 and incapacitated.

In FY 2007, the number of APS investigations of alleged abuse, neglect and exploitation grew by nearly 30 percent from 632 investigations in FY 2006 to 818 investigations in FY 2007. From these investigations, 472 adults were found to need protective services to alleviate their risk – most were victims of self-neglect or caregiver neglect.

In addition to their primary responsibility for investigation and intervention, APS staff also educate and inform the community about how to prevent abuse, neglect and exploitation, according to **Mori Yowell**, APS supervisor in the Falls Church region.

May is both Older Americans Month and Elder Abuse Prevention Month. Key messages this month are:

▶ Anyone can and should report to APS if they suspect abuse, neglect and/or exploitation of an older person or of

someone over age 18 who is incapacitated. If you know someone who might need help, call 703-324-7450, TTY 703-449-1186.

▶ Many services are provided by county agencies and community partners that help older people continue to live safely in their homes. These services also help prevent abuse, neglect and exploitation.

Many of the county's public safety and human services employees are "mandated reporters." This means that state law requires them to report suspected cases of abuse, neglect or exploitation. Mandated reporters include social workers, police officers, fire and rescue staff, nurses, doctors and others who work closely with older adults and adults who are incapacitated.

But anyone can report suspected abuse, neglect and exploitation. By law, the names of reporters are kept strictly confidential. There are many indicators of abuse, neglect and exploitation. Here are just a few:

### ▶ Abuse

- ◆ Old and new bruises.
- ◆ Demonstrates fear of caregiver.
- ◆ Overmedicated.
- ◆ Broken glasses/frames.
- ◆ Untreated medical conditions.
- ▶ **Sexual Abuse**
- ◆ Intense fear reaction to an individual or to people in general.
- ◆ Mistrust of others.



**APS employees include (standing, left-right) Lori Jones, Kimberly Cauthen, Lauren Leatherman, Sheila Gould, Kate O'Keefe, Mori Yowell, (seated, left-right) Jeanie Webber, Tara West, Meghan Koranek and Colleen Rogers. Several staff were not available for the photo.**

- ◆ Nightmares, night terrors.
- ◆ Depression.
- ◆ Poor self-esteem.

### ▶ Neglect

- ◆ Untreated mental health problem/s.
- ◆ Animal-infested living quarters.
- ◆ Malnourishment.
- ◆ Unpaid bills.
- ◆ Accumulated newspapers/debris.

### ▶ Financial Exploitation

- ◆ Unexplained disappearance of funds or valuables.
- ◆ Change in power of attorney, will.
- ◆ Chronic failure to pay bills.
- ◆ Sudden appearance of previously uninvolved relatives/friends.
- ◆ Personal belongings missing.

▶ If you know someone who might need help, who is at least 60-years-old or is at least 18-years-old and is incapacitated, call 703-324-7450, TTY 703-449-1186. For more information on Adult Protective Services, call Mori Yowell at 703-324-7911; TTY 703-449-1186. ■

Substantiated APS Cases in 2007	Fairfax County	%	Virginia	%
Self-Neglect	118	25	4,480	55
Caregiver Neglect	222	47	1,705	21
Abuse	72	15	1,174	14
Financial Exploitation	55	12	701	8
Other Exploitation	5	1	157	2
<b>TOTAL</b>	<b>472</b>	<b>100</b>	<b>8,217</b>	<b>100</b>

# County Helps Neighbors in Southeastern Virginia

An emergency response team from Northern Virginia deployed from the Government Center to Suffolk, Va., on April 29 to assist in recovery operations from the devastating tornadoes that swept through southeastern Virginia on Monday, April 28.

The five-member team worked for three days in the Suffolk Emergency Operations Center providing operational support and relief for city personnel.

The team was composed of personnel from Arlington County, the city of Fairfax and two Fairfax County employees:

**David McKernan**, deputy chief, Fire and Rescue Department, and **Mike Wood**, acting coordinator, Office of Emergency Management.

Gov. Timothy Kaine declared a statewide emergency to coordinate the response to the widespread damage. A declaration of emergency allows the governor to immediately deploy

state personnel, equipment and other emergency response resources, and to coordinate state and local response to the

event. The cities of Colonial Heights and Suffolk were two areas that were severely affected. ■



**The emergency response team from Northern Virginia included (left to right) Mike Wood, acting coordinator, Fairfax County Office of Emergency Management; John Ahrens, captain, City of Fairfax Fire and Rescue; Jack Brown, deputy director, Arlington County Office of Emergency Management; Lt. Terry Murray, Arlington County Police Department and Office of Emergency Management; and David McKernan, deputy chief, Fairfax County Fire and Rescue Department.**

## Bike To Work on May 16

The county's Department of Transportation invites employees to join thousands of area commuters to take part in Bike to Work Day on May 16. This regional event is sponsored by Commuter Connections and the Washington Area Bicyclist Association (WABA).

The event includes 24 pit stops with raffles for prizes, free bike tune-ups by local bike shops, snacks and drinks.

There are six pit stops throughout the county, including two sponsored by the Department of Transportation located at Fairfax Corner and the Springfield Metro. The other county stops are located at University Mall in Fairfax, Reston, Tysons Corner and Vienna. Registered riders will receive a free T-shirt.

You can register online at [www.waba.org](http://www.waba.org) or call 202-518-0524, TTY 711. For more information, visit [www.fairfaxcounty.gov/fcdot/bike/biketowork.htm](http://www.fairfaxcounty.gov/fcdot/bike/biketowork.htm).



If you have not biked to work before, here are a few reasons to give it a try:

▶ **Biking is good for your health.** Instead of driving to a gym before, during or after work, why not make your commute your exercise too. This can save you time to do other activities. Many commuters find that their trip by bike takes the same or less time than their trip by car, largely due to traffic congestion.

▶ **Biking is fun.** Exercise has been proven effective at reducing stress for some people. Give yourself the time to get a good start to the work day in the morning and arrive home stress-free in the evenings.

▶ **Biking is environmentally friendly.**

Fairfax County is a part of the Cool Counties initiative. Biking produces zero emissions and helps the county achieve important environmental goals.

▶ **Biking is low-cost transportation.** The American Automobile Association reports that, on average, a car costs more than \$5,000 to maintain over the span of one year. Compare that to \$120 on average per year to maintain a bike.

▶ For more information on bicycle commuting, contact the Fairfax County Department of Transportation Bike Program at 703-324-BIKE(2453), TTY 711. ■

# McLean Named Health Department's Nurse of the Year

**Lori McLean** is the Health Department's 2008 Nurse of the Year. She is being honored at the annual Nurse's Day luncheon on May 9 at The Waterford in Springfield.

McLean began her career with the Health Department in 1989. She left in 2001 to teach at George Mason University and returned to the county in 2006 to her current position as a nurse practitioner providing direct patient care services to the homeless at three shelters in the central area of the county. In the winter, McLean provides care at area hypothermia shelters. She also works for the Medical Respite Program when staffing needs require it. In the past year, McLean has provided medical services to more than 200 homeless and shelter-based clients and coordinated the medical prescription program, which



ensured that clients were able to receive necessary medications.

McLean is the director on the board and immediate past president of the Virginia Nurses Association (VNA) for

District 8. She also is a delegate to the VNA, providing her the opportunity to mentor young nurses. McLean volunteers for the Prince William Free Clinic, as well as the Retreat for the Seriously Ill at the Dominican Retreat House.

"Her compassion also extends to her colleagues where she is always ready to lend a hand and go beyond what is required by her job description. She exudes a positive, team spirit which inspires others beyond her advocacy for the homeless in the public health arena," noted **Michelle Milgrim**, assistant director of Patient Care Services.

McLean is a native of Boston, Mass. She graduated from Kentucky Baptist Hospital School of Nursing, received her BSN from Marymount University in 1988, and completed her MSN at George Mason University in 1996. ■

# ART Conference 2008 – Workshops, Networking and Style

More than 380 of the county's administrative staff gathered at the Government Center on Friday, April 25 for the 10th annual Administrative Resource Team (ART) Conference.

The daylong career and professional development event included the keynote address "Leading Throughout Your Career With or Without the Title," and 18 workshops with a range of topics

including Yoga, providing quality customer service to those with limited English, interviewing skills, self defense and recycling.

The fashion show and lunch was a highlight again this year – featuring dozens of well-dressed "model" county employees.

► For more information on ART, visit <http://infoweb/hr/ART>. ■



**Clockwise: Phyllis Lau, Department of Community and Recreation Services, shows her sense of style during the fashion show.**

**Joe Thorpe, Department of Vehicle Services, presents the workshop, "Gasoline is how much?"**

**Attendees line up in the Government Center lobby to pick up their conference materials.**



## Focus on Benefits



File photo.

# For Cost Savings and Convenience, Use the Mail Order Pharmacy Program

With prices increasing on almost everything these days, we are all looking for ways to save money. Participants in the county's health plans have an opportunity to save by using their health plans' mail order pharmacy program for maintenance medications whenever possible.

CareFirst, CIGNA and Kaiser Permanente all offer a mail order option for "maintenance medications," or prescriptions that are to be taken on an ongoing basis over an extended period of time. Although high blood pressure or diabetes medications are the most common types of prescriptions filled through mail order, many other medications taken on an ongoing basis may qualify.

Under the program, medications are delivered to your door via U.S. mail at a reduced out-of-pocket cost for a 90-day supply (see chart). By using this option, you not only save money on copays, but also save on trips to your local pharmacy. As an added bonus, those who participate in the county's medical flexible spending account program can use their EZ REIMBURSE card to pay for their mail order prescription.

Before you change your prescription from retail to mail order, you should contact your health plan provider to find out if your prescription qualifies as a maintenance medication that can be filled through their mail order program. You can also check your health plan's Web site for more information.

If your prescription qualifies for mail

order, your health plan's customer service department can help by providing instructions on how to change your prescription. Following are the customer service numbers and Web site addresses to find out more about your health plan's mail order pharmacy program:

### ► CareFirst

Call CareFirst's pharmacy benefit manager at 800-241-3371, TTY 711 or go to [www.carefirst.com](http://www.carefirst.com) and click on "Prescription Drug Information," then "Maintenance Medications" to see if your prescription qualified for mail order. Once you have verified that the prescription can be filled through mail order, you will order your prescription through Walgreen's mail service. To find out how to submit your prescription, go to [www.carefirst.com](http://www.carefirst.com), click on "Prescription Drug Information," then "Order Drugs Online."

### ► CIGNA

Call CIGNA TelDrug at 800-835-3784, TTY 711 and ask the customer service

representative for a "quick switch." With the quick switch program, CIGNA will contact your provider's office and will coordinate the switch to mail order for you. You can also sign up for TelDrug by visiting [www.mycigna.com](http://www.mycigna.com). If you have not yet registered for [myCIGNA.com](http://myCIGNA.com), you will need to click the register now link.

### ► Kaiser

Call 301-468-6000, TTY 711 or go to [www.kaiserpermanente.org](http://www.kaiserpermanente.org) – you will need your member ID and password to log in. ■

### HR Central

HR Central has benefit information.

► Call 703-324-4900

TTY 703-222-7314

► Visit <http://infoweb/hr/benefits>

Health Plan/ Drug Category	Retail Copay for 90-Day Supply	Mail Order Copay for 90-Day Supply	Savings
CareFirst/CIGNA Generic	\$30	\$20	\$10
Kaiser Pharmacy Generic	\$30	\$16	\$14
CareFirst/CIGNA Formulary Brand*	\$60	\$40	\$20
Kaiser Pharmacy Formulary Brand*	\$60	\$36	\$24
CareFirst Non- Formulary Brand*	\$105	\$70	\$35
CIGNA Non- Formulary Brand*	\$120	\$80	\$40
Kaiser Pharmacy Non-Formulary Brand*	\$105	\$66	\$39

\*To find out if a brand drug is formulary or non-formulary, go to your health plan's Web site and find the preferred drug list. If your brand medication is on the list, it is considered "formulary." If it is not on the list, it is considered "non-formulary." If you can't find the preferred drug list or have questions, call the customer service numbers listed on this page.

## Briefs

### Alexander is Honored by CASA

The 2008 Fairfax Court Appointed Special Advocate (CASA) Child Advocacy Award was presented to **Susan Alexander**, Department of Family Services, at CASA's annual Light of Hope Volunteer Appreciation Celebration on April 24. In presenting the award, Virginia State Delegate Vivian Watts acknowledged Alexander's 32-year career with the county. In her remarks, Watts noted that since becoming a program manager for Child Protective Services in 1993, Alexander has been at the forefront of a "quiet revolution" in the way child protective services is practiced in Fairfax County.

Established in 2000 in honor of Watts (executive director of Fairfax CASA, 1993-2000), the Fairfax CASA Child Advocacy Award recognizes service by an individual who has demonstrated exceptional and persevering dedication to the well-being of children who are in the judicial system because their families have been cited by the court for abuse and neglect. For more information about CASA, visit [www.casafairfax.org](http://www.casafairfax.org).

### Blieka is Reston's Officer of the Year

Detective **Joe Blieka**, Reston District Station, was recently named Officer of the Year by the Reston Citizens' Advisory Committee and the Greater Reston Chamber of Commerce. Blieka is the first recipient of the newly created award. He has been with the Reston District Station since 1984.

### Dreams of America Concert

Employees are invited to bring their family to a special concert on Saturday, June 14 at 8 p.m. in George Mason University's Center for the Arts Concert Hall. This concert celebrates the rich heritages of county residents by exploring the immigrant experience. Performances



**Susan Alexander (right) is presented the Fairfax CASA award by Delegate Vivian Watts at the Light of Hope Volunteer Appreciation Celebration. Photo provided by the Department of Family Services.**

include James Beckel's "Liberty for All," narrated by Board of Supervisors Chairman **Gerald E. Connolly**, followed by Leonard Bernstein's "Dances From West Side Story" and the local premier of Peter Boyer's "Ellis Island: Dream of America."

The event is presented by the Fairfax Symphony Orchestra in partnership with the Fairfax County Public Library, Office of Partnerships, Community and Recreation Services, Office for Children and The Theatre of the First Amendment. For ADA accommodations, call 703-563-1990, TTY 711. For ticket prices and other details, go to [www.fairfaxsymphony.org](http://www.fairfaxsymphony.org).

### Fiscal Year-End Conference is May 22

The FY 2008 Year-End Conference is scheduled for Thursday, May 22. Registration will begin at 8 a.m. followed by the main session at 8:30 a.m. in the Government Center Board Auditorium, 12000 Government Center Parkway, Fairfax. This year's program includes a general meeting from 8:30 to 9:30 a.m. on important closing information and year-end reminders. Two concurrent one-hour breakout sessions will be available at 9:45 a.m. and 11 a.m. These sessions include accounts payable updates,

grant reporting and iCASPS year-end procurement activities.

The iCASPS sessions are open to current iCASPS processors responsible for closing FY 2008 or creating FY 2009 documents. iCASPS users may register for the iCASPS Year-End Closing Procedures - Fiscal Year 2008 (PURC211) class through the Employee Learning Center using the self registration process, available at <http://infoweb/employeeu>. For questions on the iCASPS sessions, contact **Anne M. Pollack** at 703-324-5443, TTY 711. For reasonable ADA accommodations, contact **Terry Ty** at 703-324-3140, TTY 711.

### FCEDA Lends Several Hands to Rid Park of Invasive Plants

Volunteers from the Fairfax County Economic Development Authority (FCEDA) spent several hours on Friday, April 18, learning about and removing invasive plants from Idylwood Park in Falls Church. The group worked under the guidance **Kathy Frederick**, Park Authority, and Betty Hoblitzell, site volunteer.



**It was a day at the park for (left to right) Betty Hoblitzell, site volunteer, and Fairfax County Economic Development Authority employees: Christian Koschil, Jeff Schlansky, Claudia Castellon, Curt Hoffman, Ellen Acconcia, Angela Worthington, Mark Bender, Mark Chernisky and Metasebia Fekadu. Photo by Kathy Frederick.**

# Security & Safety Matters

Driver distraction affects us all. We can be on the road with distracted drivers or we can be distracted ourselves. In a 2005 study by the Virginia Tech Transportation Institute and the Virginia Department of Transportation, a reported 80 percent of all crashes and 65 percent of all near-crashes involved some form of driver inattention/distraction. Here are some tips to minimize distracted driving:

► **Change your ways:** Recognize the particular activities that distract you, such as eating, talking on the phone or changing a CD. Once you identify these distractions, you can work to eliminate them.

► **Make a plan:** Familiarize yourself with your vehicle's equipment before you get behind the wheel. Know your route in advance and understand the directions. Check weather and road conditions. Minimize these potential distractions so you can concentrate on safe driving.

► **Manage your time:** Plan enough time to reach your destination safely.

## Certain behaviors increase the risk of a crash:

Behavior	Increased Risk of Crash
Reaching for a moving object (phone, water bottle)	9 times
Looking at an external object (sign, scenery, etc.)	4 times
Dialing a phone/changing radio stations	3 times
Applying makeup	3 times
Eating/drinking	1 time

Don't use your driving time to catch up on phone calls, personal grooming, or dining. Don't drive when you are upset or tired.

► **Be aware:** Other drivers may be distracted. Scan the roadway to make sure that you are aware of others on the road at all times.

► **Technology:** Do not use a cell phone while driving. Do not text message or use a PDA while driving. Use other technology, such as GPS or the radio, very carefully and only when doing so does not interfere with safe driving. Pull off to a safe area to make and receive calls.

► **Pay Attention:** The driver's primary responsibility is to operate the vehicle safely. When you are behind the wheel,

concentrate on driving.

► Contact **Robert Johnson**, safety analyst, Risk Management Division, Department of Finance, at 703-324-3043, TTY 711, or *robert.johnson@fairfaxcounty.gov*, if you have any safety-related questions. ■

# Millennium Forum Is May 28

Neal Petersen is the featured speaker for the Millennium Forum "No Barriers, Only Solutions." The presentation is May 28, 10:30 a.m. – noon in the Government Center Board Auditorium.

Born in Cape Town, South Africa in 1967 under the dark cloud of apartheid, business executive Neal Petersen is among millions of people born with disadvantages. His were physical, financial and political. Yet he became known as the first black man to race a yacht solo around the world and believes "in life there are no barriers – only solutions!" He shared this experience in an award-winning book, "Journey of a Hope Merchant," and a PBS documentary, "No Barriers, the Story of Neal Petersen."



**Neal Petersen.** Photo provided by the Library.

► For more information on the Millennium Forum series, visit <http://infoweb/mfs>. ■

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