

Courier

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Online, use the hand symbol above to transfer directly to the stories. The links are active, too.

Outstanding Employees

Colleagues and friends gathered in the Government Center Forum on Friday, July 21, to honor 42 county employees who are recipients of the Suggestion and Outstanding Performance Awards. The employee awards are presented three times a year by the county and Board of Supervisors.

Last month's awards were presented by Board Chairman **Gerald E. Connolly**, Providence District Supervisor **Linda Q. Smyth**, Deputy County Executive **Verdia Haywood** and Director of Human Resources **Peter Schroth**.

The suggestion award is presented to an employee who contributes practical ideas that result in monetary savings, increased effectiveness of service to the public and safer working conditions.

Hal J. Lambert, investment analyst, Department of Finance, is the recipient of the suggestion award. Lambert had



Hal Lambert, Department of Finance, is the recipient of the Suggestion Award.

noted inefficiencies in the county's Pay at Bank (PAB) program, which enables residents to make their personal property and real estate tax payments at their banks. There were often missing or delayed remittances due to non-standard business processes at the various banks. Data errors were passed on to the county to research and resolve, *Awards, pages 2 and 3* which was not cost

Compensation Review Update

Focus Groups Begin This Month

NOTE: This article is part two of a continuing series in Courier to keep employees updated on the status of the county's review of general employee compensation. To read the first article that appeared in the July 21 Courier, go to <http://infoweb/courier>.

The Compensation Task Force has scheduled approximately 11 focus group meetings that will begin this month to provide input and identify areas

of concern about the county's current compensation system for general employees. The meetings will be run by McCaffrey Associates, professional focus group facilitators with experience working with county, state and federal agencies.

Each focus group will have approximately 60 randomly selected employees who will be invited to participate at the

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Awards, from page 1

efficient. Lambert suggested that the vendor - Regulus - which already records and deposits tax payments that are mailed, could be used to also process the PAB payments. Through this method, excessive manual research of payments is eliminated and there is accurate and timely posting of tax payments. Using Regulus will save the county approximately \$14,000 in the first year of implementation. Lambert was awarded a certificate and \$1,400 for his suggestion. Employees are eligible to receive up to 10 percent of the first year's sav-



Friends and coworkers of Keesha Edwards, Family Services, shouted and clapped their approval of her award.

ings (up to a maximum of \$5,000) for each suggestion.

Outstanding Performance Awards give recognition to employees who perform the duties and responsibilities of their positions in an outstanding manner and whose work is generally well above expectations. The awards may be given for consistently high performance, performance with significant benefit to county operations or exemplary performance on a specific project or assignment.

Awardees receive \$300, a certificate of commendation, a day of administrative leave and a special mug.

The award winners are:

Cable Communications and Consumer Protection

Tisha L. Burton, Chief, Mail Services and Publications

Community Services Board

Lara J. Larson, Administrative Assistant IV

Mental Health Services

Flora P. Fenchel, Public Health Nurse II

Family Services

Teresa Belcher, Social Work Supervisor

Elizabeth Spell Dulaney, Social Work Supervisor

Keesha T. Edwards, Social Worker II

Sanchez R. Glover, Social Worker III

Diana R. Lotito, Management

Analyst III

Lizette V. Melendres, Social Worker II

Christopher Metzbower, Management Analyst III

Linda Y. Reddick, Social Work Supervisor

Patricia Y. Sullivan, Social Work Supervisor

Elaine Tyler, Social Worker III

Fire and Rescue

Parveen K. Bhatia, Accountant III

Robert A. Konczal, Fire Captain II

Juan B. Rengel, Management Analyst III

Daniel L. Schmidt, Information Officer III

Health

Laverne L. Coleman, Human Service Worker II

Pardis Malihi, Clinic Room Aide

Housing and Community Development

Bridget F. Hill, Housing and Community Developer IV

Human Resources

Val G. Carter, Administrative Assistant V

Mary L. Hughes, Administrative Assistant IV

Library

Amy V. Brown, Management Analyst III

Vicky Chu, Library Assistant II

Lois M. Kirkpatrick, Information Officer II

Park Authority

Thuy N. Kimbrell, Administrative Assistant III

Police

Eugene D. Huggins, Animal Caretaker II

Public Affairs

Michael Smuland, Administrative Associate

Public Works and Environmental Services

Capital Facilities

William O. Nolan, Engineer II

Land Development Services

Linda R. Bridges, Administrative Assistant II

Ineke Dickman, Urban Forester II

Debra K. McMahon, Code Enforcement/
Complaint Coordinator II

William J. Schell, Engineer III

Solid Waste Collection and Recycling

Ginger W. Stanton, Management Analyst III

Stormwater Planning

C. Grupe, Ecologist II

Wastewater Management

Addie N. Armstrong, Training Specialist III

Robert J. Estadt, Safety Analyst



Awardee Ginger Stanton smiles and waves to colleagues who displayed a large sign to congratulate her at the awards ceremony.



Deputy County Executive Verdia Haywood; Supervisor Linda Q. Smyth; award recipient Amy Brown, Library; and Board Chairman Gerald E. Connolly at the awards ceremony.

Systems Management for Human Services

Monica L. Traylor, Social Worker II

Tax Administration

Desiree M. Baltimore, Management Analyst II

Paula B. Louers, Business Tax Specialist II

Vehicle Services

Chris C. Cott, Automotive Mechanic II ■



Fitzpatrick Receives Special Award

At the conclusion of the awards ceremony, a surprised Bob Fitzpatrick, Department of Human Resources, received special recognition from Peter Schroth, DHR director, (far right) for his outstanding work on the employee awards program.

Compensation review information can be found at <http://infoweb/cex/comptaskforce>

Focus Groups, from page 1

county facility that is most convenient to where they work. Facility locations include the Government Center, West Ox Complex, South County Center, Massey Building, the Falls Church building at 6245 Leesburg Pike and the Reston building at 1850 Cameron Glen Drive. The task force is also considering other locations.

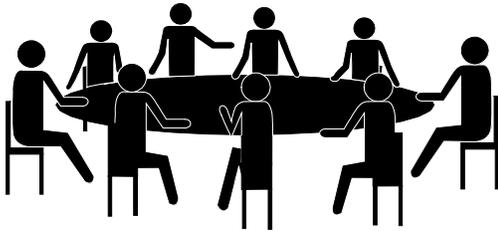
During the approximately two-hour-long focus group meetings, participants will be broken into small groups to encourage open discussion about the compensation system. The small groups will identify positives, issues and concerns, priorities and make recommendations. The groups will then have a representative provide feedback to all the focus group participants.

According to task force co-chair **Joe Mondoro**, the information from the focus groups will be available for employees to review on the new Compensation Task Force page on Infoweb at <http://infoweb/cex/comptaskforce>. Employees should note that all feedback is

anonymous and employees will not be identified with their comments.

Employees who do not have the opportunity to participate in one of the focus groups can send

their concerns and feedback to the task force via e-mail to CompensationTaskForce@fairfax-county.gov. The task force is also working on establishing a postal address and phone number for employees who do not have access to e-mail.



The input and recommendations received through the focus groups will be a key component of the task force's final report to County Executive Tony Griffin and the executive team (identified in the July 21 Courier article) due at the end of October. The report will be taken into consideration by Griffin for his recommendations to the Board of Supervisors for the FY 2008 budget, effective July 1, 2007.

The broad review of the compensation system requested by the Board of Supervisors includes the retirement plan to determine market competitiveness as well as the following:

- ◆ General employee salary plans and salary ranges (E, L and S pay scales)
- ◆ Compensation strategy
- ◆ Compensation procedures and processes
- ◆ Market rate adjustment calculation and application
- ◆ Pay for performance system
- ◆ Personnel regulations and procedures
- ◆ Merit system ordinance
- ◆ Relevant sections of the Code of Virginia
- ◆ Compensation survey sources and survey analysis

The framework of the review is to determine if the county's compensation program is competitive with other similar employers elsewhere in the region. The pay for performance system will remain intact with possible recommendations for change. Cost of living increases, used by the county in the past, will not be under consideration.

Look for more information on the compensation review at <http://infoweb/cex/comptaskforce>, in upcoming issues of Courier and through NewsLink. ■

Breaking Ground in Burke Centre

There was a lot of shoveling in Burke Centre on Saturday, July 29, when the county hosted two groundbreaking ceremonies in the Braddock District community.

First up at 11 a.m. was the groundbreaking for the new Burke Centre Library, which will be located at the intersection of Fairfax County Parkway and Freds Oak Road. The decision to build the branch was based on factors such

as projected population growth, library usage and demand for service.

The new library is projected to cost an estimated \$12.2 million and is expected to open in spring 2008 with a collection of about 70,000 books and other materials.

A shuttle bus transported residents and county officials to the 1 p.m. groundbreak-

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Four Lives Saved Since 2002

County Expands AED Installation

Fairfax County has begun a public access defibrillation program in which Automated External Defibrillators, also known as AEDs, are being installed in county government and Fairfax County Public Schools facilities. The new program follows a successful pilot program introduced in FY 2002.

An AED is defined by the Food and Drug Administration as a portable automatic device used to restore normal heart rhythm to patients in cardiac arrest. It is applied outside the body. The AED automatically analyzes the patient's heart rhythm and advises the rescuer whether or not a shock is needed to restore a normal heartbeat.

The county is in the process of installing 137 AEDs at county buildings and 580 AEDs at county school facilities. Since 2002, four lives have been saved with the AEDs installed through the pilot program, which included 82 units at county facilities. There also were 25 AED units at school sites.

The most recent AED lifesaving incident occurred during Celebrate Fairfax! on June 10. A man visiting the festival suffered cardiac arrest in the lobby of the Government Center. Due to the actions of several Fire and Rescue Department members and **Stephen Wells**, DIT, the patient was successfully resuscitated with CPR along with an AED. Wells was recognized at the July 10 Board of Supervisors meeting for



Stephen Wells (holding plaque) at the July 10 Board of Supervisors meeting. He is standing with (left to right) Captain II Robert Konczal and Deputy Chief Andrew Snead, Fire and Rescue Department; Board Chairman Gerald E. Connolly, Linda Buczek, health and safety coordinator, Risk Management Division; PFC Michael R. Blancke and PFC Anthony W. DePoto, Police Department.

his quick thinking, which played a major role in the outcome.

All locations will be equipped with new AEDs by January. Look for additional coverage of the AED program this fall in Courier. Questions about the county AED program should be directed to **Teri Flynn**, risk manager, or **Linda Buczek**, health and safety coordinator, Risk Management Division, Department of Finance, at 703-324-3040, TTY 711. For information on the school program, contact **Jon Almquist** at 571-423-1264, TTY 711. ■

Burke, from page 4

ing ceremony for the Burke Centre Virginia Railway Express (VRE) Station parking garage, which will be located on Roberts Parkway.

The new VRE parking garage is part of the Board of Supervisors' Four-Year Transportation Plan. The facility will have approximately 1,290 garage spaces and 250 surface spaces, with a designated bus loop, kiss-and-ride drop-off area, bus shelters, elevators and stairways, a covered walkway to the train platform, and pedestrian and accessible amenities. It is expected to open in spring 2008. ■



Braddock District Supervisor and Board Vice Chairman Sharon Bulova (center in white jacket), officials and community leaders break ground for the new Burke Centre Library on July 29.

Focus on Benefits



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

Forms Coming to Your Home

The Dependent Coverage Audit

In the next few weeks, the Employee Benefits Division will begin conducting an audit of all dependents covered under the health and dental programs. Designed to help hold down the cost of the coverage, this audit will ensure that only eligible dependents are enrolled. If you have two party or family coverage, watch your mailbox at home for forms that must be completed and returned to the Employee Benefits Division.

Eligible dependents that may be covered under the county's health and dental plans include:

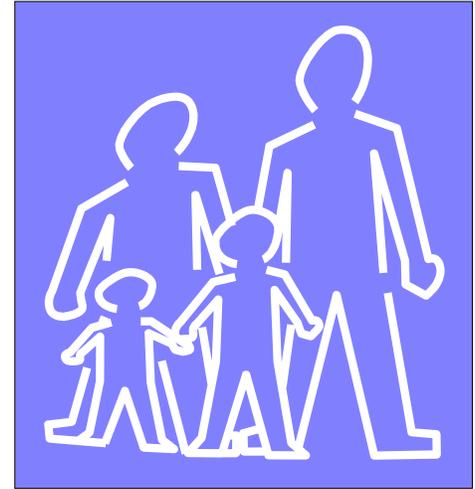
- ◆ Your legally married spouse (ex-spouses or domestic partners are not eligible)
- ◆ Biological child(ren), stepchild(ren), adopted child(ren) (or a child placed with the employee for adoption) or child(ren) for whom the employee has been appointed legal guardian or court-ordered legal custody; who are unmarried and
 - ◆ Under age 19, or
 - ◆ Age 19, but less than age 23 and a full-time student (as defined by the accredited college, university, vocational or technical school).
 - ◆ Disabled children who are incapable of self-support are eligible to remain on the county's health plans, regardless of age, if the disability occurred before age 23 and the health plan certifies the disability status of the child.

In addition to certifying that your dependents are eligible for coverage, employees who do not have a copy of their legal documents on file with the Employee Benefits Division will need to submit a copy during the audit. You should ensure that you have the following documents in the event you need to supply a copy.

To verify your spouse's eligibility:

- ◆ A copy of your marriage certificate, or
- ◆ The top of last year's tax form showing that the employee and covered spouse filed as married.

To verify your dependent child(ren)'s eligibility:



- ◆ A birth certificate
- ◆ Proof of adoption or placement for adoption
- ◆ Proof of legal guardianship or legal custody

Note: If your child is between ages 19-23 and a full-time student, you will be mailed additional student verification forms later this fall.

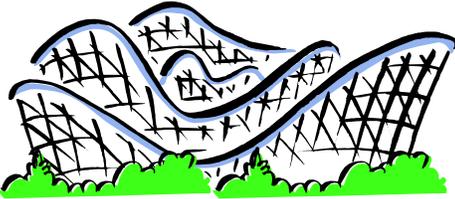
You may remove ineligible dependents by completing a Fairfax County Government health, dental and flexible spending account enrollment/change form and submitting it to the Employee Benefits Division. This form is available on the benefits page of the Infoweb at <http://infoweb/hr/benefits/FORMS2006.htm> or by contacting HR Central at 703-222-5872, TTY 703-222-7314.

Dependents not certified during the audit will be ineligible for coverage as of Dec. 31. They will, however, be offered COBRA continuation coverage for up to 36 months at a significantly higher cost. Go to <http://infoweb/hr/benefits/cobra2005.htm> for more information on COBRA continuation coverage. ■

Briefs

Family Fun Days for County Employees

Paramount's King Dominion has a special offer for Fairfax County employees and their families. You can save more than half off the cost of admission with special discount



tickets for \$24, valid Aug. 5 to 20. The tickets are per person, ages 3 and above. Children ages 2 and younger are free. You can also order your tickets online and either print them at home or have them mailed to you for a \$5 service fee. To order tickets or for more information go to www.KingsDominion.com, click on tickets, then click on corporate partner. The company ID is FAIRFAX.

ISO Crafters for the EAC Fall Craft Bazaar

The Employees Advisory Council will sponsor the annual Fall Craft Bazaar on Nov. 3 at the Government Center from 8 a.m. to 4 p.m. For more information or to obtain an application to participate in the event, please visit www.fceac.org or contact Diana Schrecongost at 703-324-7045, TTY 711.

VolunteerFest® Proposal Deadline is Aug. 18

Fairfax County nonprofits and government agencies are invited to submit project proposals for this year's VolunteerFest®, a region-wide day of community service held Saturday, Oct. 28. Volunteer Fairfax produces this annual event, held in

conjunction with National Make-a-Difference Day.

All participating agencies must be a current member or become a free member of Volunteer Fairfax. Projects should be three to five hours long with a minimum of 10 volunteers and take place in Fairfax County. There is no cap on the numbers of volunteers a project can have. Each agency determines a minimum age for participation and whether their project is appropriate for families. Agencies can submit more than one project proposal, but separate forms must be filled out for each project. VolunteerFest® is held rain or shine. The deadline for applications is Aug. 18.

To submit a project proposal, visit www.volunteerfairfax.org and follow the link to VolunteerFest®. For more information, contact Erin Whyte at ewhyte@volunteerfairfax.org or 703-246-3460, ext. 7, TTY 711.

Aug. 10 Deadline for Personal Property Tax Payroll Deductions

The Department of Human Resources is helping employees who live in Fairfax County take the bite out of paying personal property taxes for 2007. Active general merit and non-merit county employees who are residents can pay for personal property taxes through payroll deduction. (Deductions cannot be applied to real estate taxes.) Residents of Fairfax City and other jurisdictions are not eligible. The 2007 program begins on pay period 16, pay date Aug. 18, 2006. Deductions are taken every payday through pay period 15, pay date Aug. 3, 2007, allowing for 26 deductions unless the enrollee takes advantage of the option of designating a specific

number of pay periods. 2007 enrollment forms are available through HR Central at the Government Center, your agency payroll contact or on the Human Resources page on Infoweb (click on forms). The deadline for completed forms is Aug. 10. Enrollment after Aug. 10 will automatically result in fewer than 26 deductions, but you still have the option of choosing a specific number of consecutive deductions. Employees now participating in the program for plan year 2006 must re-enroll for plan year 2007. For more information contact the Payroll Division at 703-324-3412, option #2 or #4, TTY 711.

Victim Assistance Network Receives Award

The Victim Assistance Network, a program of the Fairfax-Falls Church Community Services Board, was recently presented with the "Champion Award" by the Northern Virginia Crime Victim Assistance Coalition. The



award was given during the Candlelight Vigil of Courage, Hope, and Remembrance, held at the Government Center. The Victim Assistance Network was selected for the award in recognition of several years of outstanding commitment to assisting thousands of crime victims.

The Victim Assistance Network provides individual and group counseling for victims of domestic violence and sexual assault and a 24-hour crisis hotline. For more information or to volunteer, call 703-704-6737, TTY 711. ■

Guidelines for Unsupervised Children

It may sometimes be necessary to leave children unattended for short periods of time, although children ages 7 or younger should never be left unattended. Lack of supervision is one of the most prevalent child neglect problems in Fairfax County. The following guidelines represent minimally accepted standards for the supervision of children and have been developed by social work professionals in collaboration with the community. There may be situations, even within these guidelines, when it is not safe to leave a child unsupervised. Parents ultimately are responsible for making decisions about their child's safety.

Whenever any child is unsupervised or unattended the following

should apply:

- ◆ There must be no emotional, medical or behavioral problems that affect judgment or decision-making skills.

- ◆ The child must be comfortable being alone.

- ◆ The child must have a safety plan worked out with the parent/caretaker and must demonstrate the ability to follow the safety plan.

Age Guidelines:

7 years and under: Should not be left alone for any period of time.

8 to 10 years: Should not be left alone for more than 90 minutes and only during daylight and early evening hours.

11 to 12 years: May be left alone for more than three hours but not

late at night or in circumstances requiring inappropriate responsibility.

13 to 15 years: May be left unsupervised, but not overnight.

16 to 17 years: May be unsupervised for up to two consecutive overnight periods.

This information is online at www.fairfaxcounty.gov/services/dfs/ChildrenYouth/homealone.htm or from the Department of Family Services' Child Protective Services Hotline at 703-324-7400, TTY 703-222-9452. For other safety tips for children, see the "Guide to Summer Fun and Safety," available online from the Department of Family Services at <http://www.fairfaxcounty.gov/dfs/pdf/summerfunandsafety2006.pdf>. ■

Virginia 2007 in Fairfax County

The 18-month long celebration of the 400-year anniversary of the settlement of Jamestown in 1607 began this summer to commemorate the first permanent English settlement in America. Fairfax County, designated as an official Virginia 2007 Community, is planning a calendar full of activities, events and projects that honor our history.

The Board of Supervisors established the Virginia 2007 Community Citizen Program Planning Committee to encourage community groups to participate in the commemoration and assist in publicizing these events throughout the community. The committee will publicize county

events such as Celebrate Fairfax! and programs in the parks and libraries that reflect the Virginia 2007 anniversary theme.



This month, cable Channel 16 will begin a series of one-minute-long public service announcements on the history of Fairfax County and historical sites to visit with family and friends.

Look for information on local Virginia 2007

events and the county's colorful history in upcoming issues of *Courier* or go to www.fairfaxcounty.gov/opa/va2007. For more information about Jamestown 2007 and the Virginia 2007 program, visit www.americas400thanniversary.com. ■

Last Courier Until Sept. 1

Please note this is the only issue of *Courier* that will be published in August. Look for your next issue on Sept. 1.

IMPORTANT: The deadline for the Sept. 1 issue is Friday, Aug. 11. For more information contact *Courier* Editor **Lisa Connors** at 703-324-3197, TTY 711, or lisa.connors@fairfaxcounty.gov. ■

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