



# Courier

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## What a Weekend – A Tour, Opening and Tons of Recycling



**Hossein Malayeri (right), explains the layout of PSTOC to Board of Supervisors Chairman Gerald E. Connolly (center) and Springfield District Supervisor Elaine McConnell during the tour on Sept. 28.**

The last weekend of September featured crisp, sunny autumn days and several Fairfax County events. Here are a few highlights:

### **PSTOC Tour**

The busy weekend began on Friday, Sept. 28, when local and state officials, media, county public safety staff and members of the senior management team toured the Public Safety and Transportation Operations Center (PSTOC) and adjacent forensic facility scheduled to be open next spring/summer. Project manager **Hossein Malayeri**, Department

of Public Works and Environmental Services (DPWES), provided an update and details on the construction, showed where operations such as the 9-1-1 call center will be located, and noted other key areas in the state-of-the-art facility.

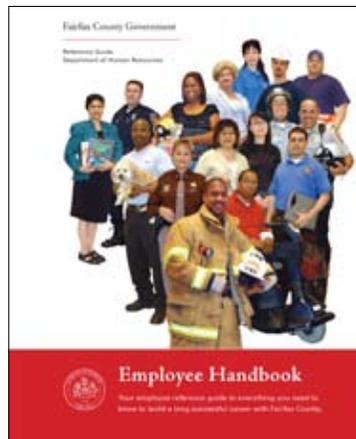
When completed, PSTOC will include the Department of Public Safety Communications (9-1-1 call center), the Office of Emergency Management, the county's emergency operations center, Virginia State Police Division 7 call-takers and dispatchers, and the Virginia

[CONTINUED ON PAGE 2 >](#)

## Updated Employee Handbook Features Familiar Faces

The Department of Human Resources is distributing the new, updated Employee Handbook to all county merit employees this month. The handbook has been designed to be a comprehensive reference guide to working for Fairfax County, from new employees to long-time veterans and everyone in between. Its most attractive feature is the collage of "models" featured on the cover – employees who represent the county's work force, including:

- Rick Auda**, Police, Animal Services
- Wang Bang**, Park Authority
- Joseph Briggs**, Tax Administration



**Chris Burriss**, Police, Motor Squad  
**Archana Chhaya**, Library

- Tommy Cutler**, Public Works and Environmental Services
- Darryl Edwards**, Vehicle Services
- Lupe Guerrero**, Health Department
- Eugene Huggins**, Police, Animal Services
- Reginald Johnson**, Fire and Rescue
- Stacey Kincaid**, Sheriff's Office
- Greg Licamele**, Public Affairs
- Florence Rowland**, Office of the County Executive
- Tonya Saules**, Office for Children, SACC
- Tracy Smith**, Police
- Mai Vu**, Community and Recreation Services. ■

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Courier is available online at <http://infoweb/courier>

Department of Transportation (VDOT) Smart Traffic Center. PSTOC is part of the county's West Ox Complex that is under construction. The complex also will include a bus operations center, as well as a VDOT maintenance facility and administration building.

► For more information on PSTOC, visit [www.fairfaxcounty.gov/pstoc](http://www.fairfaxcounty.gov/pstoc).

### Fall for Fairfax

On Saturday, Sept. 29, the grounds behind the Government Center were transformed into a pumpkin patch, miniature railroad, outdoor restaurant and amusement grounds, among other highlights of the 15th annual Fall for Fairfax. Several county agencies had booths at the event with fun family activities and information on a variety of topics.

### Recycling Event

In the front of the Government Center, the Solid Waste Management Division of DPWES held a recycling event, providing residents with a safe way to shred and recycle personal documents and old computer equipment. At the end of the day, approximately 25 tons of electronics were dropped off and recycled and five tons of paper were shredded.

► For more information on county recycling and upcoming recycling events, visit [www.fairfaxcounty.gov/recycling](http://www.fairfaxcounty.gov/recycling).

### Oakton Library Opening

In Oakton that same day, county officials, staff and a crowd of more than 250 community supporters gathered for the grand opening of the Oakton Library – the Fairfax County Public Library's 22nd branch.

Library Director **Sam Clay** emceed the ribbon-cutting ceremony, which included remarks from Board of Supervisors Chairman **Gerald E. Connolly** and Providence District Supervisor **Linda Smyth**. Among other speakers were Margaret Koplitz, Library Board of Trustees member and Ralph Tener, president of the Friends of the Oakton Library. Oakton area Boy Scouts and Girl



**Sarah West (left) and Pam Gratton, Solid Waste Management Division, helped residents to shred and dispose of their personal documents. The shredding truck was equipped with a camera so people could watch their documents go into the shredder.**

Scouts raised a flag that had flown over the U.S. Capitol, presented by U.S. Rep. Tom Davis. State Senator Jeanmarie Devoltes Davis and State Delegate Stephen Shannon, who represent the Oakton area in Richmond, presented a Virginia flag that had been flown over the state capitol.

Construction began on the Oakton Library in June 2006. The energy-efficient building design is expected to reduce total energy usage by 33 percent and yield a savings of about \$10,000 per year.

The 17,304-square-foot building offers free wireless access, self-check-out stations and 24 public computer stations. In addition to meeting and conference rooms that are common in most county library branches, the Oakton Library offers both a group study room and carrels in a quiet study area. The branch opened with a collection of 60,000 items, which will eventually total 70,000. By day's end, more than 2,200 visitors had checked out 3,650 items.

The building has a tri-color exterior and matching interior design, with details such as chairs in the children's area with oak and other leaf-shape cutouts. Extensive window space makes maximum use of natural light to cut electric costs, and provides wooded views for library users.

"It's so light and airy," said Sherri Lee of Vienna, who was checking out the new branch with her two daughters and a friend. Getting the library open on time required the help of almost every library

department, as well as other county agencies and departments, including the Department of Information Technology and the Facilities Management Division.

The library Technical Operations Department selected and ordered all the material for the library, and preprocessed the books, so that Oakton staff could immediately put them on the shelves once they arrived at the branch.

Oakton Library Branch Manager **Jerilyn Polson** commended her staff who worked long hours to get the branch ready for opening (including putting the 60,000 books on the shelves).



**Two young boys eagerly check out the new library. Photo by Lorrie Bennett, Library.**

“I knew it would all be worth it, once I saw the customers smiling, and I got that one thousand times over today,” she said.

► The Oakton Library is located at 10304 Lynnhaven Place, near its intersection with Hunter Mill Road. For information, call 703-204-4020, TTY 711. The branch hours are Monday-Thursday, 10 a.m.– 9 p.m.; Friday, 10 a.m.– 6 p.m.; and Saturday, 10 a.m.– 5 p.m. The library is closed on Sunday. ■

*The library information was provided by Patricia Bangs.*

**The exterior of the new Oakton Library branch. Photo by Lorrie Bennett, Library.**



## Police Department News – Incident Information Online

The public can now research and access current information about incidents reported to Fairfax County police with a new tool called the “Police Incident Viewer.” The tool is an add-on to Fairfax County’s online mapping application called “My Neighborhood.”

The information provided on this Web page reflects actual calls for police service received by the Department of Public Safety Communications (9-1-1 call center).

The police incident information displayed on these pages is originally entered into the county’s computer-aided dispatch system and then processed into a format that allows the information to be shown on a map. Generally, incident information is available for viewing within 48 hours of the time an incident is reported.

A particular address or police district can be entered into the application and statistical data reveals the number of events for requested categories. A user can search for incidents against people, property crimes and quality of life incidents. Once calculated, a map appears with a legend indicating what

event occurred and the location to the nearest block.

► To access the “My Neighborhood” application, visit [www.fairfaxcounty.gov/police](http://www.fairfaxcounty.gov/police) and click on “incident mapping” under “Quick Links.”

The mapped police incidents are described as:

**Assault** – Unwanted touching by one person upon another with the intent to inflict harm.

**Burglary** – Unlawful entry of a residential or commercial structure to commit another crime such as arson, assault, destruction, larceny, murder, rape or robbery.

**Destruction** – Damage to another person’s property (excluding vehicles).

**Drug Offense** – Distribution, possession or possession with the intent to distribute narcotics and/or marijuana.

**Larceny** – Unlawful taking, carrying, leading or riding away of property with the intent to deprive the owner of the item.

**Noise Violation** – Any unnecessary noise that interferes with another person’s quality of life.

**Robbery** – Confrontation where suspect takes or attempts to take

anything of value from a person or persons by force, threat of force or violence and/or intimidation if the victim does not comply.

**Peeping** – Peering into a residence, not one’s own, while on private property.

**Prowling** – A person roaming an area with unlawful intentions.

**Sex Offense** – Offense of a sexual nature; includes (but not limited to) indecent exposure, rape and sexual battery.

**Stolen Vehicle/Recovered Stolen Vehicle** – Theft or attempted theft of a motor vehicle/recovery of a motor vehicle previously reported stolen.

**Vehicle Tampering** – The act of committing damage to a vehicle belonging to another person without the owner’s consent. ■

# Millennium Forum Series

## Addiction in the Workplace – What You Should Know

By Patricia Bangs, Library, Millennium Forum Planning Committee

In a recent survey, more than 9 percent of employees in the U.S. admitted to having worked with a hangover, Don R. Powell told a Millennium Forum audience on Sept. 26 at the Government Center.

Powell is the founder, president and chief executive officer of the American Institute of Preventative Medicine. He added that 7 percent admitted to drinking alcohol during the workday, and more than 3 percent admitted using illicit drugs at work in the past year.

Even in government, which does not experience such behaviors as much as other industries, addictions can affect performance and workplace environment. Powell believes that employee assistance programs (EAP), such as the one managed by Inova Health System for Fairfax County employees, as well as other health-related initiatives, such as stress management workshops, can help minimize the toll such behavior takes on a workplace.

Powell also offered some do's and don'ts for supervisors who want to encourage an employee to seek help with an employee assistance program or other resource. He suggests that managers emphasize that they are concerned about the employee's performance. They should keep documentation of the behavior they wish to discuss and should remember that such behavior often gets worse if it is not addressed. They can assure the staff member that the EAP is confidential and that it is voluntary and exists to help the employee. Supervisors also can talk with the EAP representative to find out how best to make referrals and to understand that an employee may need to hear the message to seek help many times – what he referred to as “the saturation effect.”

He cautioned supervisors against



**County Executive Anthony H. Griffin (right) chats with Millennium Forum speaker Don Powell (center) and Library Director Sam Clay prior to introducing Powell at the event on Sept. 26.**

trying to diagnose a problem, demeaning or labeling the employee, talking about the drug or alcohol use, being misled by sympathy tactics, or shifting an employee's tasks to other workers.

He acknowledged that there can be resistance to seek help and that the EAP can be underutilized. He attributes this to the stigma in society against certain mental health issues, but sees that slowly changing. Powell also believes that specific alcohol- and drug-use policies can give managers the support they need in addressing unproductive behaviors.

Other risky behaviors and addictions that affect health in the workplace range from gambling and cigarette smoking to obesity and lack of exercise.

When asked what aspects of a workplace health and wellness program work best for employees, as well as curtail costs, he explained that more and more organizations were encouraging “self-care.” They provide employees with manuals that often help their employees avoid unneeded visits to doctor's offices, but also to recognize when it is an emergency and waiting could be more serious.

▶ To borrow a videotape or DVD of Powell's presentation, call ELLVIS at 703-

324-8318, TTY 703-324-8365, or e-mail [john.kiefman@fairfaxcounty.gov](mailto:john.kiefman@fairfaxcounty.gov). Powell's PowerPoint slides are at <http://infoweb/mfs>.

The Nov. 28 Millennium Forum features Tojo Thatchenkery, who will discuss “Seeing the Mighty Oak in the Acorn: An Approach for Leadership and Organizational Transformation.” For details, visit <http://infoweb/mfs>. ■

### EAP Information

Information on the Employee Assistance Program (EAP) is available at <http://infoweb/hr/relate/EAP.htm>.

# Annual Giving Campaign Gets a New Name and a New Face

The county's annual charitable giving campaign has a new name and a new face. The campaign is now called the Fairfax County Employees Charitable Campaign (FCECC) and will be chaired by **Cheryl D. Orr**, assistant director, Department of Human Resources (DHR). It was formerly called the Fairfax County Combined Charitable Campaign.

The campaign kicks off on Oct. 22 and runs to Nov. 16.

The FCECC provides county employees the opportunity to support a wide variety of nonprofit agencies in the community, through a payroll deduction or one-time donation. The campaign also supports several "community impact funds," a pool of donated funds that support charities with critical needs. Charities submit applications for funding and a group of residents with employee representation determine who will be funded and at what level. Many jurisdictions throughout the area have community impact funds.

"Giving a small fraction of what we

earn goes a long way to support those individuals in our communities who need a helping hand. I really am amazed at how our giving can support someone's future. Whether it is a child in need of services or a senior who enjoys services in the twilight of their lives, the money we give enhances the quality of their lives," explained Orr.

The county issued a request for proposal (RFP) this summer to select a vendor to administer the FCECC. (Information on the vendor was not available prior to the Courier deadline.) According to Orr, this process ensures that the vendor selected clearly understands the needs of the county and will work closely with the KEY Employee Team – the group of employees who will be the liaison between the vendor and their respective departments.

Orr was named assistant director in DHR in June and has background in working with similar charitable giving campaigns. She comes to Fairfax County



**Cheryl Orr is the chair for the 2007 FCECC. Photo by Zayna Fayyad.**

from the Tidewater area, where she worked for the City of Norfolk and Norfolk State University. Prior to moving to Norfolk, she worked for Arlington County government for more than 18 years.

▶ Look for more information on the 2007 FCECC in the next issue of Courier and in NewsLink. If you have any questions or comments about the campaign, contact Orr via e-mail at [charitable.campaign@fairfaxcounty.gov](mailto:charitable.campaign@fairfaxcounty.gov). ■

## Bond Referendum Information on County Web Site

Information about this year's transportation bond referendum is now available at [www.fairfaxcounty.gov/bond](http://www.fairfaxcounty.gov/bond).

This online resource allows residents to get general information, watch a short video, view maps and request speakers to make presentations.

On Nov. 6, Fairfax County voters will be asked to vote "yes" or "no" on a county transportation bond referendum on the general election ballot.

The referendum asks voters to allow the county to borrow up to \$110 million to pay for a variety of transportation projects. These include making improvements to roads, sidewalks and mass transit facilities.

Of the \$110 million, more than \$71 million would be spent on improving roads across the county, including six major and



**Information on the transportation bond referendum can be found at [www.fairfaxcounty.gov/bond](http://www.fairfaxcounty.gov/bond). File photo.**

seven minor projects. Almost \$24 million would be used to improve mass transit facilities, including Metrorail and Fairfax Connector. A total of \$15 million would fund safety and access improvements to sidewalks and trails across the county.

▶ A school bond referendum also will be on the Nov. 6 ballot. For more information, visit [www.fcps.edu/news/bond07.html](http://www.fcps.edu/news/bond07.html). ■

# Top 10 Reasons to Start Saving for Your Future

It's time to put enrolling in a 457 deferred retirement compensation plan on your list of important things to do. The 457 plan is a supplemental retirement savings program that allows you to make contributions on a pre-tax basis. Participating in this plan can benefit you today and tomorrow.

**#1** You may need more money in retirement than you think. People are living longer, and it's not uncommon to enjoy a 20- to 30-year retirement. Statistics compiled from the Employee Benefit Research Institute surveys show that a healthy couple, both age 65, stand a 50 percent chance that one of them will live to age 92. That means your retirement savings may have to last a very long time. One way to save that money is to enroll in the deferred compensation plan, which is designed to supplement your retirement benefit.

**#2** Inflation causes things to get more and more expensive. Remember what an ice cream cone cost 10, 20, 30 years ago? Just think how expensive it will be to take your friends or grandchildren out for ice cream when you are retired.

**#3** Your deferred compensation plan offers you a vast array of investment choices, including retirement target date funds. You can choose investments that match your goals and tolerance for risk, or you can choose one fund that will

automatically adjust according to your retirement date.

**#4** It's easy to participate in Fairfax County's retirement plan because you don't have to make a big commitment. You can save as little as \$10 per pay period. Maximum dollar limits for 2007 are \$15,500 (normal), \$20,500 (age 50 limit) and \$31,000 (catch-up limit).

**#5** The deferred compensation plan keeps you on a disciplined savings path. Because your contributions are directly deducted from your paycheck and deposited into your plan account, you don't have the temptation to spend that money somewhere else.

**#6** Every pretax dollar you contribute to the plan is one less dollar you include in your taxable income on your tax return. That is the benefit of pretax contributions – they can lower your current taxable income.

**#7** Your retirement savings can grow tax-deferred. That means you don't pay taxes on your earnings until you take money out of the plan. The money you would have paid in taxes grows and compounds for your future.

**#8** Because of the benefits of compounding – when money makes money, and then that money has a chance to make money – the sooner you start saving for your future, the easier it will be to reach your goals.

### HR Central

HR Central has benefit information.

- ▶ Call 703-324-4900  
TTY 703-222-7314
- ▶ Visit <http://infoweb/hr/benefits/>

**#9** The deferred compensation assets become easily accessible at retirement regardless of your age. You can change the distribution amount as your needs change over your retirement years. The IRS, however, requires that retirees and former employees begin to withdraw at least a minimum amount at age 70 1/2.

**#10** The 457 plan does not have a 10 percent penalty on distributions received prior to age 59 1/2.

Saving for retirement is too smart a decision to delay. Enroll in the deferred compensation plan today and start saving for your future. If you are already enrolled, increase your contribution amount or change your contribution to a percentage of salary so that your contribution automatically increases when your salary increases.

▶ For more information, visit the Deferred Compensation Help Desk in the Department of Human Resources, Suite 270 in the Government Center or call the Help Desk at 703-324-4995, TTY 711. ■

## Save for Retirement!

Enroll in the deferred compensation plan today  
and start saving for your future.  
Oct. 22-28 is National Save For Retirement Week.

Call the Deferred Compensation Help Desk at 703-324-4995, TTY 711.

## Briefs

### Hollin Hall Senior Center Bazaar on Oct. 20

The Hollin Hall Senior Center is holding a “mega” craft sale on Saturday, Oct. 20, from 9 a.m. to 2 p.m. The center is located at 1500 Shenandoah Road, Alexandria. The bazaar includes more than 30 crafters.

► For more information, call 703-765-4573, TTY 711.

### Have Your Cake and Meet the Author, Too



On Tuesday, Oct. 23, at 7:30 p.m. Pohick Regional Library is hosting former White House executive pastry chef Roland Mesnier for a discussion of his cookbook, “Roland Mesnier’s Basic to Beautiful Cakes” and other recipe collections. The event is free but registration is necessary. The library is located at 6450 Sydenstricker Road, Burke.

► For more information and to register, call 703-644-7333, TTY 711.

### 2007 Adult Day Health Care Employee of the Year

**Doryce Robinson**, program assistant at the Lincolnia Adult Day Health Care Center, has been named Adult Day Health Care Employee of the Year by the nonprofit organization Fairfax County Adult Day Health Care Associates.

Robinson has been working for Fairfax County since 1988. She first began working in the Bathing and Respite Program and joined Lincolnia Adult Day Health Care Center as a program assistant in July 1996.

In the award announcement, she was recognized for “always coming up with creative and innovative ideas to adapt activities to the needs of the participants. Her gentle and kind manner lends itself to her ability to help and teach new employees and to welcome new participants.”

### Transform Your Garden

Green Spring Gardens is hosting “Designing With Native Plants” on Saturday, Oct. 20, 8:30 a.m. – 3 p.m. Participants will examine contemporary garden designs featuring native plants. Landscape designers and horticulturists who specialize in using native plants will demonstrate how to transform a garden into a beautiful and environmentally friendly place. The \$89 fee includes lectures, refreshments and



**Doryce Robinson proudly holds the employee of the year plaque, which now has her name engraved on it. Photo by Pamela Whitney.**

lunch. Registration and nonrefundable prepayment required. Green Spring Gardens is located at 4603 Green Spring Road, Alexandria.

► To register, for further information and for reasonable ADA accommodations, call 703-642-5173, TTY 703-324-3988.

### Change A Light — Save \$

Pledge to change one or more lightbulbs in your home with an ENERGY STAR labeled compact florescent bulb by Nov. 30. After making a pledge, you will be redirected to Office Depot’s offer of \$3 discount coupon toward the purchase of select GE energy-saver bulbs. Visit [www.naco.org/changealight](http://www.naco.org/changealight) and select VA - Fairfax County. The pledge reads:

“I’ll do my part to save energy resources and help protect our environment by changing a light to one that’s earned the government’s ENERGY STAR\* for energy efficiency.”

► For more information, contact **Jenna Gorter**, Facilities Management Department, at 703-324-2808, TTY 711, or [Jennifer.Gorter@fairfaxcounty.gov](mailto:Jennifer.Gorter@fairfaxcounty.gov).

## VolunteerFest 2007

Volunteer Fairfax invites county employees to bring family and friends to volunteer at the 13th annual VolunteerFest on Saturday, Oct. 27. Part of the national “Make a Difference Day,” this community-wide day of service engages more than 800 volunteers around the county at schools, libraries, parks and nonprofit agencies.

Volunteer projects include building outdoor classrooms, painting offices, creating a wildlife habitat and environmental cleanups. Service projects start mid-morning and end around lunchtime. Visit [www.volunteerfairfax.org](http://www.volunteerfairfax.org) to register.

► For more information, contact **Erin Caplin** at [ecaplin@volunteerfairfax.org](mailto:ecaplin@volunteerfairfax.org) or 703-246-3470, TTY 711.

## Security & Safety Matters

This is the time of year when people prepare the house and yard for colder weather. From installing storm windows to cutting branches and cleaning the gutters, a commonly used tool is a ladder. In 2003, more than 527,000 people were treated due to injuries from ladder use, according to the U.S. Consumer Product Safety Commission. Here are some proper safety precautions to consider:

- ▶ Inspect ladders before use. Check the ladder for any loose parts, and never use a damaged ladder. Be aware of the ladders maximum load capacity.
- ▶ Properly set up ladders. Ladders should be placed on a firm, level surface and always engage the ladder locks or

braces before climbing. Use caution near electrical wires and tree limbs.

- ▶ Use stable support. Remember the 1-to-4 rule: the bottom of the ladder should be 1 foot away from the wall for every 4 feet the ladder rises. For example, if the ladder touches the wall 16 feet above the ground, the feet of the ladder should be 4 feet from the wall. The ladder should extend at least 3 feet above the roof.
- ▶ Select the right ladder. Choose a step stool or utility ladder for working at low or medium heights. Extension ladders are ideal to reach higher places.
- ▶ Always wear proper footwear. Make sure shoelaces are tied and the soles are

free of oily or wet substances.

- ▶ Move the ladder. Always reposition the ladder closer to the work. Over-reaching or leaning far to one side could make you lose your balance and fall.
- ▶ Climb carefully. Be cautious when climbing and get help if you need it. Have someone hold the ladder while you climb. Stay in the center of the ladder and hold the side rails with both hands.
- ▶ Contact **Robert Johnson**, Risk Management Division at 703-324-3043, TTY 711, or [robert.johnson@fairfaxcounty.gov](mailto:robert.johnson@fairfaxcounty.gov), if you have any questions regarding any safety issues. ■

## Security Awareness Day Is Oct. 19

The third annual Security Awareness Day is Friday, Oct. 19, 8 a.m. – 12:30 p.m. at the Government Center.

Building on the success of the past two years, this year's conference will offer two tracks; a general track for most county employees and a technical track for agency IT analysts and agency information security coordinators.

Tom Place, from the Coca-Cola Company, will begin the day with a keynote presentation on how to manage information security risks. As director of information security and regulatory compliance for one of the world's most recognizable brands, Place knows firsthand what it takes to protect a major organization's sensitive data.

Session topics include social media, avoiding scams, encryption 101 and preventing identity theft, server hardening, malware and securing applications. The list of events is available at <http://infoweb/dit/iso>.

"Every day, county residents entrust us with their information; information about their homes, their health, their banks," said **Mike Dent**, information technology security director. "Residents want the same thing we want – for the county to use their information for the reason they provided it and to protect it from misuse or compromise. Security Awareness Day provides an excellent opportunity for employees to learn more about how not just to protect the county's information resources, but also how to protect their own information."

Security Awareness Day activities are free to all employees, but registration is required. To register, contact your agency's training coordinator. For more information or to request reasonable ADA accommodations, contact the Department of Information Technology at 703-324-2415, TTY 711. ■



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