



Courier

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More Belt Tightening for County Employees this Fiscal Year

In an e-mail to employees on Oct. 14, County Executive **Anthony H. Griffin** announced that the national economic crisis and stock market deterioration are impacting the county's revenues for this current Fiscal Year 2009 (which began July 1 and runs to June 30, 2009).

FY 2009 revenues are projected to be down \$58.2 million, a decrease of 1.75 percent from the FY 2009 Adopted Budget Plan. This also will increase the projected budget deficit for FY 2010.

According to Griffin, revenue is now forecast to be down in these areas:

recording/deed of conveyances taxes; business, professional, and occupational license tax (BPOL); sales tax; building and inspection fees; bank franchise fee revenue; transient occupancy tax receipts; and communication sales and use taxes. Also, Gov. Timothy M. Kaine recently announced FY 2009 state spending reductions including reductions in aid to localities.

By Virginia law, the county budget must be balanced. To address this estimated revenue shortfall and maintain a balanced budget, Griffin put in place

the actions outlined on page 3, effective immediately. A furlough action was approved by the Board of Supervisors on Oct. 20.

"I am aware that many of the recommended actions are unprecedented and will have significant impacts on county agencies' ability to provide services. I also understand that the same economic facts that we are dealing with countywide have also impacted your own family budgets," Griffin said in his e-mail.

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McConnell PSTOC Hosts Ceremony and Gov. Kaine Visit



Former Springfield District Supervisor Elaine McConnell in front of the county facility named in her honor.

The new McConnell Public Safety and Transportation Operations Center (MPSTOC) hosted a ribbon-cutting ceremony on Oct. 10, followed by a visit by Gov. Timothy M. Kaine on Oct. 14, to mark the opening of the facility. MPSTOC is a partnership between the county and the commonwealth that brings multiple county and state agencies and functions together under one roof. More than 300 people attended the Oct. 10 ceremony, which also marked the dedication of the neighboring Bus Operations Center.

When MPSTOC is fully occupied and operational in mid-2009, the facility will enhance the effectiveness of public safety response, improve traffic congestion management and better manage the response to and recovery from major emergencies.

Earlier this year, the Board of Supervisors voted unanimously to name the facility the McConnell Public Safety and Transportation Operations Center in honor of former Springfield District Supervisor Elaine McConnell. The board

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

Public Safety Awards and Recognition

From the Department of Public Safety Communications:

Steve Souder, director of the Department of Public Safety Communications (DPSC), recently received the J. Rhett McMillian, Jr. Award from the Association of Public Safety Communications Officials, International (APCO), recognizing his exceptional leadership, vision and contributions in the 9-1-1 public safety communications industry. This award, the highest given by APCO, is rarely made and this is the first time it has been presented to someone who has not been a past president of APCO.

DPSC, also known as the 9-1-1 Call Center has been re-accredited by the Virginia Office of Emergency Medical Services (OEMS).

The accreditation promotes implementation of emergency medical dispatch pre-arrival protocols and continued training and education.

Emergency medical dispatch is a systematic program of handling medical calls for assistance. Highly trained DPSC public safety telecommunicators determine the nature and priority of the



Steve Souder, director of the Department of Public Safety Communications (DPSC). Photo provided by DPSC.

call, dispatch the appropriate response and then provide the caller instructions to help treat the patient until the responding emergency unit arrives.

From the Police Department:

The National Capitol Region (NCR) SWAT Association hosted the second annual NCR SWAT competition earlier this month. For the second year in a row the team from the Fairfax County Police Department took first place overall.

Eleven teams from the NCR and one team from Harrisonburg competed. The event consisted of five events during two days, including a pistol relay, a sniper competition, a tactical rescue, a sniper-initiated assault and a team obstacle course. ■



The first place SWAT team included (left to right) John Digiulian, Jeff Finn, Tony Depoto, Lance Guckenberger, Travis Schaney, Chris Cochrane, Mike Donaldson and Rich Cruger. Photo by Keith Dobuler, Police Department.

Monroe Bridge Is Dedicated in Clifton



Supervisor Herry (left) with Craig Monroe, son of Alec T. Monroe, at the bridge dedication. Photo by Brian Worthy.

The county held a ceremony on Oct. 11 to name a new pedestrian bridge in Clifton after Alec T. Monroe, who passed away in February. Monroe was often referred to as “the mayor” of Little Rocky Run and served as the association’s president for five years.

Springfield District Supervisor **Pat Herry** honored Monroe in his remarks at the ceremony. Monroe was instrumental in rejuvenating the community’s Open Space Committee with a focus on creating new walking areas.

Monroe also served as chairman of

the Springfield District Council-West for several years.

The recently constructed bridge spans Little Rocky Run between the property owned by the Upper Occoquan Service Authority and the Compton Heights Homeowners Association. ■

"You are on my mind as we go through this stressful time in our economy. Our employee vision calls for us to work in partnership with the community to shape the future. We still have important work to do, despite the shrinking resources with which to do it. Shaping the future isn't easy in times like this, but working together, we can do it."

Actions For FY 2009 Budget:

▶ There will be at least one furlough day for county employees (see explanation below). A furlough day is defined by the county as the placement of an employee in a temporary non-duty, non-pay status because of lack of funds. A furlough day has been scheduled for Jan. 2, 2009. There are three paydays in January 2009, which is one of the reasons that date was chosen – the third paycheck does not have deductions taken out such as health insurance and deferred compensation.

▶ Agency personnel budgets will be reduced by an additional 2 percent. It is likely that agencies will need to freeze most if not all unoccupied positions, filling only those most essential to service requirements. This reduction, on top of the 4 percent reduction included

"The furlough of county employees for even one day is not an action I consider lightly. Clearly, this is not business as usual for the county but the economic events of the last several months have been unmatched and I am not optimistic about substantial gains over the next two quarters.

Due to the national economic crisis faced by all local jurisdictions, immediate action must be taken."

- *County Executive Anthony H. Griffin*

in the FY 2009 Adopted Budget Plan, and the 1 percent recently announced in September, will effectively decrease agency personnel budgets by 7 percent on top of their traditional vacancy rate. The vacancy rate varies by agency based on historical turnover, but it averages 3 percent.

- ▶ All non-essential travel and training will be canceled.
- ▶ All capital equipment spending, not already in the procurement process, will

be eliminated.

▶ All General Fund paydown capital project spending will be reviewed. A substantial portion of capital projects in the pipeline may be delayed or terminated.

▶ Vehicle replacements scheduled for FY 2009 have been suspended. This action, which will delay planned replacement of county vehicles, including those used in public safety agencies, will provide a one-time savings by extending the life of these vehicles by one year. Further replacement deferral will result in increased maintenance costs.

▶ A recommendation to the Board of Supervisors will be made to consider a partial withdrawal from the county's Revenue Stabilization Fund. The current Revenue Stabilization Policy permits a withdrawal when General Fund revenue is decreased 1.5 percent from the current estimate. In addition, the policy limits the withdrawal to one-half of the reserve and required accompanying spending reductions.

The current forecast, as a result of the severe economic downturn, marks the first time these conditions have been met since the creation of the fund in 1999. ■

More Information on Furlough

The furlough applies to all employees (except those listed below), regardless of pay grade or job title, including senior management.

Questions and Information:

▶ All questions and inquiries about the furlough should be sent to HRExpress@fairfaxcounty.gov. More information is available online at <http://infoweb/HR>.

Participation:

▶ The furlough includes all merit and exempt limited term (ELT) employees, regardless of pay grade, including full-time, part-time, compressed, flex and telework schedules. All employees with part-time and alternative work schedules

will be required to revise their hours to meet a 20 percent reduction requirement.

▶ The furlough **does not** include 24/7 mission essential employees. Examples include wastewater treatment plant operators, residential facility staff and deputy sheriff, police and fire and rescue personnel working in a 24/7 capacity. Contact your supervisor if you are not sure if you are in this category.

Use of Leave:

▶ An employee may not substitute paid leave for a furlough period.

▶ If an employee is on an approved leave when furlough is enacted, the employee's time off will be coded as furlough hours.

Overtime:

▶ Furlough hours are not counted as hours worked toward overtime eligibility calculations.

Call Back and On Call:

▶ Call-back and on-call hours will be treated the same as those incurred on weekends and scheduled days off.

Benefit Implications:

▶ Retirement - under review.

▶ Leave accruals will not be impacted.

▶ Health insurance eligibility will not be affected.

▶ Holiday pay for Jan. 1 will not be affected. ■

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called McConnell a “champion in the field of public safety and transportation.”

MPSTOC is part of the county’s West Ox complex, a hub for public safety and transportation services. When completed, the 250-acre Complex will include in addition to the Bus Operations Center: the Virginia Department of Transportation (VDOT)/Virginia State Police (VSP) administration building and VDOT area maintenance facilities.

For more information on MPSTOC and the West Ox Complex, visit www.fairfaxcounty.gov/westox.

Kaine, members of his cabinet and senior staff visited MPSTOC and other county facilities on Oct. 14 during his community cabinet day visit to Northern Virginia.

The governor’s group also visited Virginia Task Force 1, the Fairfax County Fire and Rescue Department’s Urban Search and Rescue (USAR) Team located

at the Fire and Rescue Academy on West Ox Road. The team is one of two USAR teams in Virginia, and partners with the U.S. Department of Homeland Security and the Federal Emergency Management Agency for domestic operations, and the U.S. Agency for International Development for international deployments. Other visits included W.T. Woodson High School and the I-95 Landfill Complex and Energy/Resource Recovery Facility owned in partnership with Covanta Fairfax, Inc. ■



Board of Supervisors Chairman Gerald Connolly presents a plaque to McConnell.



County Executive Anthony H. Griffin with Police Chief Col. David Rohrer and Mount Vernon District Supervisor Gerald Hyland at the ceremony.



Among the officials participating in the ribbon-cutting were, left to right: Dranesville District Supervisor John Foust; Mason District Supervisor Penelope Gross; Washington Metropolitan Area Transit Authority Board Chairman Christopher Zimmerman; Deputy County Executive Robert Stalzer (behind Zimmerman); Board of Supervisors Vice-chair Sharon Bulova; Virginia Secretary of Public Safety John Marshall; former Springfield District Supervisor Elaine McConnell; Board of Supervisors Chairman Gerald Connolly; Mount Vernon District Supervisor Gerald Hyland (behind Connolly); Springfield District Supervisor Pat Herry; and Hunter Mill District Supervisor Catherine Hudgins (behind Herry).

Employees in the following county agencies were responsible for the success of the MPSTOC project:

- ▶ Auditors to the Board of Supervisors
- ▶ County Debt Management
- ▶ Department of Cable Communications and Consumer Protection
- ▶ Department of Information Technology*
- ▶ Department of Management and Budget*
- ▶ Department of Planning and Zoning*
- ▶ Department of Public Safety Communications
- ▶ Department of Public Works and Environmental Services*
- ▶ Department of Transportation*
- ▶ Facilities Management Department*
- ▶ Fairfax County Economic Development Authority
- ▶ Fire and Rescue Department
- ▶ Office of the County Attorney*
- ▶ Office of the County Executive*
- ▶ Office of Emergency Management
- ▶ Office of Public Affairs*
- ▶ Police Department
- ▶ Sheriff's Office

* Involved in both MPSTOC and Bus Operations Center projects.



The new Bus Operations Center is a neighbor to MPSTOC in the West Ox Complex.
Photo by Ellen Kamilakis.



Sulayman Brown, Office of Emergency Management, explains the layout of the county's new Emergency Operations Center in MPSTOC to Kaine and his staff.



MPSTOC county and state agency representatives with Gov. Kaine (in front of sign) during his visit included (left to right) Tracy Shelton, MPSTOC general manager; Capt. Amy Lubas, Police Department; Police Chief Col. David Rohrer; Dick Steeg, Virginia Department of Transportation; Steve Souder, director, Department of Public Safety Communications; Deputy County Executive Rob Stalzer; Olivia McLean, Office of Emergency Management coordinator; (right of Kaine) Capt. Tracy Russillo, Virginia State Police and Fire Chief Ronald Mastin.

Focus on Benefits

Disease Management – What’s in it for You?

The county recently expanded the CareFirst and CIGNA disease management programs to include a wider range of covered conditions, including low back pain, osteoarthritis and acid-related stomach disorders, among others.

Members of the Kaiser Permanente HMO who have chronic conditions also may be enrolled in a disease management program by their primary care physician.

Many employees with chronic conditions may have already been contacted by their health plan encouraging them to remain enrolled in the disease management program. When considering enrollment, you may ask “What’s in it for me?” In addition to improved health and feeling better, here are a few reasons to stay enrolled in the county’s disease management program:

1. Help with Managing Health Care Costs

In these tough economic times, everyone wants to save money. Besides being free, the county’s disease management programs can help better manage your health care costs. When participants learn how to avoid triggers, anticipate symptoms and reduce the risk of complications, they may spend less time in the doctor’s office, less time out of work, and less time in the emergency room or hospital, all of which can save money.

2. Personalized Service

From ATMs to self-service grocery checkout, personalized service is harder to find these days. With the CareFirst and CIGNA disease management programs,

county employees receive personalized service from a team of registered nurses and other clinicians who will perform an initial health assessment and help to create a self-care plan that supports their doctor’s treatment plan. Participants will receive regular calls from a registered nurse and have access to a team of clinicians 24/7. Discussions and health information will remain completely confidential.

Members of the Kaiser HMO will receive personalized disease management services directly from their primary care physician

3. Increased Opportunities for Free Health Services

The county’s disease management programs have already provided increased opportunities for free health services – including on-site seminars, workbooks, good-health guidelines and self-care planning tools for program participants. When combined with the county’s new LiveWell work force wellness program’s on-site programs and flu shot clinics, the disease management programs offer a variety of free health services.

In addition, CareFirst members with diabetes can receive free glucose meters. For more information on how to receive a free meter, go to <http://infoweb/hr/benefits>.

Kaiser HMO members who are enrolled in its disease management programs by their primary care physician also may receive free glucose meters (diabetes), exercise bands (chronic back pain) or pill boxes (heart program) by requesting them from their doctors.

HR Central

HR Central has benefit information.

▶ Call 703-324-3311

TTY 703-222-7314

▶ Visit <http://infoweb/hr/benefits>

In its continuing commitment to work force wellness and disease management, the county will continue to investigate other free health services and promote them through Courier and NewsLink.

If you have questions on your health plan’s disease management program, contact them at the following numbers (all are TTY 711):

CareFirst: 800-783-4582

CIGNA: 866-797-5833

Kaiser: 301-468-6000 ■

Open enrollment for benefits is now through Nov. 14.

The Courier Open Enrollment Supplement may be found online at <http://infoweb/hr>.

Briefs

DHR Hosts Panel Discussion on Deferred Compensation Plans

The Department of Human Resources (DHR) will host a panel discussion with representatives from the four deferred compensation plans on Wednesday, Oct. 29, at 9:30 a.m. in the Government Center Board Auditorium.

The discussion will help employees understand the forces behind the current market turmoil; gain perspective by reviewing historical market trends; understand the importance of investment diversification and appropriate risk/reward strategies; and learn strategies to help cope with the volatility of investing in today's economy.

Mark your calendar to attend.

Employees are not required to register for the program.

CSB Ice Cream Social

To celebrate Substance Abuse Awareness Week, the Fairfax-Falls Church Community Services Board (CSB) Prevention Services is inviting employees to an ice cream social on Friday, Oct. 31, 2:45-3:30 p.m. in the Government Center Forum. This is an opportunity to meet and talk to members of the CSB.

Contact **Christina Foley** at 703-934-8744, TTY 711, or christina.foley@fairfaxcounty.gov, with questions.

Free Flu Shot Clinics for Employees

The Live Well program is offering free flu shots to county employees at convenient work-site locations from Oct. 20–Nov. 13. A preventive flu shot this fall can help you stay healthy during the upcoming flu season, which typically runs from October to May. To view the schedule and make an appointment online, visit <http://infoweb/LiveWell>.

Employees requiring assistance with registration may contact HR Central, 703-324-3311, TTY 703-222-7314. For

reasonable ADA accommodations, call 703-324-3360. For more information on seasonal flu, visit www.fairfaxcounty.gov/hd/flu.

County Hosts Neighborhood Conference



Three of the many staff that worked on the conference included (left to right) Michelle Chapman-Campbell, Department of Community and Recreation Services; Tilly Blanding, Department of Systems Management for Human Services (DSMHS); and Jenifer Henry, DSMHS.

Photo by Wangin Bang.

Fairfax County hosted the ninth annual Virginia Statewide Neighborhood Conference (VSNC) last month in McLean. Led by **David Ellis**, assistant to the county executive for neighborhood services, 15 county agencies participated in organizing the event.

The conference, “Embracing Change – Creating and Sustaining Community Connections,” brought together more than 200 grass-roots neighborhood leaders, youth, representatives from nonprofits and government staff involved in neighborhood development across the state.

The event provided an opportunity for both residents and county staff to attend workshops; view an array of exhibitions; and share best practices in community engagement and revitalization.

To find out more about the VSNC, visit www.fairfaxcounty.gov/opa/neighborhood_conference.

Final Weeks for FCCCC!

The deadline for the 2008 Fairfax County Combined Charitable Campaign has been extended until mid-November to provide employees with more time to pledge a donation. During these tough economic times, it is especially important to help those in need.

To make a pledge online or for information on getting a paper pledge form, go to <http://infoweb/opa/unitedway>.

We Care Packages for Soldiers

Support U.S. men and women deployed overseas by participating in the ongoing “Adopt a Soldier” project. The project, in conjunction with Providence District Supervisor **Linda Smyth**'s office and the Department of Community and Recreation Services, celebrates National Make a Difference Day held annually throughout the U.S. The goal is to pack and ship 500 boxes to soldiers abroad. There are many ways you can help, including:

- ▶ Donating items for packages.
- ▶ Packing boxes Saturday, Oct. 25, from 10 a.m.–2 p.m. at the James Lee Community Center, 2855-A Annandale Road, Falls Church.
- ▶ Paying for the shipping cost of a box(es). \$10.95/box, make checks or money orders payable to USPS for United States Postal Service, and mail or deliver to: Adopt a Soldier, c/o James Lee Community Center, 2855-A Annandale Road, Falls Church, VA 22042.

More information is available at www.fairfaxcounty.gov/rec/newsandinfo/adptsoldr.htm. For reasonable ADA accommodations, call 703-324-2207, TTY 703-222-5494.

From the Police Department - Halloween Safety Tips

The Police Department reminds adults and children to use the following tips to have a fun and safe Halloween.

Safe Trick or Treating

Don't let the excitement of Halloween allow your children to ignore the normal safety precautions.

- ▶ Remind children to look both ways before crossing the street; cross in a crosswalk or at a corner (do not walk into the street between parked cars); walk on the sidewalk; do not talk to strangers; do not go into homes or cars of people they do not know; and do not approach animals they do not know.

- ▶ Make sure children know their name, phone number and address and to provide this information to a police officer in an emergency or if they are lost.

- ▶ Younger children should have an adult with them while older children should provide their route and when they expect to return. If possible, provide a cell phone for your children.

- ▶ Children should only visit homes that have their porch lights on.

- ▶ Inspect your children's candy before they eat it. Although food tampering is rare, it's safest to eat only those candies that are individually wrapped and not homemade, unless you know the families who have prepared the homemade treats.

- ▶ Have flashlights or glowsticks for



File photo.

children and/or for the accompanying adult.

- ▶ Adults are reminded not to drink alcohol and drive.

Safe Costumes

- ▶ Make sure your child's Halloween costume is made with fire retardant materials and has eye holes large enough for your child to safely see out of. The costume should be short enough so it doesn't interfere with walking.

- ▶ If your child carries an accessory, such as a fake sword, make sure it's

made from a flexible material such as rubber, so it cannot injure your child or others.

- ▶ Provide a costume that uses bright color or use reflective tape, so your child can be seen clearly by drivers and other trick-or-treating families.

- ▶ Consider using makeup on children's faces instead of a mask to allow the child to see clearly.

- ▶ For more personal safety tips and information from the Police Department, visit www.fairfaxcounty.gov/police. ■

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Mark Your Calendar to Grab Some Extra Sleep!

Daylight saving time ends Sunday, Nov. 2, at 2 a.m. Don't forget to "fall back" and turn your clocks back one hour before going to bed on Saturday night, Nov. 1.