



Courier

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2007 Fairfax County Election Results

Results of Tuesday's general elections are indicated below with winners noted by a blue arrow. The candidates are listed as they appeared on the ballot.

The newly elected officials will take office on Jan. 1, 2008. County employees are invited to attend the inauguration ceremony in December at the Government Center. Look for details in an upcoming issue of Courier and in NewsLink.

Board of Supervisors

Chairman

- ▶ Gerald E. "Gerry" Connolly
- Gary H. Baise
- Glenda Gail Parker

Braddock District

- ▶ Sharon S. Bulova
- Carey C. Campbell

Dranesville District

- ▶ John W. Foust
- Joan M. DuBois

Hunter Mill District

- ▶ Catherine M. Hudgins
- Geraldine A. Butkus
- Marie T. Huhtala
- Mike J. "Spike" Williams

Lee District

- ▶ Jeff C. McKay
- Douglas R. "Doug" Boulter

Mason District

- ▶ Penelope A. "Penny" Gross
- Vellie S. Dietrich Hall

Mount Vernon District

- ▶ Gerald W. "Gerry" Hyland
- Bruce H. Ryan

Providence District

- ▶ Linda Q. Smyth

Springfield District

- P. Mike McClanahan
- ▶ Pat S. Herrity

Sully District

- ▶ Michael R. Frey
- David William Gillis, Jr.

Northern Virginia Soil and Water Conservation District Directors

- ▶ Johna Good Gagnon
- ▶ Sally B. Ormsby
- ▶ John W. Peterson
- Daphne D. Sahlin

Clerk of the Court

- Dale A. Evans
- ▶ John T. Frey
- Joseph P. Oddo

Commonwealth's Attorney

- ▶ Raymond F. Morrogh
- Patrick A. McDade

Sheriff

- ▶ Stan G. Barry

Transportation Bond

Shall the Board of Supervisors of Fairfax County, Virginia, contract a debt, borrow money and issue bonds of Fairfax County, Virginia, in the maximum aggregate principal amount of \$110,000,000 for the purpose of providing funds for the cost of constructing, reconstructing, and improving and acquiring transportation improvements, including improvements to primary and secondary State highways, off-street parking, pedestrian improvements, and ancillary related improvements and facilities, and including capital costs of necessary land, transit facilities, rolling stock and equipment in the Washington metropolitan area allocable to the County pursuant to the provisions of the Washington Metropolitan Area Transit Authority Compact?

- ▶ YES NO

▶ For more information on election results, including school board, school bond, state house of delegates and state senate, go to www.fairfaxcounty.gov/eb.

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Succession Planning – Developing Your County Career Path

About 58 percent of the county’s senior managers and executives are eligible to retire in the next three years. In addition, labor market experts predict a continued shortage of skilled managers and technical experts for the next three to five years. To address these challenges, the Department of Human Resources, supported by a multi-agency advisory board, has developed a comprehensive Succession Planning process.

Departments can use this process to effectively plan and implement employee development within the context of the county merit system. Succession Planning will help recruit, retain and develop employees to be the next generation of senior managers and executives and also ensure the continuity of operations

necessary to provide consistent, quality services to residents.

Using a powerful software tool that was recently implemented, managers can use Succession Planning to identify and measure knowledge, skills, abilities and behaviors (collectively called competencies) necessary for successful job performance in key positions.

The process includes creating employee development plans, linking to training and development resources and tracking progress. In time, employees will be able to use the software to look at a position’s competencies and plan their own development. (For example, if your career goal is to become a senior manager in the next five to 10 years, you could see exactly

what competencies – knowledge, skills, abilities and behaviors– you need to be considered for that position.)

Succession Planning promotes coordination between management, supervisors and employees to:

1. Identify the competencies necessary for successful performance in a key position.
2. Identify the existing competencies of a pool of employees selected and/or interested as potential candidates for the position.
3. Identify gaps between the competencies of the employees and competencies needed for the key position.
4. Create and implement training and development plans to close those gaps.

Implementation of Succession Planning began in May and is being rolled out in phases. Departments that are currently using Succession Planning include Administration for Human Services, Community and Recreation Services, Fairfax-Falls Church Community Services Board, Family Services, Human Resources, and Park Authority.

Departments involved in the second phase that began last month include Circuit Court, General District Court, Health, Housing and Community Development, Police, Public Works and Environmental Services, Purchasing and Supply Management, Sheriff, and Transportation.

► For more information on Succession Planning, contact your supervisor, visit <http://infoweb/hr/class/successionplanning.htm>, or contact **Kris Miracle**, succession planning coordinator, at kmira1@fairfaxcounty.gov. ■



Thirty-eight key countywide competencies (versus position specific) also have been identified and can be found in the countywide competency model under "Important Links" at <http://infoweb/hr/class/successionplanning.htm>. Graphic provided by Department of Human Resources.

People Like Us...

Meet Pam Rittenhouse, Department of Transportation

Pam Rittenhouse has worked for the county since 1988. She spent her first two years in the county executive's Graduate Management Intern Program then moved on to the Department Transportation (DOT) as a transportation planner. She currently oversees the facilities maintenance of the county's two Fairfax Connector bus garages.

"When I started at DOT there were about 45 employees. Today we have doubled in size. Growth in the county has kept DOT very busy over the past 20 years," she explained.

Favorite part of my job ...

...Working with DOT staff that have a wealth of knowledge about transportation and working with staff in other county agencies.

Favorite spot in Fairfax County ...

...George Washington Parkway corridor because it's beautiful year-round.

Favorite food ...

...Pasta and sushi.

Work colleagues would be surprised to learn ...

...That I like country music, lived part of my childhood in Hawaii, and my old family nickname is "Tess."

If I could be a superhero or cartoon character, I would be ...

...The Pink Panther because he is really calm and cool most of the time.

When I was a child, I thought I would grow up to be ...

...A movie star because I could memorize whole scenes from old black-and-white movies and westerns.

Who has had the biggest influence in your career with the county?

...My husband because he has been very supportive over the past 19 years, and **Tom Biesiadny** and **Mark Furhmann** because they taught me a great work ethic during my formative years with the county that I still use.

Words of wisdom ...

...Work hard for what you want and enjoy yourself along the way ... so that your place will never be among those cold and timid souls who know neither victory nor defeat.



Pam Rittenhouse. Photo by Zayna Fayyad, Office of Public Affairs

"I've been fortunate because I love my job at DOT and some of the kindest people I've ever met work for Fairfax County," said Rittenhouse.

► *People Like Us* is a recurring feature in *Courier* about the people who work for Fairfax County. Send your nomination for a future *People Like Us* profile with contact information to courier@fairfaxcounty.gov. ■

9-1-1 Call Taker Helps Deliver Baby Isaac

By Steve Souder, DPSC director

The Department of Public Safety Communications (DPSC), also called the 9-1-1 center, receives approximately 2,000 9-1-1 calls daily. Many of these calls request medical assistance. 9-1-1 call takers are trained as emergency medical dispatchers and while an ambulance is enroute, provide medical instruction to assist a patient until the ambulance arrives. Many lives are saved by this program.

The call takers often assist in the delivery of a baby. For DPSC personnel it's just another day at the office, but to the new parents it's one of the most memorable events in their lives.

On Oct. 22, Tom and Melissa Steenson and their family visited DPSC to meet Public Safety Communicator **Hilary Landers** and present her with a bouquet of flowers and a thank you card. The envelope containing the card was addressed to "Hilary, Our Hero." The gifts were a token of their appreciation and gratitude for her assistance over the phone during the birth of their son Isaac on Oct. 11. Landers received the call at 1:54 a.m. and Isaac was born at approximately 2:03 a.m., weighing 7 pounds, 7 ounces.

Landers has been employed by DPSC for one year and has already assisted in the birth of two babies. ■



The Steenson family at DPSC on Oct. 22. Pictured (left to right) is (father) Thomas Steenson, holding son Jacob, 9-1-1 call taker Hilary Landers, (mother) Melissa Steenson with newborn son Isaac, sister-in-law Theresa and in front, Isaac's older sisters. Photo provided by DPSC.

Helping Vulnerable Residents in an Emergency

New Online Medical Needs/Social Needs Registry

The county has launched an online Medical Needs and Social Needs Registry to assist vulnerable residents in the event of an emergency.

A joint effort of many county agencies, the registry was created in response to the aftermath of Hurricanes Katrina and Rita in 2005.

The registry has two distinct categories: the Medical Needs Registry and the Social Needs Registry. It is intended to allow residents with medical needs and organizations assisting those with social needs to provide Fairfax County with information so that the county can communicate information about emergency preparedness and response and recovery resources to vulnerable, at-risk and hard-to-reach residents.

“The Special Needs project is a true collaboration between all the county departments that have a role to play during an emergency,” said **David J. Molchany**, deputy county executive, who chaired the Special Needs Committee tasked with creating the registries. “The 35 team members did an excellent job in working together to create a program that fits the needs of Fairfax County’s

most vulnerable residents during an emergency. This program is an essential service to the community.”

Medical Needs Registry

The Medical Needs Registry will contain the names and addresses of individuals with medical needs who have a high-risk health condition that is either temporary or chronic and who cannot manage for themselves in a general shelter or evacuation center; will require assistance in performing the activities of daily living; and/or will require care for and the monitoring of a health condition. The Medical Needs Registry is voluntary and all information collected will be kept confidential and stored on secure Fairfax County servers.

Social Needs Registry

The Social Needs Registry is a tool used by Fairfax County to facilitate access to community-based organizations that serve people in need of specialized communications and/or transportation during an emergency. People with social needs are individuals who are vulnerable, at-risk or hard-to-reach in the event of an emergency but are not medically dependent.

► For more information and to register for the service, visit www.fairfaxcounty.gov/specialneeds, or contact **John Hudson**, Office of Emergency Management, at 703-324-3284, TTY 711, or john.hudson@fairfaxcounty.gov. ■



**MEDICAL
NEEDS**



**SOCIAL
NEEDS**

These two logos were created to promote the service and to help residents and community organizations easily identify the registries.

Witches in the Forum – It Must Be Halloween



A coven of friendly witches gathered in the Government Center Forum on Oct. 31 as part of the Department of Tax Administration's (DTA) Halloween revelry. There were no reports of spells cast on delinquent taxpayers. Photo provided by DTA.



The Department of Finance (DOF) had County Executive Tony Griffin join their Halloween festivities in the form of a cardboard cutout, surrounded here by a group of suspicious-looking DOF characters. Staff saw double when the real Griffin briefly met with his cardboard counterpart. Photo provided by DOF.

Plant a Tree (or 2.6 Million Trees) and Save the Environment

By Zayna Fayyad,
Office of Public Affairs

County employees are encouraged to plant a tree as part of the Board of Supervisors recently adopted goal to cover 45 percent of the county with trees by 2037. To reach the 30-Year Tree Canopy Goal, the county and residents will need to plant an additional 2.6 million trees – or 20,400 acres of new canopy – as well as maintain existing trees. New trees are needed because the county expects to lose 4 percent of its canopy in the next three decades.

The county's efforts include planting up to 400 trees per year at government buildings and facilities.

The canopy goal also supports the Cool Counties initiative to reduce greenhouse gas emissions. Since 2003, the board has implemented more than \$6 million worth of projects and programs to address air quality and global climate change.

In addition, the 30-year canopy goal



Just one tree can make a difference. Photo by Zayna Fayyad, Office of Public Affairs.

supports the county's Tree Action Plan to conserve and maintain trees.

Trees are a valuable natural resource to Fairfax County because:

- ▶ One mature tree with a 26-foot canopy can absorb the emissions of a vehicle driven 11,500 miles every year.

- ▶ Trees remove carbon dioxide from the air, which is the primary greenhouse gas, and they absorb ozone and other pollutants.

- ▶ Shade from trees can reduce a

home or building's cooling costs by 10 to 50 percent in the summer.

- ▶ Every 1 percent increase in tree canopy also reduces midday air temperatures by up to 2.88 degrees.

Once achieved, the canopy goal is expected to save taxpayers money. The trees when matured should produce savings equivalent to \$5.3 million for air pollution removal and \$4.7 million in energy conservation every year. The additional canopy also will have the capacity to absorb more than 10 million pounds of carbon dioxide annually, eliminating the annual cost of \$1 million in greenhouse gas reduction services.

- ▶ For more information, visit www.fairfaxcounty.gov/dpwes/environmental/trees.htm

- ▶ For tips on how to correctly plant a tree and information on tree care, visit www.fairfaxcounty.gov/dpwes/navbar/faqs/treecare.htm. ■

FCEDA and County Host Creative Economy Conference

Close to 400 people from across the U.S. attended the 2007 National Conference on the Creative Economy on Oct. 24 and 25 in Tysons Corner. The event was hosted by the Fairfax County Economic Development Authority (FCEDA) and the county government.



The conference included more than 15 sessions and discussions that examined the integral role that a creative work force has in the growth and success of communities in today's information-based economy.

Topics included the challenges of creating a vibrant "live, work, play" community where residents are proud to live; attracting and retaining a talented, creative work force; the roles of education and the arts in the creative community, as well as the expanding and vital

Board of Supervisors Chairman Gerald E. Connolly moderated the panel discussion "How Creative Communities Can Help Build a Diversified Local Economy." Other county officials who spoke at the conference included Gerald L. Gordon, FCEDA president and CEO; Steven L. Davis, FCEDA chairman and Jack Dale, Fairfax County Public Schools superintendent.

role of online social networking and communication, among other topics. Several times during the conference Fairfax County was lauded by national experts as a creative, diverse and innovative community.

Two work force initiatives highlighted during the conference included the promotion and utilization of teleworking and providing paid time off for volunteer service – two benefits that are available to most county employees.

- ▶ For information on the conference, including summaries of the discussions, visit www.creativeeconomies.org. ■

Focus on Benefits

The Internal Revenue Service recently announced that contribution limits for the deferred compensation plan will remain unchanged for 2008. The normal limit will continue to be \$15,500 or 100 percent of taxable compensation, whichever is less.

▶ **Playing catch-up**

If you are age 50 or older and feel that you have not set aside enough in your deferred compensation plan, it's not too late to catch-up. There's still time to take advantage of the tax laws and prepare financially for your retirement.

Participants who are age 50 and older may contribute an additional \$5,000. This means that participants age 50+ will be able to defer up to \$20,500 (normal limit of \$15,500 plus age 50 limit of \$5,000).

Participants who are within four years from normal retirement may qualify for the pre-retirement catch-up. Under the pre-retirement catch-up provision, participants may defer up to double the normal limit (\$31,000). The amount participants can defer under the pre-retirement catch-up provision is determined by subtracting the actual amount deferred for each plan year from the maximum amount allowed by law for each of those years. The Department of Human Resources (DHR) has a report

showing the salary and contribution history for all participants who have less than five years until normal retirement. DHR staff can provide participants with their unused contribution amounts upon request.

In addition, participants who are retiring or terminating employment may elect to contribute their annual leave or compensatory leave payoff, up to the annual limits into the deferred compensation plan. Remember that deferred compensation contributions are subject to Social Security and Medicare taxes. Therefore, the deferred compensation amount taken may be lower than the requested amount due to the withholding requirement for these taxes. (Participants who do not submit a form to DHR for the leave payoff payment will have their regular contribution amount taken from their leave payoff checks.)

▶ **Enroll or make contribution changes**

Employees who wish to enroll or change their contribution amounts for the first pay date in January (Jan. 4, 2008) are encouraged to submit their form to DHR by Dec. 21. Biweekly deduction amounts are noted below for employees who choose to reach the annual plan contribution limit over 26 pay periods.

Employees may submit deferred

HR Central

HR Central has benefit information.

▶ Call 703-324-4900

TTY 703-222-7314

▶ Visit <http://infoweb/hr/benefits>

compensation enrollment or change forms anytime throughout the year. Enrollment and change forms received in DHR in any given month will become effective the first available pay date of the next month. Forms are available on Infoweb or by calling the Financial Benefits Help Desk at 703-324-4995, TTY 703-222-7314. Completed forms may be faxed to 703-802-8795 or mailed to Employee Benefits, DHR, Fairfax County Government Center, 12000 Government Center Parkway, Suite 270, Fairfax, VA 22035.

▶ Contact the Financial Benefits Help Desk at 703-324-4995, TTY 703-222-7314 for more information. ■

Deferred Compensation Contribution Limits

2007 and 2008 Limits	Deduction Amount (Limit over 26 pay periods)
Normal Limit - \$15,500	\$597
Age 50 Limit - \$20,500	\$789
Catch-up Limit - \$31,000	\$1,193

Briefs

15th Annual Holiday Food Drive

The 15th Annual Holiday Food Drive, coordinated by the Department of Human Resources, begins Nov. 26 and runs until the morning of Dec. 13. All contributions are donated to FACETS, a nonprofit organization that responds to the diverse and multiple needs of homeless and low-income people living in Fairfax County.

Non-perishable food items in special need include: breakfast and granola bars, cereal, canned meats, canned soups and vegetables, chili, fruit, jelly/jam, juice, peanut butter, spaghetti and pasta (tomato) sauce.

Personal hygiene items also are needed including baby wipes, diapers, laundry detergent, shaving cream/gel, razors, tampons and maxi pads, antiperspirant, shampoo and conditioner, soap, toothpaste and toothbrushes.

All donations are welcome and appreciated. Collection boxes will

be located in the Government Center cafeteria and the Department of Human Resources HR Central (Suite 270).

► For more information, e-mail **Hope Hohmann** at emily.hohmann@fairfaxcounty.gov.

Don Smith Award Nominations

Nominations are now being accepted by the Employees Advisory Council (EAC) for the Don Smith Award. The award provides recognition to individual employees who contribute outside of their normal job duties to the well-being of their fellow workers. Nominations for the award will be accepted from Nov. 12 until Nov. 30. Any county merit employee that has completed the 12-month probationary period may nominate or be nominated for the award.

Award recipients will receive an engraved plaque and a cash award of up to \$1,000 at the Jan. 28 Board of Supervisors meeting. Nomination forms

are available at www.fceac.org or from EAC representatives, your agency payroll contact, or the Department of Human Resources.

► For more information, contact **Dianne Wimbish** at 703-324-3365, TTY 711 or dianne.wimbish@fairfaxcounty.gov.

What's Your Favorite Spot?

Look for details on the "What's Your Favorite Spot in Fairfax County?" contest in the next issue of Courier. Courier is looking for your favorite spot (Your deck on a summer night? Tysons Corner during the holidays?) that makes Fairfax County a great place to live, work and play.



Is Burke Lake Park your favorite spot? Photo by Don Sweeney, Park Authority.

One More Week to Give — FCECC Ends Friday, Nov. 16

A Hogette and former Redskin player Darryl Pounds were part of the kickoff of the 2007 Fairfax County Employee Charitable Campaign (FCECC) on Oct. 22 in the Government Center Forum. The theme for this year's campaign, which runs to Nov. 16, is "Dare to Share - Your Time! Your Talents! Your Treasure!"

More than 100 employees attended the event, with speakers including Pounds; **Verdia Haywood**, deputy county executive; and Chuck Anderson, president and CEO of the United Way of the National Capital Area (UWNCA). Pounds shared with employees how United Way services helped his mother and family during his childhood in Louisiana.

Another highlight of the event was the drawing of door prizes including the grand prize of two donated tickets to the Dallas/Redskins game won by

Stephanie Clements, Department of Administration for Human Services.

UWNCA coordinates one of the largest annual fundraising campaigns in the country, dispersing millions of dollars to almost 900 nonprofit organizations that provide health and human services programs to Fairfax County and Washington area residents.

► For more information about how

you can participate in the FCECC, visit <http://infoweb/opa/unitedway>, or send an e-mail to charitable.campaign@fairfaxcounty.gov. ■



Deputy County Executive Verdia Haywood (above) encouraged employees to participate in the FCECC. Participants in the kickoff event included (left to right) former Redskin Darryl Pounds; FCECC Chair Cheryl Orr; UWNCA President and CEO Chuck Anderson; and the Hogette. Photos by Zayna Fayyad, Office of Public Affairs.



Be Alert For Deer on the Roads

The Police Department advises everyone to be extra vigilant for deer while driving, especially during deer breeding season from mid-October to January. To avoid a dangerous and often costly collision with deer this fall, police offer the following driving tips:

- ▶ Always wear a seat belt to reduce the possibility of injury in case of a collision.
- ▶ Be alert for deer; drive cautiously — especially if there is a deer crossing sign. Be even more attentive at dusk and dawn. (Peak deer movement in the fall coincides with the time change back to standard time. This shifts rush hour into darkness hindering a driver's ability to see deer.)
- ▶ If a deer is spotted near the roadway, slow down and be ready for the animal to dart into the road. Honk the horn to try to scare the deer away. Deer often travel in groups, if one is spotted, be cautious for others.
- ▶ When a deer is spotted, flash your headlights from bright to dim and honk the horn to encourage it to move away from the road. Drive with lights on during overcast days and use high beams at night whenever possible. (Though headlights can confuse deer, the reflecting light from their eyes will help to see them.) Warn other drivers behind you of the presence of deer by tapping on the brakes.



File Photo

▶ If a deer runs into the roadway, try to slow down or brake without swerving. Losing control and crashing into another car or a stationary object can be more dangerous than hitting the deer.

▶ If hitting a deer cannot be avoided, slow down and grasp the steering wheel firmly with both hands. Ease off the brake at the time of impact so the front end of the vehicle will lift up and enable the deer to go under the car, rather than over it (reducing the danger of it crashing through the windshield or windows). If the animal is injured or killed, report the collision through the Police Department's non-emergency line at 703-691-2131, TTY 711.

In 2006 there were 129 reportable crashes between vehicles and deer in Fairfax County with 14 resulting in injuries to people. However, the actual number of collisions is likely between 3,000 and 5,000. If motorists remain alert and slow down to allow more reaction time, it is possible that some of these crashes could be avoided or result in less damage.

▶ Contact **Robert Johnson**, Risk Management Division, at 703-324-3043, TTY 711, or robert.johnson@fairfaxcounty.gov with questions regarding safety issues. ■

Courier is a Fairfax County publication distributed most payday Fridays. The deadline for articles and information, space permitting, is two weeks before publication.



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See Courier online at
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Deadline Is Midnight, Today, Nov. 9! Open Enrollment for 2008 Benefits

To review or make changes to your benefit elections, go to www.fairfaxcountybenefits.benelogic.com. Flex participants must re-enroll to continue participation in 2008.

For assistance, call HR Central at 703-324-4900, TTY 703-222-7314.