

"Coming together is a beginning; keeping together is progress; working together is success."

- Henry Ford

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News from the Administrator

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Administrator's Message

Welcome to Autumn-it's been a few months since my last newsletter, and so much has happened in and around this great county of ours. **Washtenaw County continues** to lead the charge in the areas of talent, innovation and willingness to change. In September, we recognized our best and brightest employees at the Group of 180 meeting. Nominated by their fellow employees, it was truly inspiring to witness the commitment and dedication to public service our nominees and winners demonstrate on a daily basis. With their leadership, I'm confident Washtenaw County is in good hands for many generations to come.

Then, after much work and some very difficult decisions, a balanced budget was pre-

sented to our Board of Commissioners in early October. This 4 year budget is the first of its kind in the State of Michigan, and if approved by the Board later this year, would afford us the ability to smooth the last of our deficit over a longer period of time, thus, reducing the pain to citizens and employees alike. This 4 year budget was not entered into lightly, our Board of Commissioners and Budget Task Force met on countless occasions to solicit input from the public, discuss scenarios, evaluate options and project outcomes. Ultimately, I have to thank you, our employees for coming to the table yet again, for your willingness to consolidate services and make painful concessions; without you, the next 4 years would prove to

be much more challenging. At the November 6th Ways and Means session we delivered our 3rd quarter update. Be sure to check it out. So, as we move into the busy holiday season, I wish you safe travels and wonderful memories with your family and friends. This year more than ever, I'm thankful for each of you and the continued support you've provided over the course of the year. Washtenaw County employees truly are world class.

- Verna Mc Daniel

The Senior Nutrition Program's Home Delivered Meals Offer a Sizeable Return on Investment

The Office of Community & Economic Development recently analyzed the economic return on I investment of the Home Delivered Meals (HDM) portion of the OAA-funded Senior Nutrition Program. Under the HDM program (i.e. Meals on Wheels), OCED coordinates with community partners to serve daily mid-day meals to homebound and severely disabled older adults (60+) at no cost. In fiscal year 2011-2012, OCED funded and coordinated the

delivery of meals to 829 homebound seniors each week throughout the County. The study found that, according to reports from the 47 surveyed participants, HDM services offer a return on investment of \$8 for every \$1 invested in the program. Providing home delivered meals to the 47 surveyed participants saves \$484,662 annually in government spending and economic costs.

HDM services realize significant direct and indirect cost savings in 3 main ways:

- By preventing or delaying the need for long -term care options.
- 2) By reducing the need for caregiving by friends or family members.
- 3) By reducing overall healthcare utilization and hospital stays. The full return on investment report will be available at http://www.ewashtenaw.org/snp once completed later in November.

Required GHS Employee Training

Washtenaw County has a compliant Hazard Communication Program therefore this new mandate has a minimal impact, though it requires in large part a commitment by you, the employee to participate in the training by the deadline date of December 1' 2013. Fines and penalties for non-compliance have been extended to the GHS alignment to employers not meeting the mandate.

MIOSHA's position is there will be "no excuses for noncompliance" on the failure to train employees by the December 1st deadline. It is one of those things that is in place that if ignored, people could get hurt. There are numerous chemicals out there and some can kill you quickly. Lack of training can cost employers severely, not just in worker's compensation costs, lawsuit costs, but citation costs as well.

Employees that have not fulfilled their training requirements should have received a reminder notice through the professional development system already. In addition, departments were notified of those employees that have yet to complete the training with the hopes that individuals will partake in the online training well in advance of the December 1st deadline. In an effort to ensure compliance, Risk Management will send out one last reminder the week of November 18th to motivate those individuals that have not fulfilled the training requirement.

If you have any questions on the GHS and/or need to discuss how to ensure that your department is compliance, please contact <u>Judy Kramer</u> or <u>Tammy</u> <u>Richards</u> in <u>Risk Management</u>.



"Understanding that affecting change requires the strategic coordination of efforts...."

BOC Budget Priorities

In my August newsletter, you were introduced to the **Board of Commissioner** Budget Priorities, a concept that allows all commissioners to become actively involved in the budget allocation process while working to collaborate and invest for maximum community impact. The commissioners conducted a series of meetings in September, wherein they evaluated 5 target areas; Talent, Human Services, Environmental Impact, Mobility & Civic Infrastructure and Economic Development. Ways &

Means Chair Felicia Brabec presented the outcomes of those meetings on Wednesday, November 6-Understanding that affecting change requires the strategic coordination of efforts, Commissioner Brabec outlined the following:

Specific strategies that advance these community outcomes will be identified, and measures of success will be evaluated in order to evaluate their effectiveness. This framework is referred as Community Impact In-



vesting.

The power of Community Impact Investing is that it provides the framework and methodology for making decisions about services that are guided by the Board of Commissioners values and evaluated on real performance data.

United Way Update — 2013 Campaign Goal \$60,000

it's not over vet, some late

donations have made it



Your United Way committee has been very busy, they 'kicked' off their annual campaign with an entertaining game of kickball at Rolling Hills on September 20-Hot dogs and competitive sportsmanship made fund raising fun! If you've been watching eCentral, you likely have been following our United Way auctions. To ensure you'd have an exciting selection of items, the committee started requesting dona-

possible for us to add one more auction! The auction will begin the week of November 11th. Be sure to watch eCentral for more details. Finally, work has begun on

the 2nd annual county cookbook! It's a fun way to share your talents and it is an inexpensive holiday gift. We'd love to include your recipe, please check eCentral article for more information.

The Committee would like to thank everyone for a

fantastic 2013-it's been a great year. Our Campaign Ends Thursday, November 21! Be sure to donate via eCentral to be included in our wrap-up raffle. You could win a \$100 Meijer Gift Card, a massage from Liberty Athletic Club, a cup of coffee from Biggby, and many more fantastic prizes.

tions early this year, —And





The Teen Center Without Walls (TCW2), partnering with the Youth Arts Alliance (YAA!), are hosting the 2013 Teen Arts Festival! Local teens (between the ages of 13-20) from all over Washtenaw County will be able to submit/register their artwork no later than November 8th, 2013. This years Teen Arts Festival Opening Ceremony will start December 6th, 2013 at 5 pm and the Closing Ceremony will be on December 15th, 2013 and will start at 3 pm. The artwork of all the teens that participate in this event will be available for public showing the following dates and times:

December 6th (4-8 pm) OPEN-ING CEREMONY starts at 5 pm December 7th (3-8 pm) December 8th (1:30-4 pm) December 12th-14th (3-8 pm) December 15th (2:45-5 pm) **CLOSING CEREMONY starts at 3** pm

Please click here for more information (http:// tcw2.com/2013-teen-artsfestival/)

Dick Fleece is retiring--Ellen Rabinowitz named Interim Public Health Director

As you may know, after 38 years, Dick Fleece is leaving us to enjoy a much deserved retirement. He'll be greatly missed by all who know and work with him. He has been a leader, a mentor and friend to so many of us over the years, and we wish him much happiness in his retirement. Dick's retirement leaves a noticeable void in our Public Health Department, and one that is not easily filled. But, thankfully, we didn't need to look any further than our own Ellen Rabinowitz to fill his shoes.

Ellen has worked in the Public Health Department since 1996. She was responsible for the

department's community health assessment program for many years. For the past 11 years, she has been the Executive Director of the Washtenaw Health Plan. She also has broad community experience and involvement, having served on the Board of Directors of a number of community organizations. Based on Ms. Rabinowitz's qualifications and years of experience including working with boards, budgets and supervision of staff, she is the preferred candidate to lead the Public Health Department.

Ms. Rabinowitz will continue in the role of Executive Director of the Washtenaw Health Plan

during this interim appointment. Combining the leadership of these two organizations will help the County move forward toward a unified vision of health for our County.

So, when you see each of them, please congratulate Dick on his retirement and Ellen on her interim appointment, both have excellent reasons to celebrate!

leader, a mentor and friend to so many of us over the years, and we wish him much happiness in his retirement. "

"He has been a



With over 1,000 employees here at Washtenaw County, it's hard to get to know everyone! I've decided to begin a new article in my newsletter one that features a hard-working county employee. For my first article, I'd like to introduce you to Nathan Voght, our **Brownfield** Redevelopment Coordinator and ReImagine Washtenaw project Coordinator:

Getting to know Nathan Voght

My name is Nathan Voght, and I have an urban planning and downtown revitalization background. I'm a proud graduate of Eastern Michigan University. I began my career as a planning consultant for an Ann Arbor planning firm in the late 90s, and then joined the City of Ypsilanti as their City Planner in 2001 until 2008. My wife and I opened Uptown Coffeehouse, in Downtown Howell, in 2002. After leaving the City of Ypsilanti, I assumed the role of Director of the Howell Downtown Development Authority and Main Street Program, which got me involved in the many aspects of downtown revitalization, including event planning, business retention/recruitment, and historic preservation. I took on my current role in 2012 with the County, where I am the Brownfield Redevelopment Coordinator and Relmagine Washtenaw Project Manager.

As Brownfield Coordinator, I staff the County Brownfield Authority, which partners with numerous local units of governments to redevelop contaminated, blighted, and hazardous brownfield sites. Washtenaw County should be proud of its efforts at regionalism, where we are only one of two regional brownfield authorities in the State of Michigan. Since its formation in 1999, the Brownfield Authority has approved 23 brownfield plans in 8 different local units of government. Since 2012, we have been busy, approving four new brownfield plans. Brownfields use Tax Increment Financing (TIF) to facilitate clean-up and redevelopment of brownfield sites. The County captures future tax revenues resulting from the improved value of the property in order to pay for the costs of the environmental clean-up. It's a winwin, as without the incen-

> clean up the site, the project, and resulting taxes, occur. The

tive to

Relmagine Washtenaw project is another good example of how the County is leading a significant regional effort to raise property values, engage in place -making, and improve quality of life for its residents. This regional collaboration seeks to transform Washtenaw Avenue between the Cities of Ann Arbor and Ypsilanti, into a revitalized, mixed-use, walkable, quality urban corridor, built on efficient public transportation and safer access for pedestrians, bicyclists, and vehicles. Communities around the country are beginning to see the potential to make corridors and public transportation economic engines, rather than neglected suburban thoroughfares, increasing investment and property values, and providing viable transportation alternatives that the population is now ex-Here's a link to an article showcasing Nathan's work: http://

www.concentratemedia.co



2013 Holiday/Furlough Closures

As of today Washtenaw County has 6 holiday or furlough closure dates remaining in 2013. This year all furlough days were/are functionally identical to holidays for the purposes of building closures. Employees required to work on a designated furlough day or holiday will be provided the infrastructure support normally provided during holiday closures. All buildings that normally follow the County holiday and furlough day schedule will continue to do so for the identified days remaining in 2013. Employees that normally work on scheduled holidays or designated furlough days will operate as normal for the remaining dates.

The remaining dates scheduled as furlough or holiday are:

- Thursday November 28----- Thanksgiving Holiday
- Friday November 29----- Thanksgiving Holiday
- Monday December 23----- Non-Paid County Furlough day
- Tuesday December 24----- Christmas Holiday
- Wednesday December 25-----Christmas Holiday
- Tuesday December 31-----New Year's Holiday



Reminder: It's Open Enrollment Time

Open Enrollment is your annual opportunity to review and update your benefits to ensure that they meet your needs. New selections that you make during Open Enrollment become effective January 1, 2014.

You may enter the system as frequently as you wish during the Open Enrollment period to make as many changes as you deem necessary. The last set of selections that you make and submit will be your final 2014 benefit selections. Open enrollment ends at 5:00 pm November 15, 2013. Washtenaw County has selected Delta Dental of Michigan as their

new dental benefits carrier and **VSP Vision Service Plan** as their new vision benefits carrier effective January 1, 2014! Please see <u>eCentral</u> for more information on this change.

Washtenaw County is pleased to offer you a new supplemental insurance from Unum in addition to your existing benefits package. You now have the opportunity to enroll in **Accident Insurance** which provides you a lump sum benefit in the event you are injured as a result of an accident. Coverage is voluntary, so you decide whether or not to pur-

chase the insurance. Coverage is Guarantee Issue (meaning no medical questions) as long as you are actively at work on 1/1/2014. Premiums for this coverage will be conveniently deducted from your paycheck.

Also, during this annual enrollment, you will have the chance to elect Individual Short Term Disability and/or Whole Life coverage, also provided by Unum.

Check eCentral to sign up, look for information or locate drop-in locations!