



Message from the Director

At the end of each year I always reflect on my goals, my progress and look to the upcoming year. This is the time of year I take pride. This is the time of year I am grateful. This is the time I laugh, and this is the time I get sentimental. Every day at the county we stay busy and often lose sight of what we have accomplished over this past year. Just to remind us on what we've accomplished:

We played an integral part in bringing film crews to Cuyahoga County. The film crews brought jobs, people and money to the County. I heard from many of the out of town people, how friendly and helpful we are in Cuyahoga County. We reviewed, created and rewrote many policies and procedures. We surveyed our customers to identify how well we are providing a service. We will use these surveys to find good practices and identify areas of improvement. We reduced our operating costs by eliminating our obsolete or redundant personnel, and by controlling our spending on consumables. We changed our purchasing procedure to make the process more transparent, gave more vendors an opportunity to provide goods and services, and put a check and balance in place to ensure protection of the taxpayer's money. Wow.....what a great year!

But as we read in the paper every day, we as county employees, are still judged by a few individuals who abused their power and positions for personal gain. What we have learned from this experience is that no one is free from being held accountable to the public. If you misuse taxpayer's money or time, you will be held responsible.

Now, more than ever, government agencies must be more efficient. Due to the poor economy the public is becoming increasingly vigilant in demanding that their tax dollars be spent wisely. Our department is not exempt from this type of scrutiny. As we reflect on what the future may hold, we must always keep this in mind.

Public work has many knowledgeable and dedicated employees. Every day I am reminded at the talent that exists here. Over the years you've been asked to reduce costs by cutting back on personnel through required furloughs. You had done that! Now we are asking you perform your jobs BETTER, CHEAPER AND FASTER. I know we can succeed in this goal as well, but we need the commitment and the talent of the whole team. What looks like a loss may be the event that is responsible for helping to produce the major achievements in our lives. We've made some changes this year which align us as a more efficient agency. There are, however, still many

changes we need to make. We are all faced with a series of great opportunities, disguised as impossible situations. As Tommy Lasorda once said, "The difference between impossible and possible lies in a person's determination."

I understand that these changes are difficult. We have to understand that these sacrifices are essential in maintaining in-house employment. I ask that we all look at the world around us and try to understand what is happening to our state and country. This is a time of drastic change. We have to make changes to survive. I believe we will become better and stronger than we were before. Charles Darwin once said, "It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is the most adaptable to change."

As we reflect on the previous year I hope that we can all work together to make this county the best that it can be. We can be proud to tell our families, friends and strangers that we are all giving 100% to the hard working taxpayer's of Cuyahoga County.

Finally, I'd like you all to read a passage I've had hanging on my refrigerator and try to live by:

Attitude by Charles Swindoll

The longer I live, the more I realize the impact of attitude on life.

Attitude, to me, is more important than facts. It is more important than the past, than the education, than money, than circumstances, than failures, than successes, than what other people think or say or do.

It is more important than appearance, giftedness or skill. It will make or break a company...a church...a home.

The remarkable thing is we have a choice everyday regarding the attitude we will embrace for that day. We cannot change our past...we cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the one string we have, and that is our attitude...I am convinced that life is 10% what happens to me and 90% how I react to it.

And so it is with you..we are in charge of our attitudes.

I hope you and your families continue to have a great New Year! Cherish what we have and give us the strength to prosper in this New Year.

Sincerely,

Bonnie

Department Spotlight...Human Resources

The Department of Human Resources (HR) for Cuyahoga County continuously strives “to recruit and maintain the most qualified and motivated workforce, serving the public in an effective manner and to foster a work environment that promotes equal opportunity, dignity, respect and encourages individuals to reach their maximum potential (*HR Mission Statement*).” The Department of HR has recently assigned Analysts and Specialists throughout the County to provide HR support to all Departments reporting to Executive Ed. FitzGerald. Within the Department of Public Works the HR team is made up of Jason Sobczyk, Leigh Harris, and Johnathan Edmund (who started with HR on January 30, 2012). The three person team of HR Analysts provide comprehensive personnel services in the area of employment, benefits, personnel policy admini-

stration, labor and employee relations and development.

Based upon these wide varieties of tasks, there is no set routine for the HR duties within Public Works as each day brings new challenges and rewards. The role of the Public Works HR team, simply put, is to support employees and supervisors directly with their questions, grievances, and projects. In 2011 the HR staff directly assisted the Director and Administrators to restructure Public Works (and approximately 600 employees) as the former offices of Central Services, Sanitary Engineer, and Engineer merged into one Department, as mandated by the County Charter. The Department of HR in 2012 will introduce consistent County policies and procedures. Additionally, employees of the former Engineer’s Office are subject to classification pursuant to the County’s

job classification plan. Due to complexities, all these changes must be properly researched and implemented. Combine these projects with union negotiations, training initiatives, and day-to-day issues and you can see that 2012 is going to be a busy year.

The Department of HR pledges that if they do not know the answer to a question, they will research and get the answer. In HR, the customers are the employees and supervisors. Customer satisfaction is top priority. Should any employee or supervisor ever need guidance all they need to do is seek out the Human resource Analysts.

GOOD NEWS!

The Department of Public Works received on



short notice the need

for 28 County seals to be made for the grand opening on the Juvenile Justice Center. Job well done to **Joe Gonzales**, Plaster and **Mike Murphy**, Laborer for molding the seals out of plaster, along with **Donny**



Osborne, Painter Foreman and **Wes Liptak**, from the Sigh Shop for completing the finishing

touches on such short notification.

A letter of thanks written from the Office of the Prosecutor, **Bill Mason**, commending our trades staff for their hard work, effort and professionalism. **Gary Wolf, Don Osborne, Mo Gorczyca and Jack Carroll**, worked on converting the restroom area into that is ADA compliant, (Americans with Disabilities Act). The Prosecutor's Office has utilized county labor in the past for extensive projects such as this and would not hesitate to do so again in the future.

Substantial savings and months in delays for the County for work performed in-house at the Justice Center Complex. The work was a joint effort between Pipe Fitters, **David Boltauzer, Sean Loftus, Jim Cotner, David Banai and Jim Bittel** together with Stationary Engineers **Tony Merritt, Dave Jones, Jr., Rich Adkins and Frank Fracz**. The work consisted of replacement of the main shut off valves controlling house heating pumps for the Courts Towers and Jail I. The water pumps are original to the building and pump 600 to 800

gallons of water every 8 hours. The Engineers were maintaining the pumps by filing the tanks every shift to accommodate the water loss. Outside vendors were estimating the repair cost at \$40,000, having the repairs done in house saved the county over \$13,000. Less than a month after the repairs were completed, the building experienced a minor "blow out" which would have caused tremendous disruption to business and possibly disabling the building for over a week, if it happened prior to the repairs.

SAFETY...

Use common sense while driving near snow plows. Plows will typically travel under 35 miles per hour. It is recommended that you stay a safe distance behind the snow plows at all times at least 200 feet and allow plenty of room when passing a plow, do not pass on the right. Do

not cut back into the lane ahead of the plow too quickly since the blade extends several feet ahead of the truck. When you see an approaching snow plow on an undivided roadway, move as far away from the center line as you safely can since blowing snow may

obscure the actual width of the snowplow's blade. Remember that trucks take longer to safely respond and come to a complete stop, so avoid cutting quickly in front of them. Turn on your lights to be seen and be seen. Winter driving requires motorists to be careful

and alert, but the most important tip for winter driving is to **SLOW DOWN!!!**





Department of Public Works

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EMPLOYEE SPOTLIGHT....

Deborah Vasquez, has been working for the Department of Public Works as a painter for the last 15 years. Before working for the county, Deb worked for a company that helped paint the interior of the Rock and Roll Hall of Fame, Deb specifically worked on the very high ceiling beams in the building, she admits that it was a little scary at

times. Asked if she enjoys doing her job, she said that she truly does. Deb stays in shape and flexible for all the painting that she does by taking walks in the Cleveland Metroparks and swimming at the Lakewood in door pool. For the past few years Deb has been dedicating a great deal of her spare time and energy to working on her Rocky

River century home. With the help of others and herself Deb has completely renovated the second floor and is looking forward to starting on the kitchen reconstruction. Deb has two sons and is the very proud grandmother of two year old Ian, who lives in Arizona. Deb will be retiring soon and is looking forward to taking an extended vaca-

tion to Arizona and visiting with family.



National Wear Red Day

Celebrate National Wear Red Day on **Friday, February 3rd** when Americans nationwide will wear red to show their support for women's heart health issues and to raise awareness that heart disease is the #1 killer of women. *The Heart Truth* created and introduced the Red Dress as

the national symbol for women and heart disease awareness in 2002. *The Heart Truth* is a national awareness campaign for women sponsored by the National Heart, Lung, and Blood Institute to remind women of the need to protect their heart health, and inspire them to take action. Women

with predisposing factors like family history, high blood pressure, high cholesterol, diabetes, smoking, age (55 or older for women), poor diet and exercise should be diligent about screening for heart disease. Heart disease kills more women than all cancers. National Wear Red Day promotes the

symbol and provides an opportunity for everyone, men and women alike to unite in this life saving awareness movement by wearing anything red!!!



HAPPY BIRTHDAY... FEBRUARY 2012

02/01 Charles Payton, Sr.

02/02 Macelyn Marzett-Bullard

02/02 Harry Karr

02/07 John Walker

02/08 William Laux

02/09 Michael G. Maline

02/09 James A. McConnell, Jr.

02/10 Darryl Lobas

02/10 Richard Rohaley

02/11 Todd Swindell

02/12 Raymond West

02/14 Kirk A. Mericle

02/15 Steve Meade

02/15 Timothy Bozeman

02/15 Thomas Litto, Jr.

02/18 Louis Ragone

02/18 Phillip Salett

02/19 Anthony Henderson

02/19 Michael Jarvis

02/19 Terence J. Solomon

02/19 Glenn P. Lesh

02/20 Daniel M. Petras

02/21 Amy M. McDonald

02/21 Benita Fazl

02/22 Terrence Parham

02/23 Donald Hursell, II

02/25 James Galvin

02/25 Timothy Banks

02/25 Richard S. Orosz, Jr.

02/25 Arthur R. Todd

02/26 Patrick Lynch

02/26 Stanley Lewis

02/26 Juliann Conway

02/26 David M. Anielski

02/27 Douglas Dillon

02/28 Suzanne Britt

02/28 Tommie E. Poole