

Unbridled SUCCESS



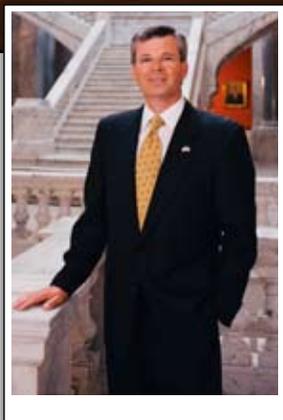
INSIDE ENVISION, BELIEVE, WORK, SUCCEED, EMPOWER

*Governor Fletcher Attends
Empowerment Conference
in Lexington*

Page 4

ALSO
**GREAT NEWS FOR
STATE EMPLOYEES**
*State Health Insurance
Benefits Won't Change in
2007*

Page 4



**COMMONWEALTH OF KENTUCKY
OFFICE OF THE GOVERNOR**

700 CAPITOL AVENUE
SUITE 100
FRANKFORT, KY 40601
(502) 564-2611
FAX: (502) 564-2517

September 2006

Dear State Employee:

Fall is upon us, yet it brings more than a cool crispness in the air. It is football season and a perfect time to gather family and friends together to celebrate some of Kentucky's best high school and college competitions.

Kentucky is fast becoming a destination for sports enthusiasts of all kinds. While we draw the world's attention for the Kentucky Derby, the Commonwealth also hosts sporting events as varied as the Breeders' Cup, a PGA Golf Championship, racing at the Kentucky Speedway and the Dew Action Sports Tour.

We are preparing to host two exciting international events. The Valhalla Golf Club in Louisville will host the 2008 Ryder Cup. This storied golf championship will again bring some of the biggest names in golf to the Bluegrass State. The event is expected to draw more than 200,000 spectators and bring to Kentucky an expected economic impact of more than \$115 million. NBC and its cable partner will carry 26 hours of Ryder Cup coverage and nearly 545 million viewers in 177 different countries will watch the event.

A second and much larger international competition will come to Kentucky when Lexington and the Kentucky Horse Park host the 2010 Alltech FEI World Equestrian Games. The world championships of equestrian sport is, like the Olympics, held every four years and it is an honor to say Kentucky will be the first to host the event outside of Europe.

The two-week event will attract between 300,000 and 400,000 attendees and more than 800 equestrians from more than 50 countries. It will be televised in 180 countries, with fifty countries receiving live coverage. The games are expected to have an economic impact in excess of \$100 million.

The caliber of events like the Ryder Cup and the World Equestrian Games not only brings incredible economic impact to Kentucky, but showcases our Commonwealth to the world. Kentucky's scenic beauty, famous hospitality and Unbridled Spirit will be on display across the globe during the 2006 Breeders' Cup, the Ryder Cup and the World Equestrian Games. As you plan fall cookouts and pre-game picnics, I hope you will reflect on how these great sporting opportunities bring the world to Kentucky.

Thank you,
Ernie Fletcher, Governor



AN EQUAL OPPORTUNITY EMPLOYER M/F/D



Unbridled VOICE

State Employee Newsletter

September 2006

Featured Articles

GOVERNOR'S LETTER

2 | **Kentucky: A Sports Destination**

Kentucky is quickly becoming a sports destination for all kinds of fans

COVER STORY

4 | **Envision, Believe, Work, Succeed, Empower**

45 minutes a day can change your life

EMPLOYEE INTEREST

4 | **State Employees Keep Health Insurance Benefits**

Good news for state employees
Health insurance benefits won't change in 2007

WELLNESS WORKS!

10 | **Neonatal Screening Program Addressed in Japan**

Kentucky Newborn Screening Program
discussed at international conference; Detecting disorders early in
infants can be key to treatment

SPOTLIGHT

11 | **Mediation Works: Personnel Cabinet Receives National Award**

Mediation can resolve workplace conflicts

Sections

Governor's Letter.....	2
Cover Story	4
Commonwealth News	5
Shop Talk.....	8
Wellness Works!	10
Spotlight	11



Have an article that you would like included in the Unbridled Voice?

To submit an article to the Unbridled Voice e-mail
Lori Aragon at:
LoriR.Aragon@ky.gov

Kentucky Employee Suggestion System

EARN UP TO \$2500
FOR YOUR IDEAS
Electronically Submit Your
Suggestions to the Personnel
Cabinet's Home Page

PERSONNEL.KY.GOV



Susan Taylor, editorial director Essence Magazine, receives Kentucky Colonel from Governor Fletcher

Envision, Believe, Work, Succeed, Empower

Give yourself 45 minutes every morning to assess your goals and your life. That's the advice of Susan Taylor, editorial director of Essence magazine. Taylor spoke at the 2nd Annual Governor's Empowerment Conference held in Lexington last month, an estimated 450 people attended.

Taylor, who was commissioned as a Kentucky Colonel by Governor Ernie Fletcher at the conference, encouraged listeners to give back to their communities. When you assess your own life, she said, think about others as well. For example, in Taylor's spare time, she serves on the Louisiana Recovery Authority to aid in the state's post-Katrina rebuilding. She also co-chairs a capital campaign with actor Danny Glover to raise money to build housing in the rural areas of South Africa.

Phil Wilkins, a multi-business owner and restaurateur, talked about "leverage, passion and wealth." Leverage your contacts through networking, show your passion in your work, and wealth will follow, he said. Then share your contacts and your wealth. "Today is the day

we unleash our unbridled spirit out of Kentucky. Your passion for what you do, for what you are about, will put you ahead. You've got to have your passion and pursue your goals."

Governor Fletcher built upon these truths in his words as guest speaker: "You will notice a greater emphasis on health care - particularly women's health and mental health. You will see the Office of Minority Empowerment address the issues of child development, student achievement, economic empowerment, home ownership and the unbelievable and unacceptable number of black men we have in our jails and prisons in the commonwealth. All of these factors are connected. All are measurable. All are controllable if we take the time to care."

Other topics discussed at the conference were developing a high performing staff to making home ownership a reality. The overall message portrayed: envision, believe, work, succeed, empower.

For more information about the Office of Minority Empowerment visit ome.ky.gov.

State Employees Keep Health Insurance Benefits

No change under 2007 Plan Year

There's good news for employees regarding their state health insurance plan for 2007.

Health benefits won't change and the increase of employee contributions is much lower than earlier estimates indicated. The increase for employee contributions was kept at 5.93 percent, 30 percent less than projected. The increase is also 50 percent lower than national health trends. Similar state self-insurance programs have increased by up to 8 percent.

"Thanks to a successful transition to self-insurance this year, we are able to provide the same benefits with a minimal cost increase to our employees."

- Governor Ernie Fletcher

Active employees will also have an additional plan option for 2007 called Commonwealth Select. This is a high-deductible plan coupled with a health reimbursement account (HRA). The HRA can be used to defray applicable health related expenses, such as co-payments, co-insurance, deductibles and certain over the counter products.

Plus, for the first time, rollover of the HRA dollars is al-

lowable each year for those who remain enrolled in the plan. So if you, as an employee, have \$1,000 left in your HRA at the end of the year, that money carries over to the next plan year if you don't change insurance plans.

For employees who waive coverage, the employer contribution of \$175 per month will now go to a health reimbursement account. Rollover of HRA funds is also allowable each year for those who continue to waive it. Under the Flexible Spending Account, unused funds are lost at the end of the year.

Here's another benefit this year: If you don't want to change your current insurance plan, you don't have to re-enroll in the fall. Only members who wish to make a plan option change or enroll in an HRA and/or FSA need to complete an application for 2007.

"For the first time, rollover of the HRA dollars is allowable each year for those who remain enrolled in the plan."

- Governor Ernie Fletcher

Look for more details about state employee health insurance when open enrollment begins October 16.

AGRICULTURE

Commissioner Farmer Offers Tips to Reduce Fuel Costs on the Farm

With gas prices constantly fluctuating, Agriculture Commissioner Richie Farmer says Kentucky farmers can take steps to improve the energy efficiency of their operations and reduce the impact of rising energy costs.

Lighting and appliances are two key areas where farms can reduce energy usage. This can be done by purchasing newer, more energy-efficient motors, fans and pumps. Farmers can potentially reduce their energy expenses by 20-30 percent.

Farmers also can reduce fuel costs by implementing these simple procedures:

- Keep fuel systems clean on farm equipment by regularly replacing fuel filters and clean fuel injectors for efficient combustion of fuel.
- When not moving, diesel engines should be shut off and farmers should consider using biodiesel or ethanol to decrease emissions.

ECONOMY

State Property Tax Rate set at 12.8 cents for 2006

The Kentucky Department of Revenue has set the 2006 State Real Property Tax rate at 12.8 cents per each \$100 of assessed value. KRS 132.020 requires the Department of Revenue to set the real property rate by July 1 of each year. This rate is based on the percentage increase of taxable real property from 2005 to 2006.

COMMUNITY

Help Still Available for Hurricane Katrina Evacuees in Kentucky

It has been more than a year since Hurricane Katrina ravaged New Orleans and other parts of the Gulf Coast. In that time, two Kentucky-based Katrina hurricane reintegration counselors have traveled across the state helping survivors who have relocated to Kentucky. But, they say, there are many more evacuees who don't know assistance is still available. Kentucky received \$200,000 in federal grant money to hire reintegration counselors, who so far, have helped more than 3,300 people.

Kentucky counselors Russell Weatherwax and Paula England say hurricane survivors are hard to locate for several reasons. They say some don't read local newspapers and are not aware that notices have been posted. Also, some survivors don't have a point of contact in their new communities to get information or they may assume they are not eligible because they found a job in Kentucky.

England says the main message she wants to get out to evacuees is, "We are still here and we do want to help them rebuild their lives. If we can help them, then it will be better for all of us. They need to get back to feeling normal."

England can be reached at 1-800-490-2002 and Weatherwax can be contacted at 1-800-928-7233 ext. 113.

Unbridled Spirit Award Presented to California Athlete

The first "Unbridled Spirit Award for Action Sports" was presented this summer. Panasonic and the Kentucky Sports Authority introduced the award at the Dew Action Sports Tour Panasonic Open held this summer in Louisville. The Pana-

sonic Open hosted nearly 260 of the top professional action sports athletes.

The first ever winner of this award was 11-year-old Nyjah Huston of Davis, California. Davis beat professional athletes twice his age to finish second in the Skate Park Finals. Huston was the youngest participant at this year's event. The award was given to Nyjah because he showed "Unbridled Spirit" by excelling beyond expectations in the competition, overcoming major obstacles to compete or by displaying uncommon valor and sportsmanship during the competition.

This was the kick off event for the tour's second season.

EDUCATION



John Davies, Director of the Division of Renewable Energy & Energy Efficiency; Mike Mulheim, JCPS Executive Director for Facilities & Transportation; Randall Jackson, WCPS Director of Districtwide Student and Support Services; Jay Wilson, WCPS Energy Manager; Charles Rector, WCPS Director of Maintenance; Virginia Fox, Secretary of the Kentucky Education Cabinet.

Kentucky Recognizes Four ENERGY STAR Schools

Former Education Cabinet Secretary Virginia Fox and Director of the Division of Renewable Energy & Energy Efficiency John Davies of the Office of Energy Policy presented the ENERGY STAR award to representatives from Warren County and Jefferson County Schools. Schools in these districts were acknowledged for their outstanding efforts to improve the energy efficiency of their buildings.

The individual schools receiving the award were Drakes Creek Middle, Henry Moss Middle, Warren East Middle in Warren County and Isaac Shelby Elementary in Jefferson County.

Pepsi Presents Check to Kentucky Office for the Blind

Governor Ernie Fletcher and the Kentucky Office for the Blind (OFB) received a \$20,000 check from Pepsi to help fund tuition and books for postsecondary education students who are blind or visually impaired. Over the next five years Pepsi agreed to donate \$100,000 to the OFB. A contract with Pepsi makes them the exclusive beverage distributor for the Executive Branch of state government. Federal interstate rest area vending services are operated through the OFB and commissions received at those locations are used for OFB programs.

EMPLOYEE INTEREST

KECC Campaign Update

The Kentucky Employees Charitable Campaign (KECC) is well under way, meeting close to 20 percent of its total goal at the time of publication. KECC raises funds to benefit various approved charities throughout the commonwealth. State employees have the opportunity to donate to the charity of their choice through the convenience of payroll deduction or as a one-time gift. KECC has six partner organizations, all of which provide services to people of need such as disabled children or adults, the poor, the elderly, providing affordable childcare, or helping people stricken by natural disasters, such as hurricanes, tornados or fire. If you would like to help, contact your office's KECC campaign chair, or visit www.kecc.org

HEALTH

"Make the Connection" Cancer Awareness Campaign

A statewide public awareness campaign called "Ending Cervical Cancer in Our Lifetime" is underway.

"The relative survival rate for cervical cancer is nearly 100 percent," said Sue Ellen Stuebing, Kentucky State Vice President for the American Cancer Society. In order to maintain that survival rate by detecting cancer early, women of all ages are encouraged to have annual Pap tests. Throughout the next few months visits will be made to college campuses, distributing educational brochures and bead kits that can be assembled into "Make the Connection" awareness bracelets.

Harlan County Recovery Center

Construction has begun on the new Cumberland Hope Community, a 35-unit residential substance abuse center for women in Harlan County. The facility will serve up to 100 women at a time, providing recovery through peer support, daily living skills training, job responsibilities and challenges to practice sober living. The project is part of Governor Fletcher's Recovery Kentucky Initiative - a joint effort by the Governor's Office for Local Development (GOLD), the Department of Corrections, the Office of Drug Control Policy and Kentucky Housing Corporation (KHC) - to build recovery centers across the state. The goal is to have at least two recovery centers in each congressional district, one center designated for women and one for men.

PUBLIC SAFETY

\$1.7 Million in Domestic Violence/Sexual Assault Prevention Grants

The Justice and Public Safety Cabinet will distribute approximately \$1.7 million in federal grant funds to award to state and local groups that help victims of domestic and sexual violence.

"Domestic violence, sexual assaults and other offenses against women are intolerable," says General Norman E. Arflack, who is secretary of the cabinet. "While we can't completely stop the abuse, we can help these victims recover and hopefully minimize the chances of the abuse reoccurring."

The grant money comes from federal funding. The Violence Against Women Act (VAWA) provides services to adult victims of domestic violence and sexual assault. These services include therapy, group counseling, court advocacy and legal advocacy.

SPORTS

Owensboro Hosts National Championships

Owensboro was the host for the USA/ASA Class A 18 and under Fast Pitch National Softball Championship. 144 of the best 18-year-old Fast Pitch Softball teams took part in the tournament. This was the largest national championship event ever conducted by the Amateur Softball Association of America in its 76 year history. Thirty-eight states were represented at the games, with teams from as far away as New Hampshire and Washington State. California and Texas were both represented by 17 teams each. Kentucky was represented by four teams; two from Louisville, one from Owensboro and one from Western Kentucky.

TOURISM

State Parks Sponsoring Overnight Canoe Trips on the Green River

Explore the wonders of the Bluegrass during one of the three overnight canoe trips along the Green River, sponsored by Kentucky State Parks. Rough River Dam and Barren River State Resort Parks are sponsoring overnight trips on September 30 - October 1, October 14 - 15 and October 21 - 22.

The trip will be on a 20-mile stretch of the Green River in Mammoth Cave National Park. The cost is \$75 per person, which includes all food and drinks, camping, sleeping gear and a canoe. There is an eight-person maximum on each trip. You must be at least 16 years old to participate, and those ages 16-20 must be accompanied by an adult 21 or older.

Registration, waiver of liability and fee must be turned in 15 days prior to the date of departure. To register for the Rough River Dam trip, contact Shawn Pickens at 270-257-2311, 1-800-325-1713, or e-mail Shawn.Pickens@ky.gov. For the Barren River Lake Resort Park trip, contact Lisa Deavers at 270-646-2151 or 1-800-325-0057 or email Lisa.Deavers@ky.gov.

State Park Rangers Receive Life-Saving Devices

Kentucky State Parks are receiving 39 automatic external defibrillators to assist people who experience sudden cardiac arrest. The devices were funded through a federal grant with the assistance of the Kentucky Board of Emergency Medical Services, which is part of the Kentucky Community and Technical College System.



Brian Bishop, Executive Director, Kentucky Board of Emergency Medical Services (right), shows a defibrillator to Deputy Parks Commissioner Jerry Blanton (left) and Sgt. Bryan Cole.

According to the American Red Cross, 200,000 Americans die from sudden cardiac arrest each year. An estimated 50,000 of these deaths could be prevented if defibrillators were available. The devices deliver an electronic shock to the heart to restore the heart to cardiac rhythm. Park rangers and other staff will be trained on defibrillators, which will be kept at state parks. Defibrillators cost about \$3,000 a piece.

State Parks Honored for Fall Festivals

Two Kentucky State Park events are listed among the Top Ten festivals and events for the fall of 2006 by the Kentucky Tourism Council.

The Battle of Perryville and the Historic Constitution Square Festival made the list.

The Battle of Perryville will take place October 7 - 8, and will be the site for the national Civil War re-enactment with thousands of participants in recreating the largest battle that took place in this state.

Perryville Battlefield State Historic Site will host thousands of visitors for the battle. Visitors will have the opportunity to save money and time by buying advance tickets. A discount of \$3 applies to both the one-day ticket and the two-day pass.

The Historic Constitution Square Festival, held in Danville in mid-September, was also honored. Constitution Square is where Kentucky's Constitution was signed in 1792.

TRANSPORTATION

Drive Smart Kentucky

Now that school is in session, the Kentucky Transportation Cabinet and the Drive Smart Program reminds drivers to be alert and "drive smart!"

Driving safety tips include:

- Allow yourself enough time to get to school or to work. Leave earlier to avoid the potential "to speed."
- When entering a school zone, obey all signs. Flashing yellow lights remind us to reduce our speed. Fines for speeding in a school zone may be doubled.
- Slow down. Watch for children walking in the street, especially where there are no sidewalks. Watch for children playing and gathering near bus stops.
- Be alert and ready to stop. Children arriving late for the bus may dart into the street without looking for traffic.

In an effort to further enhance highway safety, Governor Ernie Fletcher signed an executive order this summer creating the new Department of Transportation Safety within the Transportation Cabinet. The department includes the Division of Traffic Safety Research and Education and the Division of Traffic Assistance and Security. For more information about the Drive Smart Program and highway safety programs you can log on to www.drivesmart.ky.gov.

AGRICULTURE

High-speed Internet (broadband) is now available to Kentucky farmers through a Pilot Satellite Broadband Cost-Share Program, using County Agricultural Development Funds. Broadband will allow Kentucky farmers to simplify important daily tasks, while developing marketing and sales opportunities. Internet resources will allow farmers to remain competitive and profitable in today's changing agricultural economy.

The Governor's Office of Agricultural Policy (GOAP) featured the new pilot program at the 2006 Kentucky State Fair. There was a computer set up with broadband Internet for farmers to check out their favorite agricultural websites. They were also able to view the satellite equipment that is used for this program, ask questions and receive information on this pilot program that could be available through their county. To learn more about cost-share and loan programs available in your area contact GOAP at (502) 564-4627.

COMMERCE

Governor and Mrs. Ernie Fletcher and a delegation from the Commerce Cabinet traveled to Aachen, Germany to observe the 2006 FEI World Equestrian Games in preparation for Kentucky hosting the Alltech FEI World Equestrian Games in 2010. The 2010 event will mark the first time the event has ever been held outside of Europe.

The Kentucky Sports Authority will continue working with the PGA of America

and the state and city task forces to promote Kentucky in Ireland as the next host of the Ryder Cup in 2008. The 2006 event takes place in Ireland. Valhalla, in Jefferson County, will host the 2008 event.

The Department of Parks will finalize plans in September for the Oct. 7-8 national Civil War reenactment battle at Perryville, which is expected to attract 30,000 visitors. The department is also spearheading the issuance of a new gift card that will be good at the Artisan Center, History Center, Horse Park and all of our state parks.

ECONOMIC DEVELOPMENT

The Economic Development Cabinet recently launched its newly revamped Web site at www.thinkkentucky.com, featuring testimonials from some of Kentucky's most successful companies. The site offers business prospects a searchable GIS database of available buildings and sites and information about the communities they're in. It also offers the Kentucky Business Finder directory, information about available financial assistance, fact sheets, industry profiles, Kentucky business reports, assistance with domestic and international market development support and small business support.

EDUCATION

The Office of Employment & Training (OET) has received the highest national ranking for getting unemployed citizens back to work more quickly, according

to the U.S. Department of Labor. Kentucky received a score of 22, while the national average was 35.7. The District of Columbia was the nation's worst with a 53.7 score.

Kentucky Education Television (KET) won two regional Emmy Awards and three Telly Awards for their original programming. Department of Education Commissioner Gene Wilhoit received the William T. Nallia Award from the Kentucky Association of School Administrators (KASA). The award recognizes a spirit of innovation and cutting-edge leadership.

ENVIRONMENTAL AND PUBLIC PROTECTION

Bullitt County is now home to a new Kentucky State Forest. Knobs State Forest, a 1,110-acre tract of land, is officially the sixth state-owned forest in Kentucky. The forest is 28 miles south of Louisville near the Bernheim Arboretum and Research Forest and Camp Crooked Creek. Knobs State Forest, purchased for more than \$3.3 million, is Kentucky's first Forest Legacy Project. Allowable activities include hunting, hiking, fishing and wildlife viewing. The park will be open to the public in a few months.

FINANCE AND ADMINISTRATION

The Commonwealth completed implementation of a new financial and procurement system on July 1, 2006. Transitioning to a new system always

takes time for users who were comfortable with the replaced system. The new enhanced Management Administrative Reporting System (eMARS), serves as the financial system of record for all of state government, and impacts every aspect of the Commonwealth's operations. Statistics that display its state-wide usage include:

- 9 million payments per year
- 250,000 catalog lines for agencies to order from
- 4,000 users
- Budgetary control for the \$26 Billion annual budget

HEALTH & FAMILY SERVICES

It's no secret the Cabinet for Health and Family Services (CHFS) is at the forefront of impacting the lives of Kentucky's citizens. But who knew it was moonlighting as an art promoter? The current phase of "Young Artists in the Making," sponsored by CHFS, showcases the work of children who are waiting for adoption or who have been adopted through the cabinet's SNAP program. The work is currently on display in Northern Kentucky and has garnered widespread acclaim.

Chances are the Kentucky Elder Readiness Initiative is coming to a town near you. Did you know that by the year 2020, about 25 percent of Kentuckians will be 60 or older? At this juncture, the state is not prepared to deal with the effects of a rapidly aging population. But work at the CHFS aims to change that. The Divi-

sion of Aging Services is having a series of community forums across the state to plan and prepare for the impending growth in Kentucky's senior population. These forums will help the state create a blueprint for its future to ensure all Kentuckians may age gracefully.

JUSTICE & PUBLIC SAFETY

The Commission on Accreditation of Law Enforcement Agencies (CALEA) has named the Department of Criminal Justice Training (DOCJT) as the first "Flagship Training Academy" in the nation. DOCJT passed its third accreditation review with perfect marks this summer.

At the Department of Juvenile Justices 10th annual DJJ employee awards luncheon, held September 19 in Louisville, 32 employees were honored for exemplary performance.

The Office of Drug Control Policy announces the 2nd annual joint Champions/KY-ASAP Conference, "The Power of ONE" to be held at the Capital Plaza Hotel, October 25 - 27, 2006, in Frankfort. This year's conference marks the 20 year anniversary for Champions Coalitions in Kentucky. Visit odcp.ky.gov for more information.

PERSONNEL

Get ready to meet "KHRIS" (Kentucky Human Resource Information System). The Personnel Cabinet is launching the career opportunities portion of KHRIS later this fall. KHRIS is designed to al-

low state employees and outside applicants the opportunity to be notified of job openings and to apply for them via the Internet.

The Equal Employment Opportunity Conference (EEO) is right around the corner, scheduled Oct. 17 - 19 at the Holiday Inn Hurstbourne in Louisville. Sign up online at <http://personnel.ky.gov/eoo/eoo+conference.htm>

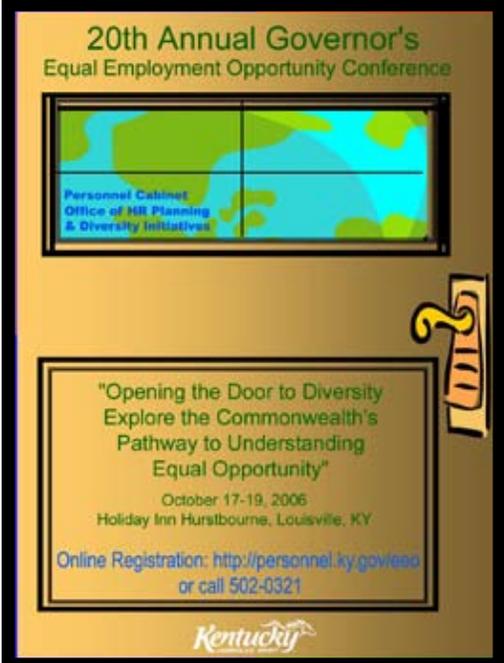
KENTUCKY DEPARTMENT FOR LIBRARIES & ARCHIVES

Do you have the smartest card?



Kentucky Department for Libraries & Archives

Serving Kentucky's need to know
www.kdla.net



20th Annual Governor's Equal Employment Opportunity Conference

Personnel Cabinet
Office of HR Planning & Diversity Initiatives

"Opening the Door to Diversity
Explore the Commonwealth's Pathway to Understanding Equal Opportunity"

October 17-19, 2006
Holiday Inn Hurstbourne, Louisville, KY

Online Registration: <http://personnel.ky.gov/eoo>
or call 502-0321

Kentucky



WELLNESS WORKS KENTUCKY

LIVING WELL, WORKING WELL, MIND, BODY, SPIRIT

Neonatal Screening Program Addressed in Japan

When Kentucky's newborn screening program was expanded, word spread internationally that the commonwealth began screening for 28 metabolic disorders in infants and conducted universal hearing exams. As a result, more disorders have been detected earlier in infants when the disorder can be more effectively treated.

Stephanie Mayfield, M.D., director of the Kentucky Public Health Laboratory, addressed the sixth International Society for Neonatal Screening in Japan in September. Mayfield discussed the political and financial goals and challenges of supporting a newborn screening program.

"The Kentucky Newborn Screening Program has had a successful start due to collaborative efforts across divisions within the Department for Public Health, university affiliates for follow-up care and other private entity relationships," said Mayfield. "I am excited and honored to have represented our state and discussed our many findings at this international conference."

Alcohol, the Most Common Drug

By: Mary Jane Cowherd, KEAP

Maybe the title caught your eye because someone you care about is involved with alcohol. Maybe you've been known to over-indulge on occasion yourself. Your motivation for reading this article really doesn't matter. It does matter how you respond when you or someone you care about needs help with alcohol or other drug use.

Alcohol is the most commonly

abused drug in our country. It is a Central Nervous System depressant. Within certain boundaries it is legal, easily accessible and inexpensive. Most people that use alcohol do not abuse it and do not have an alcohol addiction. A simple way to define addiction is the continued use of a substance despite the negative consequences of doing so.

No one sets out to become addicted to alcohol or other drugs, but it happens. It is an invasive problem that has a far reaching ripple effect. It impacts family, friends, co-workers, employers and the community as a whole. The good news is help is available. The vast majority of people that are addicted to alcohol or other drugs don't recognize the need for change until something terrible happens and they see treatment or abstinence as the only option. As friends, family, co-workers and employers we can help the addicted more by what we don't do than what we do. A friend, family member, or associate would be more help to the addicted if they didn't cover up the addiction, didn't make excuses for the absences or accidents and didn't bail them out financially or emotionally. One thing to do is to point the addicted in the direction of help. This probably won't be well received but it may help the individual.

If you would like to discuss this further, the Kentucky Employee Assistance Program (KEAP) is available at 1-800-445-5327 or (502) 564-5788.

More Kentucky Cities are Kicking Butts

In order to better protect the health and welfare of employees and patrons, communities around the commonwealth are saying no to cigarettes and secondhand smoke exposure by enacting smoke-free policies in public areas and businesses. The Cabinet for

Health and Family Services (CHFS) supports smoke-free policies because they're considered a crucial step in reducing the amount of exposure to secondhand smoke and reducing smoking rates. A report released by the United States Surgeon General, indicated that being exposed to only a small amount of secondhand smoke poses a risk to a person's health. According to the Kentucky Department for Public Health, tobacco use accounts for almost 7,700 deaths a year in Kentucky and 400,000 deaths nationwide. Kentucky has the highest smoking rate in the county and the second highest prevalence of pregnant women who smoke. To get assistance to quit smoking, contact Kentucky's Tobacco Quit Line at 1-800-QUIT-NOW. To learn more on prevention and cessation programs contact the Tobacco Prevention and Cessation Specialist in your local health department.

Cooper-Clayton Facilitator Training

The Cooper-Clayton Method to Stop Smoking is a program designed to help smokers become smoke-free. It is a comprehensive behavioral smoking-cessation program for smokers using nicotine replacement products. The Cooper-Clayton Facilitator Training is being offered to state employees at no cost to the employer or the employee. Participants will be trained to facilitate the Cooper-Clayton program. To learn more on how to become a Cooper-Clayton facilitator contact the Kentucky Cancer Program at 219 East Main Street, Morehead, KY 40351, 1-866-495-9888 or e-mail cgyurik@kcp.uky.edu.

Living Well, Working Well

Learn how to Live well, Work well: Mind, Body and Spirit.
Visit [Wellness Works Kentucky](http://WellnessWorksKentucky.org)
at:
wellnessworks.ky.gov.

Spotlight

Mediation Works: Personnel Cabinet Receives National Award

By Linda Patrick

I was extremely excited when the Kentucky Employee Mediation Program (KEMP) won the NASPE 2006 Eugene H. Rooney Award for best innovative state Human Resources management program. As I prepared for the trip to San Antonio, Texas to attend the National Association of State Personnel Executives conference, I reflected back on my five years as a mediator for Kentucky state government.

As a mediator, I often meet with two co-workers or with an employee and a supervisor who have become so conflicted that one or both of them wants to transfer or resign, even though they enjoy their work and do it well. Many times the situation has progressed to the point that the employees are no longer speaking to each other, or they aren't communicating productively.

When the mediation begins, each of the disputing employees believes he or she is right and the other is wrong. They want to avoid each other and speak only



Secretary Brian Crall and Employee Mediator Linda Patrick, Personnel Cabinet

to me. By the time the mediation is over, they are likely to be directing their remarks to each other, smiling, nodding and collaborating. It is very rewarding to be able to provide this service.

Before KEMP was established in 2001, state employees could file a grievance with their supervisor or file an appeal with the Personnel Board, but there was no formal program for disputing employees to have an opportunity to resolve their own conflicts with the aid of a neutral mediator. Employees often had to wait months for resolution, and even then, one of them was not happy with the answer.

The program has grown each year, with mediations being conducted in agencies all over the state. Participants repeatedly report that they appreciate the quick process and the fact that their working relationship with the other person is greatly improved.

Mediation is a much less adversarial way to resolve workplace conflicts than other methods. No one has to be proven wrong and both sides win.

Representative Adrian Arnold Named Conservation Person of the Year

State Representative Adrian Arnold, who for years sponsored legislation for protection and stewardship of agricultural land, has received the 2006 Conservation Person of the Year Award of the Kentucky Association of Conservation Districts.

Arnold, of Mount Sterling, is a farmer who has represented the 74th House District – now made up of Montgomery, Powell and Wolfe counties – since 1974. Under legislation Arnold helped pass in 1982, Kentucky became the fifth state to create a voluntary agricultural district that enabled land owners to protect farm land and receive benefits for their stewardship. In the years since, nearly 3,000 land owners in 73 counties have enrolled 382,000 acres of farm land in the program, ensuring its availability as productive agricultural land for future generations.

Among other accomplishments, Arnold was also a sponsor of legislation to create PACE – the Purchase of Agricultural Conservation Easements program. Congratulations Representative Arnold.

Representative Arnold is not seeking re-election and is retiring after 32 years of service in the Kentucky General Assembly.

AVOID THIS



PANIC

www.ProtectYourFamily.ky.gov

• develop your own family disaster plan

• make a family disaster supply kit

• get involved in protecting your community

PLAN TO PROTECT YOUR FAMILY NOW!

