

COMMONWEALTH COMMUNIQUE

Issue No. 00-03

The Personnel Cabinet publishes this newsletter for state government employees.

July 2000

Bringing New Opportunity to the Commonwealth

From the Desk of Governor Paul E. Patton

Economic development has always been one of my top priorities. Without a wider variety of good-paying jobs in Kentucky, we will continue to lose our best and brightest and to have a standard of life below the national average.

In June, I adjusted the pay scale for state workers to raise wages for underpaid entry-level employees by an average of 7.4 percent. And this summer, one of my main concentrations will be on bringing new business to our state so that all our workers can have more economic opportunities and better wages. I'd like to share with you some information on some of the efforts we will be making on behalf of economic development.

In May, I made my eighth economic development trip to Japan. Why do we go to Japan every year? Since Governor Collins first lured Toyota to Georgetown, the state has continued to build and sustain a tremendous relationship with Japan and its business and industry looking to locate operations in Kentucky.

And our economic development forays to other parts of the world have been equally beneficial. (Continued on page 21)



Governor Paul Patton presented Yasusada "Nobbie" Nobumoto, former President and Chairman and currently Honorary Chairman of Akebono Brake Industry Company, Ltd., the first "Founders Award of Merit" for his leadership and dedication to the Japanese Business Advisory Council to Kentucky (JBAC) at their semi-annual meeting in Tokyo, Japan, on May 22.

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Imperial China: The Art of the Horse in Chinese History

This summer, Kentucky has the rare and unique honor of hosting a world-exclusive exhibition of Chinese art and antiquities. Showing now through August 31 in Lexington, the Kentucky Horse Park's International Museum of the Horse is featuring *Imperial China: The Art of the Horse in Chinese History*.

This special exhibition has become the must-see event of the summer for Kentucky families, and admission to *Imperial China* also includes the Kentucky Horse Park regular daily attractions and the American Saddlebred Museum.

This is one of the largest and most spectacular exhibitions to ever travel outside of China. Approximately 350 artifacts, valued at more than \$100 million, illuminate the fascinating history of one of the world's oldest and richest cultures and the role the horse played in its development. (Continued on page 21)

Personnel Initiates Self-Service Web Site

by Secretary Carol Palmore

Have you ever wanted the ability to go to your PC and check your leave balances, what health and life insurance benefits you currently have, or look at your last pay stub electronically? Have you ever needed to find a phone number and work address of another employee in state government or wished you had the ability to enter a primary and secondary emergency contact person and telephone number in your personnel file in case something should happen to you at work? If so, you will be glad to know that the Personnel Cabinet has received a matching grant from the KIRM Commission for a research and development project that will provide you the ability to do all of these and more.

For the past year, the Governor's Office for Technology and the Personnel Cabinet staff have been reviewing software products which will allow employees to perform these functions without having to go to their personnel administrator, payroll officer, or insurance coordinator. The Cabinet is close to starting the development phase of the project. After we have thoroughly tested the software, employees will be able to log on to the Internet and with proper security, be able to view their leave (annual, sick, and comp) balances. Employees will also be able to see what health insurance coverage they currently have as well as the type of coverage, e.g. single, couple, parent-plus, or family. The same information will be available with respect to life insurance.

Have you ever needed to check something on your check stub but couldn't find it or realized it was at home and you needed it at work? This system will allow you to review not only your latest check stub, but your previous check stubs by pay period. That will come in handy when you want to compare deductions or how much your last increment increased your take-home pay.

This project will give employees an opportunity to enter their work address and work phone number into a statewide directory. At this time there is only a directory for employees working in Frankfort. Employees will also have the ability to identify individuals they want notified should something happen at work. There will be room for a primary and a secondary contact. If, at any time for any reason, you would like to change your contact person, you will have the ability to do it yourself.

What is the Personnel Cabinet and the Governor's Office really trying to do here? Our long-term goal is to provide employees the ability to access personal information, make certain changes (such as address changes) in their personnel files themselves, improve workflow, minimize paperwork, and reduce routine administrative costs. By developing interactive, self-service Intranet and Internet sites, the Cabinet hopes to enhance services to employees, management, agencies, and the citizens of the Commonwealth. If phase one is successful, the first step in phase two is to allow employees the ability to sign up for health insurance on-line. An employee will be able to call up his/her current benefit plan and decide if he or she wants to keep that plan or change to a different one. If the employee chooses to keep the same coverage the only thing he or she will have to do is click the "no change" box. If the employee decides to change to a different coverage, a set of screens will appear and the employee will complete the information. With built-in edits, mistakes will be kept to a minimum making it much easier to complete the health insurance open enrollment process. Of course, this is over a year away, but I did want to make you aware of our long-term plans.

Another exciting future goal is to allow employees the ability to view their official personnel records on-line. This will be a complete history of an employee's working career with state government. There are many more self-service functions that could be added down the road. If you think of a service you would like to see that you think would be of benefit to state employees, we would like to hear from you. You may e-mail Dave Holzwarth or Richard Smothermon with your suggestions. Both of them are on the global address listing. I hope you will agree this is an exciting new project and will find it to be another benefit of working for the Commonwealth of Kentucky. I hope you have noticed over the last several years that we in the Personnel Cabinet have made a real effort to "open up" personnel to state employees. The project described above is another step in our effort to do just that.

Kentucky Public Employee Recognition Week

The Commonwealth will celebrate Kentucky Public Employee Recognition Week from September 11th to the 15th. The Personnel Cabinet is requesting that agencies encourage their managers and supervisors to find innovative ways to celebrate this week and to recognize their employees for the broad variety of services provided by government and for a "job well done." This can range from organized activities to simple "pats on the back." The benefits gained from a motivated and appreciated workforce are well worth our time and effort. Remember to have fun and make your celebration the best possible!

Please let us know how you celebrated the week or honored your employees, and we will share some of your ideas in the next edition of the *Communiqué*.

Education Pays for Parks Department GED Recipients



Nancy Decker

Participation by Department of Parks employees in the General Educational Development (GED) program has soared since Commissioner Kenny Rapier initiated a program to publicize the value of getting a high school diploma early this year.

Since the beginning of the year, more than two dozen employees have signed up to earn their GED diplomas. In comparison, only one employee took the GED test in 1999. This year, six parks employees already have completed the GED program and have received their diplomas. Three of the employees from Rough River Dam State Resort Park — Tim Wharton, Mike Wilkins, and Nancy Decker — attended classes offered by the Breckinridge Adult Education Program. Chris Fugate is a Pine Mountain State Resort Park employee who enrolled in Bell County's program. Christina Jenkins is a Greenbo Lake State Resort Park employee and attended the Greenup County adult education program. Yvonne Roberts works in the lodge dining room at Natural Bridge State Park.

The department has aggressively promoted the GED program through newsletter articles, flyers, and face-to-face meetings between parks employees and directors of local learning centers. In informing workers about the benefits, the department has pointed out that permanent employees qualify for a 5 percent raise upon obtaining a GED diploma. Employees also are reminded that opportunities for job advancement are enhanced. The department even pays the test fee for first-time test-takers.



Christina Jenkins

Mike Wilkins, a greens superintendent at Rough River Lake, offers tangible proof of the value of getting a high school diploma. Like everyone else, he has heard people say, "Give me one good reason why I should get my GED." Mike can offer dozens of good reasons, as in dozens of extra dollars in his paycheck.

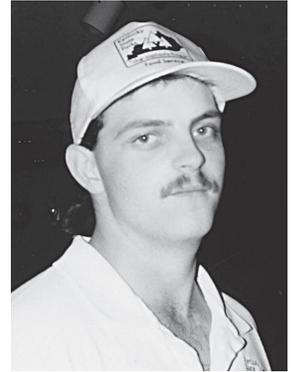
Mike, 27, recently sailed through the GED process. He took a pretest that showed that he already had the basic knowledge needed to pass, then took the GED exam at Elizabethtown Community College. Within a few weeks, he learned that he had passed.

Mike had dropped out of Meade County High School as a sophomore to help his family make ends meet. "We had a lot of bills," he said. "Things were tight; I just took it upon myself to help out."

Over the years, he worked at a variety of minimum-wage jobs — sometimes two jobs at a time. He began working at Rough River nine years ago as a seasonal employee. A few years back, he thought he had a chance for advancement when he applied for a ranger position, then found out the job required a high school diploma. Mike looked into getting a GED diploma, but he thought the studying would be too time-consuming.

Then, earlier this year, after Park Manager Robert Wilson scheduled a presentation by a local learning center director, Mike decided to take the pretest. He did so well that he was able to pass the exam without studying.

Both the raise and enhanced job opportunities mean a lot to him. "I got my GED to better myself later on, to get a higher-paying job," he said. Mike's experience may not be typical; some folks have to study hard to pass the test. But don't tell Mike Wilkins it isn't worth the effort. He knows better.



Chris Fugate



Yvonne Roberts



Tim Wharton



Mike Wilkins

ESS Award Recipients

The following suggestions were approved for the Second Quarter of 2000:

<i>Agency</i>	<i>Suggester</i>	<i>Award</i>	<i>Savings</i>
Cabinet for Families and Children <i>Lora Mason, Coordinator</i>	Brenda Bush	\$100.00	Intangible
	Herbert L. Sheeting	\$100.00	Minimum
	Larry R. Rudd	\$100.00	Intangible
	Shirley M. Sharp	\$100.00	Intangible
	Jackie L. Wells	\$150.00	\$1,500.00
Cabinet for Health Services <i>Dora Kerns, Coordinator</i>	Jane T. Wilson	\$100.00	Minimum
	Gene Scott Swift	\$100.00	Intangible
	Joseph Glenn Lewis	\$2,500.00	\$44,658.56
Education, Arts, and Humanities Cabinet <i>Lori Franklin, Coordinator</i>	Beverly Hardridge	\$2,500.00	\$27,936.00
Finance and Administration Cabinet <i>Ellen Nolan, Coordinator</i>	Dale F. Bryan	\$2,500.00	\$61,504.00
	Margaret C. Puckett	\$1,250.00	\$12,500.00
Justice Cabinet <i>Patrick Bowzer, Coordinator</i>	Teresa Brown	\$100.00	Intangible
	Amy Craft, Krista Hall, Karen Weber	\$100.00	Intangible
	Garry Zeigler	\$107.00	\$1,065.00
Labor Cabinet <i>Cornelius O'Banion, Coordinator</i>	Jennifer Cheek	\$100.00	Minimum
	Michael C. Wortham	\$100.00	Intangible
	Larry Brown	\$1,030.00	\$10,299.20
Revenue Cabinet <i>Janet Creech, Coordinator</i>	Noble Abendroth	\$216.00	\$2,160.00
	Stella Dean	\$100.00	Intangible
	Jimmy W. Simpson II	\$2,500.00	\$36,673.04
	Greg Willoughby, Ted Pruitt	\$806.00	\$8,060.00
	Workforce Development Cabinet <i>B.J. Gritton, Coordinator</i>	Lee A. Jackson	\$100.00
	Paul Ford	\$876.00	\$8,755.30

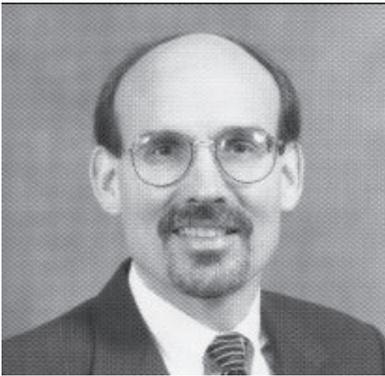
Rogers, Boaz Receive Health Awards

Two employees of the Food Safety Branch in Public Health recently received two public/environmental health awards.

Joe H. Rogers, an area food inspector from Nelson County, received the 2000 Kentucky Association of Milk, Food, and Environmental Sanitarians "Sanitarian of the Year Award." The award was presented during the association's February 24 meeting in Louisville. Carolyn Boaz, a technical consultant for the Food Safety Branch in Princeton, received the 2000 Kentucky Public Health Association "Environmental Service, Environmentalist of the Year Award." She received her award during the group's conference on March 28 in Louisville.

These awards are presented to individuals who make meritorious contributions to the field of public/environmental health.

Outstanding Lawyer Honored by Kentucky Bar Association



Ernie W. Lewis

Erwin (Ernie) W. Lewis was honored June 15, 2000, as the 2000 Outstanding Lawyer by the Kentucky Bar Association at their annual Convention's Membership Luncheon at the Northern Kentucky Convention Center in Covington. The award was presented "in recognition of, and in appreciation for, dedi-

icated public service in promoting the effort to insure the availability of legal services to all Kentuckians."

Lewis was appointed in October of 1996 to a 4-year term by Governor Patton as the 5th Public Advocate of the Commonwealth. He leads a statewide public defender program, which represents 100,000 clients yearly.

Since joining the Department of Public Advocacy in 1977, Lewis' public defender work includes a broad range of experiences and responsibilities including work as a trial attorney; an appellate attorney; a capital trial, appeals and post-conviction attorney; manager of a local public defender office; manager of all the trial offices in Kentucky; and now as Kentucky's Public Advocate.

According to Deputy Public Advocate and long-time friend Ed Monahan, who nominated Lewis for the award, "As a public defender for 23 years, and as a person committed to helping those in need for 27 years, Ernie distinguishes himself as a person who has stood up and made more evident the humanity of individuals in need in an effort to enhance their dignity and their lives."

Lewis has designated the Appalachian Research & Defense Fund headed by John Rosenberg to be the recipient of the \$1,000 award made in his name by the Kentucky Bar Foundation.

Employee of the Year Recognized at Thomson-Hood Veterans Center

Annually, the THVC names the most distinguished employee in each of its internal units. From this group of honorees is chosen one outstanding staff member to be recognized as the veterans health care facility's Employee of the Year. The candidates for 2000 offered a high level of competition, due to the many who were eligible. Selection criteria focused on: 48 months of state service with 12 months at THVC; excellent job performance; work surpassing assigned duties; teamwork; education, training, and experience; and involvement in activities outside the facility.

The following staff from various THVC units were recognized in a ceremony on February 18, 2000: Jeannie Carr (Day Care); Robbie Sallee, Jr. (Dietary); Carolyn Tillet (Financial Services); Joey Barker (Administrative Services); Jerry Jones (Maintenance); Chad Allen (Security); Michele Wyman (Laundry); Lyn Hancock (Housekeeping); Tammy Rodgers (Activities); Molly Brennan (Rehabilitation); Nancy Sanderson (Pharmacy); Jill Beasley (Nursing/Roosevelt Unit); Aileen Byrd (Nursing/Eisenhower Unit); Lenore Hunt (Nursing/Washington Unit); Fran Steinberger (Nursing/Jefferson Unit); and Colleen Jones-West (Nursing/Lincoln Unit). Selected as the facility's Employee of the Year was Aileen Byrd, R.N. Award plaques were presented by Administrator Fran Williamson.



THVC departmental Employees of the Year, pictured L-R: Chad Allen, Tammie Jones, Michele Wyman, Jeannie Carr, Carolyn Tillet, Lyn Hancock, Aileen Byrd, Colleen Jones-West, Joey Barker, Fran Steinberger, Tammy Rodgers, Lenore Hunt, Jill Beasley, Nancy Sanderson, Robbie Sallee, and Molly Brennan.



L-R: Veterans Affairs Commissioner Les Beavers, THVC Administrator Fran Williamson, Employee of the Year Aileen Byrd, R.N., and Executive Director Larry Arnett.

Department for the Blind Receives National Award



Debbie Bohannon

The Department for the Blind has received a national award for sustained outstanding performance in the Social Security Administration's vocational rehabilitation program.

The Social Security Administration (SSA) reimburses the Department for the

Blind for the costs of services provided to beneficiaries with disabilities if the services result in a job at a specified earnings level. Once employed, the individuals no longer have to rely on federal disability payments. The department is reimbursed approximately \$400,000 annually.

Cabinet for Workforce Development Secretary Allen D. Rose said the citation is an indication of the agency's commitment to customer service.

In awarding the citation, Ken McGill, associate commissioner for employment support programs in the SSA, pointed out that

the department achieved a 100 percent approval rate for reimbursement claims submitted for two recent years – 1997 and 1999.

Department for the Blind Commissioner Denise Placido said all of the department's employees can share in the honor but that one employee in particular is responsible for the 100 percent accuracy rating. "In two years, our staff has worked to achieve the successful employment of 48 social security disability income recipients," she said. "You cannot put a dollar amount on what jobs mean to their lives. While all of our employees have contributed to that success, the credit for the 100 percent approval rate goes to Debbie Bohannon." Bohannon, the department's social security coordinator, is responsible for submitting reimbursement claims. She tracks consumers for approximately 12 months after employment, reviews counselors' casework, reviews federal regulations governing the program and researches records of employment, earnings and administrative time counselors spent with consumers.

The Department for the Blind is a Cabinet for Workforce Development agency. The department provides job opportunities to individuals with visual disabilities to enable them to become more independent and productive in the community and workplace. For more information about services, call toll-free (800) 321-6668.

DVR Commissioner Receives Award

Department of Vocational Rehabilitation Commissioner Sam Serraglio was recently awarded the Kentucky Association for Persons in Supported Employment President's Award in recognition of his hard work and advocacy for supported employment services. In giving the award, President C.R. Payne said, "Because of Sam's leadership, the Kentucky Department of Vocational Rehabilitation has and will continue to expand and improve services for Kentucky's citizens who have the most severe disabilities."



Sam Serraglio

ACEC Designates Award Winners

The Governor's Office of Technology, Office of Geographic Information, PlanGraphics, Inc. (PGI), a provider of spatial information technology planning services, along with subcontractor GRW Aerial Surveys, Inc., have been designated Honor Award Winners by the American Consulting Engineers Council (ACEC) in the 2000 Engineering Excellence Awards Competition.

The award, one of 16 presented nationally, recognizes the unique manner in which the Kentucky Office of Geographic Information makes digital black and white aerial photography (also known as Digital Orthophoto Quarter Quadrangle or DOQQs) available through their web service. The state's project managers for the DOQQ Conversion and Raster Image Server Project were Ted Stumbur and Harry James.

For additional information on the award, contact Susan Carson Lambert (OGI) at (502) 573-1450; Jim Fries (PGI) at (502) 223-1501, extension 2242; or Rob Hench, (GRW) at (606) 223-3999. View the project on-line at <http://ogis.state.ky.us>.

KSP Bestows Annual Awards

At the KSP annual awards ceremony, Trooper Travis Tennill was awarded the Kentucky State Police's highest honor when he was named 1999 Trooper of the Year. Trooper Tennill is assigned to Post 12, Frankfort. Trooper Tennill broke up two burglary/theft operations culminating in multiple arrests and the recovery of thousands of dollars of stolen property from housing and building construction sites. Trooper Tennill also initiated 75 criminal cases resulting in 55 criminal arrests. He serves as president of his local district of the Kentucky State Police Professional Association and is involved in many community service projects including Habitat for Humanity and "Clothe a Child."

Also at the awards ceremony, 14 law enforcement officers and eight civilians were honored for lifesaving acts, meritorious service, and bravery.

Trooper's Medal



L-R: Troopers Mike May, Laura LaVictoire, Jeff Caudill, Scott Hammond, William Elliotte, and Jesse Owens

Citation for Meritorious Achievement



L-R: Ellis Raine and Martin County Sheriff's Deputy Max Hale

Citation for Bravery Guthrie Crowe Award



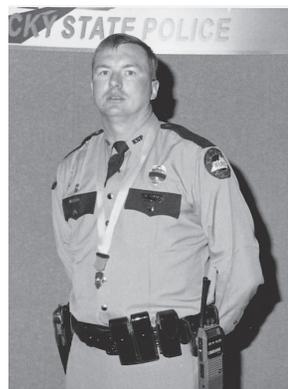
L-R: Sgt. Joey Barnes and Trooper Shannon Jones received a Guthrie Crowe Award; Trooper Tim Dials received both a Citation for Bravery and a Guthrie Crowe Award.

1999 Trooper of the Year



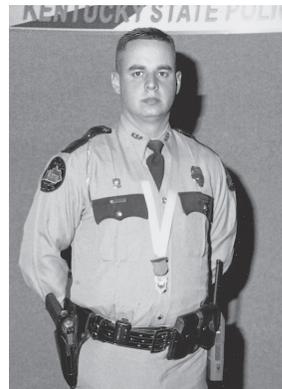
KSP Deputy Commissioner John Lile, Trooper Travis Tennill, and KSP Acting Commissioner Robert Stephens

Citation for Meritorious Service



Trooper Mike Taylor

Citation for Meritorious Service w/"V" Device for Valor



Trooper Jamie Heller

Commissioner's Award of Lifesaving Acts



L-R: Clinus Hadley, Pike County Deputy Sheriff Melvin Sayers, Darrell Logan, MVE Officer Jeffrey Jenkins, and Jeremiah Logan

Citation for Meritorious Service with "V" Device for Valor



L-R: KSP Deputy Commissioner John Lile and Trooper Terry Moore

Citation for Bravery Guthrie Crowe Award



L-R: Trooper Tim Dials received both a Citation for Bravery and a Guthrie Crowe Award; Trooper Sean Welch and Trooper Greg Roberts received a Citation for Bravery.

Fallen Vehicle Enforcement Officer Remembered

The Kentucky Transportation Cabinet suffered a tremendous loss on Sunday, April 23, as Kentucky Vehicle Enforcement (KVE) Officer Jason Wayne Cammack died in the line of duty. Cammack, Unit 505, was stationed at the I-75 Scott County Weigh Station.

Cammack, 26, was survived by his wife, Christa, and an 11-month-old son. He and his son were two weeks away from celebrating a shared birthday.

Cammack had been an officer since June of 1998. In an extraordinary show of support, over 300 law enforcement officers from all over the state attended the funeral services. At an annual ceremony for all fallen officers held on May 8, two co-workers placed the wreath on the Peace Officers Memorial at the Old Capitol in Frankfort in his honor.

Col. Ken Frost, Director of KVE, said Cammack was one of the finest officers the division had and an extremely dedicated employee.



At an annual ceremony for fallen officers held on May 8, two co-workers placed a wreath on the Peach Officers Memorial at the Old Capitol in honor of Jason Cammack.

Kentucky Law Enforcement Memorial Dedicated



Governor Paul E. Patton, First Lady Judi Patton, and members of the police honor guard attended the dedication of the Kentucky Law Enforcement Memorial.

The Kentucky Law Enforcement Memorial was dedicated May 16 and 17 in special ceremonies. Governor Paul E. Patton and First Lady Judi Patton were the featured speakers on May 16. Governor Patton spoke of the importance of law enforcement in Kentucky, while First Lady Judi Patton remembered her father's sacrifice. Mrs. Patton's father, Pike County Sheriff Roy Conway, was killed in 1950 in the line of duty, and his name appears on the memorial. Justice Cabinet Secretary Robert F. Stephens was the featured speaker for the May 17 ceremony. Secretary Stephens spoke of his involvement with law enforcement throughout his career and that the men and women listed on the monument made the ultimate sacrifice for the safety and freedom of every Kentuckian.

Around 1,200 guests from across the state attended these services. Those present at the ceremony included representatives from various law enforcement agencies, legislators, educators, and friends and families of those whose names appear on the monument.

The second week in May is designated National Law Enforcement Week in the United States. It is now possible to remember and honor those Kentucky officers who lost their lives in the line of duty at this impressive memorial at the steps of the Department of Criminal Justice Training in Richmond, Kentucky.

The goal of the Kentucky Law Enforcement Foundation includes not just building the memorial but also supporting members of the law enforcement community. Although the construction of the memorial is completed, fundraising will continue and those dollars will be used to assist law enforcement families with education incentives for their children, hospital and medical bills, or other unknown expenses. We believe that there are many occasions where officers need this type of assistance but have no avenue to pursue financial help.

If you are interested in contributing to this project, please send your tax deductible donation to the Kentucky Law Enforcement Memorial Foundation, Department of Criminal Justice Training, 521 Lancaster Avenue, Richmond, KY 40475 or call (859) 622-6165.

Families and Children Graduates New Leaders



Special training in “leadership” has become de rigueur for corporate executives, senior government managers, and other policy makers. But Kentucky’s Cabinet for Families and Children (CFC) has taken the concept further in two directions: out of the central office and into the field, and beyond senior executives to front-line managers.

“The purpose of all our training is to improve customer service,” says CFC Secretary Viola P. Miller. “The closer you get to the customer, the more crucial leadership skills become.”

Kentucky is one of the few states to develop leadership training for human service agencies, having been one of the first to recognize the importance of such training to high-quality delivery of services to families and children. The mission of the Human Services Leadership Institute is “to prepare world-class human service leaders for the Cabinet for

Families and Children” by developing breakthrough thinking, operational skills, team work, community partnerships and “shaping a culture that is eager to serve families, children, and vulnerable adults,” says William Waldman, CEO and one of several national speakers at the Institute.

The Institute provides 350 hours of training over 12 months, covering 11 major work areas in one two-week and five one-week sessions. Training ranges from specifics of budgeting, personnel administration, and the social welfare system through planning, problem-solving and team-building to communicating, developing partnerships, and coaching and mentoring.

The Institute is also a product of recent partnerships between state government and public universities. Eastern Kentucky University in Richmond developed the Institute’s program as part of the statewide training it provides to the Cabinet for Families and Children. A special funding system allows ECU to use its own budget to match federal training grants and thus provide several job-specific training programs at no cost to the Cabinet.

The graduates of the Institute’s first year are:

- Cassandra “Sandy” Adkins, Morehead
- Sherrill Amos, Beaver Dam
- Pauletta Best, Lexington
- Earl “Boat” Blankenship, Whitley City
- Belinda “Renee” Buckingham, Mayfield
- Melvin Bynes, Bowling Green
- Marti Dickerson, Stanford
- Marian Evans, Lexington
- Rebecca “Becca” Fulks, Ashland
- Mary Gordon, Louisville
- Joel Griffith, Covington
- JoAnn Harrison, Louisville
- Bonnie Hommrich, Frankfort
- Susan Howard, Paintsville
- Thomas “Tom” Jacob, Covington
- Shelia Lambert, Ashland
- Marcia Lane, Hopkinsville
- Sandra Lane, Hopkinsville
- Martha “Marty” Mason, Frankfort
- Larry Miller, Ashland
- Cathy Mobley, Frankfort
- Terry Nelson, Harlan
- Theresa Nelson, Glasgow
- Joseph “Joe” Padgett, Bardstowen
- Judy Page, Hazard
- Dietra Paris, Frankfort
- Patricia Parrish, Mayfield
- Nancy Propps, London
- Mary Rall, Mt. Olivet
- Ada Register, Inez
- Sandra Rollins, Somerset
- Sharon Renee Sartin, LaGrange
- Tresa Short, Frankfort
- William Smith, Mayking
- DeDe Sullivan, Shelbyville
- Mary Ann Taylor, Elizabethtown
- Margaret Tichenor, Beaver Dam
- James “Jim” Toler, Owensboro
- Steven “Steve” Veno, Frankfort
- Paul Whitman, Lexington
- Sandra Wilson, Louisville
- Randy Worley, Corbin



Governmental Services Center

Message From the Executive Director

by *Bob Peters*

When most state employees think of GSC they think of training and the workshops that we offer throughout the year. It is interesting to note that the name of our agency is the Governmental Services Center, not training center.

One of the most important services we provide state agencies is our rapidly growing and expanding organizational development consulting activity. Sharon Marcum, one of the original members of the GSC staff, has taken the lead in developing this service over the past few years. Our initial focus has been on helping agencies solve problems and enhance performance. GSC consultants can assist cabinet and agency leaders in diagnosing organizational needs, such as clarifying direction, increasing efficiency and effectiveness, and solving complex problems. To meet these needs, our consultants work with leaders to design and develop intervention strategies such as strategic planning, process improvement, organizational restructuring, customer and employee feedback, and problem solving.



Lee Ann Tramontin, GSC Consultant, meets with the Workforce Development Redesign Team. L-R: Beth Cross, Robin Fowler, Jim Thompson, Lee Ann Tramontin, Jim Moening, and Lee Jackson.

Sharon Marcum started our Organizational Development consulting unit. In 1999, Lee Ann Tramontin moved from our training staff to join the OD staff, and we will add one additional consultant in the near future.

Although our training and organizational development services often work together and support each other, one of the major differences between the two is the long-term nature of our organizational development services. The type of consulting work we are doing requires an extended and close working relationship between GSC consultants and the agency personnel with whom they work. Projects can often take from 6 to 12 months to complete, and the GSC consultants essentially become part of the teams with which they work. This can be a very difficult process, but the rewards are great as the agency teams begin to understand and master the skills necessary to reach their objectives.

Recent Organizational Development clients include the Governor's Office for Technology (4 process improvement teams), Workforce Development Cabinet (4 cabinet redesign teams), Kentucky Housing Corporation (2 process improvement teams), and the Cabinet for Health Services (1 process improvement team).

GSC is committed to helping both individuals and organizations in state government improve performance and the services provided to the citizens of the Commonwealth. Our organizational development services are playing an increasingly important role in carrying out that mission.



Marlene Pennington

Bidding a Fond Farewell to...

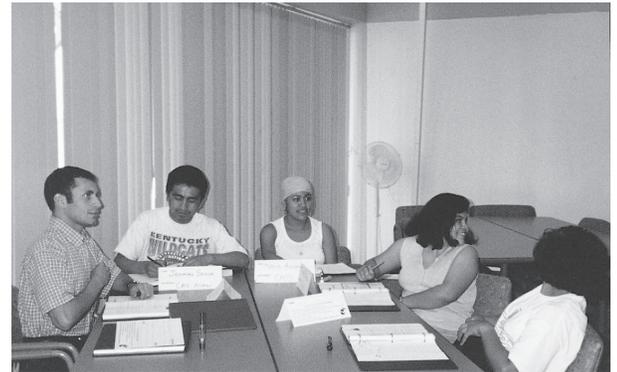
Marlene Pennington, who will be retiring August 1 after 27 years of state service. Marlene, an administrative specialist III, joined the GSC staff in 1991 and previously spent 13 years in education, including 5 years as visual arts consultant. We wish her the best in her retirement.

International Group Learns Leadership Principles

GSC has just completed a series of workshops called Leadership Principles for the Future for students participating in the Cooperative Association of States for Scholarships (CASS) program at Kentucky State University. The series of two-hour workshops, held in the evenings, started May 31 and concluded June 28.

The special workshops were conducted by GSC trainers Bob Berry, Katy Cave, James Hale, Ed Klee, Jeanne Olivas, and Wes Swarner. The CASS workshops were in addition to their regular training assignments.

CASS is funded by the U.S. Agency for International Development and provides scholarships for young people with leadership abilities from lower income families in Central America and the Caribbean. The current group of CASS participants includes students from the Dominican Republic, Guatemala, Haiti, El Salvador, Jamaica, and Honduras.



CASS students participated in GSC leadership workshop.

This is the second year that GSC has provided a series of workshops for CASS students.



Deborah Florian

GSC Welcomes New Team Member

Deborah Florian has joined the GSC staff as a systems support technician III. She will be responsible for all computer, network, and related technology. Deborah joins the GSC after holding systems support positions with Kentucky State Police and Transportation Vehicle Enforcement. She lives in Frankfort and is a graduate of Kentucky State University. Among her responsibilities, she will serve as system administrator for the Registrar system that is used to register employees for GSC workshops.

CPM Leadership Team Named



KCPM Leadership Team (L-R): Margaret McClain, Kathy Wade, and Ed Klee

GSC Executive Director Bob Peters recently named three staff members to a new leadership team for the Kentucky Certified Public Manager program. Margaret McClain is the new Director of the program. She

will serve as a representative on the National CPM Consortium along with Ed Klee, who is the new KCPM Program Manager. The third member of the leadership team is Kathy Wade, who serves as Program Administrator. These three, along with other GSC staff members, have been heavily involved in the recent program re-design. All three members of the new leadership team recently attended the National CPM Consortium conference in Orlando, Florida.

Sharon Marcum, who has managed the CPM program since it began, has elected to devote her full time and attention to her organizational development consulting work at GSC.

The Executive Director of GSC retains ultimate responsibility for the program, but the leadership team is responsible for management and administration.

CMF Candidates Start 2000 Curriculum

A new class of over 310 participants entered the Certificate of Management Fundamentals (CMF) phase of the KCPM program starting July 1. This is the first group under the new program design. Twelve orientation sessions are being conducted around the state to provide these new participants with an introduction to the program, and guidance on project writing. The orientation/project writing sessions are required as part of the program curriculum. The orientation sessions will be held in smaller groups than in the past to allow greater opportunity for discussion and asking questions. For the first time, these new participants will also complete a written self-assessment related to the competencies needed to be an effective manager in Kentucky state government.

GSC Liaisons

Admin. Office of Courts	Janet Toussaint	502/573-2350
Agriculture	Brian Gonnely	502/564-4696
Attorney General	Malea Vincent	502/696-5616
UPS	Betty Roby	502/573-5910
Auditor	Sharon Elliott	502/573-0050
CCSHCN	Cheryl Skaggs/Marcy Brotzge	502/595-4459 x275
Central State Hospital	Carol Howard	502/253-7439
Central State Hospital/ICF	Linda Pendency	502-253-7303
Comm. of Deaf & Hard of Hearing	Karen Dagen	502/573-260
Corrections	Beverly Powell	502/426-0454
Coun. on Higher Ed	Pat Sawyer	502/573-1555
Dept. for Blind	Jeanne Lione	502/327-6010
Econ. Development	Stacy McClelan	502/564-5337 X4288
Education	Rita Belen	502/564-3716
Families & Children	Barbara Brown	502-564-9932
Finance & Admin.	Ellen Nolan	502/564-7233
Fish & Wildlife	Carolyn Snider	502/564-7109 x338
GOT	Pam Catlett	502/564-6826
Governor's Office/ Lt. Gov.'s Office	Vicki Brown	502/564-2611
Health Services	Sharon Satterly	502/564-2781
Higher Ed. Assist.	Bernie Mills	502/696-7371
Historical Society	Mary A. Conley	502/564-3016
Human Rights		502/595-4024
Justice		
Cabinet Secy. Office	Tina Thompson	502/564-7712
Central Ky. Trt. Ctr.	Vallory Noel	502/425-2573
Dept. Training	Mary Pascal	606/622-6165
Juvenile Justice	Lori Crawley	502/564-3747
State Police	Teresa Brown	502/695-6373
KET	Ray Sullivan	606/258-7112
Ky. Arts Council	Carolyn Starbuck	502/564/3757
Ky. Housing Authority	Shelly Prochaska	502/564-7630 x-273
Ky. Horse Park	Stephanie Gibson	606/233-4303
Ky. Retirement	Kathleen Hamilton	502/564-4646
Ky. State University	Personnel Office	502/227-6219
Labor	Pat Bales	502/564-3070 x-231
LFUCG	Rochelle Davis	606/258-3030
Library & Archives	Lori Franklin	502/564-8300 x-300
Local Government	Julie Black	502/573-2382
Local Health Depts.	Sandra Williams	502/564-3970
LRC	Betsy Barton/Tom Hampton	502/564-8100
Military Affairs	Mary E. Ashcraft	502/607-1529
Natural Resources	Karen Pulliam	502/564-2042
Nursing Board	Leisa Drexler	502/329-7000 x-224
Personnel	Elinda Manley	502/564-7409
Public Protection	Missy Young	502/564-7760
Alcoholic Bev. Control	Leora Ruble	502/564-4850
Dept. of Insurance	Dawn Adams	502/564-6154
Public Advocacy	Pattie Heying	502/564-8006
Public Service Comm.	Judy Maynard	502/564-3940
Registry Elec. Finance	Connie Cole	502/573-2226
Revenue	Jane Elder	502/564-1549
State Fair Board	Faye Holmes	502/367-5230
Teachers' Retirement	Kathy Brewer	502/564-3266
Tourism/Parks	Dawn Williams	502/564-2172
Transportation	Katherine Jones	502/564-2720
Treasury Department	Lori Cohen	502/564-4722
Veterans Affairs	Jeanne Darby	606-858-2814
Voc. Rehab	Flea Penn	502/564/4583
Workforce	BJ Gritton	502/564-3548

Governmental Services Center 2000 Quarterly Workshop Schedule



U pdate

KRC Tops \$100 Million Mark in EMPOWER Revenues

The Kentucky Revenue Cabinet's General Fund receipts from its EMPOWER Kentucky initiatives have topped the \$100 million mark.

KRC reached this milestone in April. As of April 30, KRC's EMPOWER initiatives had produced \$109,423,740 for the state's General Fund. This is more than three times the original \$36.1 million investment the General Assembly made in KRC's Simplified Revenue Systems proposals in 1997 even with all projects not yet fully implemented.

In addition, KRC's EMPOWER efforts have provided nearly \$50 million for local government agencies such as cities, counties, and school districts.

To date, KRC's EMPOWER collections have exceeded estimates by nearly 6.5 percent.

"This milestone represents a significant achievement in Governor Patton's modernization of state government," said KRC Secretary Mike Haydon. "The governor pledged fairer tax collections and enhanced efficiencies in the delivery of services."

"We have been able to use modern technology and new techniques to close the tax gap. We are pleased with the way our employees have responded to this challenge. We know that Kentucky taxpayers deserve the assurance that everyone is being treated fairly."

EMPOWER Kentucky Project Manager Ron Bingham is pleased with the Revenue Cabinet's efforts and results.

"These efforts have proved that EMPOWER can be a success," Bingham said. "In fact, the Revenue Cabinet has given the entire EMPOWER process credibility. When the project began, Governor Patton stated there would be \$50 million in annually recurring savings or revenue. The Revenue Cabinet's efforts have single-handedly met that revenue objective. The Cabinet has set aggressive financial projections and has exceeded them every year."

"The Revenue Cabinet has taken great strides in getting equity and fairness in the tax structure," Bingham continued. "These projects have made things simpler and easier for businesses to pay their taxes."

Development of New Personnel System Underway

Through a grant from EMPOWER Kentucky, the Personnel Cabinet has contracted with PricewaterhouseCoopers to perform a feasibility study for an Integrated Payroll/Personnel System (IPPS). The current system, which was developed in 1982, has limited capabilities and cannot meet the future needs of the Commonwealth. Agency involvement at every level is crucial to the success of this project. To ensure that all the necessary requirements are identified in this study, technical teams made up of agency and GOT staffs were formed. Because this is an EMPOWER Kentucky initiative, the EMPOWER Leadership Team is serving as the steering committee to provide upper management support and oversight responsibilities for this project. This project began on May 15, 2000, and is estimated to last five to six months.

Celebrate Kentucky Folklife!

Along with changing leaves and cooler days, the Kentucky Folklife Festival has become a fall rite of passage for the Kentucky Historical Society. In conjunction with

the Kentucky Arts Council, the Historical Society will present the fourth annual Folklife Festival in downtown Frankfort, September 28-30. In 1999, the festival drew crowds of more than 28,000 - including approximately 8,500 students - and festival staff are anticipating an even larger crowd this year.

Modeled on the Smithsonian's American Folklife Festival, this event brings together more than 100 artists and demonstrators to teach visitors about the foods, recreational activities, occupations, crafts, songs, rituals, and stories that make the Bluegrass State unique. The goal of the festival is twofold, according to its director, Bob Gates. "Coming together this way, the participants not only teach us the importance of our own cultural heritage, but also help us understand and value the traditions of others," Gates said.

Though the festival includes artists and demonstrators from across the state, each year's program features a particular theme or region. This year, the spotlight will shine on the folklife of Louisville, the state's largest city, and eastern Kentucky's Highway 23, also known as Country Music Highway. In keeping

with these themes, Friday night's concert will highlight Louisville's rhythm and blues traditions while bluegrass and country from Highway 23 will conclude Saturday's festivities. As in previous years, the evening concerts will begin at 7:00 p.m. on the lawn of the Old State Capitol.

During the day, visitors to the Louisville area of the festival will learn about several of the city's most distinct neighborhoods. Representatives of the city's Germantown neighborhood will demonstrate some of the activities, arts, and traditions that give their community its ethnic character. Similarly, residents of Louisville's West End—including storyteller Nana Yaa Asantewa and drum-maker Ed White—will teach visitors about the area's African American folklife. Across the plaza, the Highway 23 area will highlight the region's musical, artistic, occupational, and recreational heritage. Festival visitors can learn about the area's hunting dog traditions or hear what it's like to work in a coal mine. Another area recreates Minnie Adkins's annual "A Day in the Country" festival, a celebration of contemporary folk art that draws visitors from across the country.

One change you may have already noticed is the festival's date. Previously scheduled for the third week of September, this year (and for the foreseeable future) the festival will be held the last Thursday, Friday, and Saturday of the month. The festival staff also plans to make greater use of the Kentucky River area this year. Plans are under way for the construction of a permanent marble yard, and the Family Folklore tent will move to the River area.

For more information about the Kentucky Folklife Festival, contact the Kentucky Folklife Program at 100 West Broadway, Frankfort, KY 40601; (502) 564-1792 or 1-877-444-7867.

Kentucky Historical Society Unveils New Web Site

For the latest in information regarding the museums programs and services of the Kentucky Historical Society (KHS), check out the KHS web site at <http://www.kyhistory.org>. This new web site was available for viewing beginning June 5, 2000. The transition to an updated, searchable web site reflects the development of the KHS as a growing influence within the historical, educational, and tourism communities.

Kyhistory.org is divided into categories that highlight the variety of events and programs within KHS. Subheadings include: teachers and students, investing in Kentucky history, museums and exhibitions, and research, and publications. One of the most exciting features of the new site is the searchable KHS research collections on-line catalog.

As with all new web sites, kyhistory.org will continue to be developed over time and new features of the site and event details will make the web site a great reference tool for tourists, educators, and historians.

The Kentucky Historical Society is an agency of the Education, Arts and Humanities Cabinet. The Kentucky History Center is the headquarters of the Society and is located in downtown Frankfort.

Deferred Compensation News

Asset Fees Reduced Again

At their May 10, 2000, Board Meeting, the Authority Board of Trustees voted unanimously to adopt Staff's recommendation to lower participant asset fees by five (5) basis points effective July 1, 2000.

In addition, effective July 1, 2000, all asset fees for the first year of a participant's participation in the program will be waived. The "first year free" provision will be applied beginning with the investment of the new participant's first deferral. National Deferred Compensation, Inc.'s record keeping system will be programmed to begin deducting fees one (1) year from the first deferral date.

Expo 2000

Expo time is almost here! The Authority wants to take this opportunity to invite and encourage you to join with us as we take Kentucky Deferred Comp. on the road. As we have done for several years, we will endeavor to help address your financial education needs by conducting a series of seminars across the Commonwealth in the months ahead. Many of you have partnered with us in the past in these national award-winning programs. Others may join us for the first time. We welcome all of you with open arms. Without your participation and support, and that of your agencies, the Kentucky "Expos" could not exist as we know them today. Thank you in advance for being a part of the "Expos."

Our Theme for Expo 2000: "Deferred Comp 2000 - The Changing Financial Frontier."

Expo 2000 Schedule

DATE	CITY	LOCATION
August 15	Frankfort	Farnham Dudgeon Civic Center
August 16	Erlanger	Receptions South
August 17	Louisville	Executive Inn
September 12	Paducah	Executive Inn
September 14	Owensboro	English Park Center
October 17	Prestonsburg	Mountain Arts Center
October 18	Somerset	Center for Rural Development
October 19	Frankfort	Farnham Dudgeon Civic Center

There will be two, 2 hour sessions each day: one beginning promptly at 9:00 a.m. and the other session starting precisely at 2:00 p.m. As in previous years, state employees will be allowed 2 hours leave, plus reasonable travel time, to attend without loss of pay.

In response to the comments from Expo participants over the years, and in light of the growing number of fund providers, we have dramatically revised our format for Expo 2000.

Each year the number one request from participants is for "more one-on-one time with the fund representatives." This year, we plan to honor those requests from the people we serve by scheduling 40 - 50 minutes of each Expo for the participants to visit with the "Reps" at their tables.

The preliminary Expo 2000 agenda is as follows:

Welcome
Recent Plan Changes
Panel Discussion

Topics:

- 457-401(k) Key Features/Differences
- Payout Options
- Kentucky Web Site
- Regulatory Changes

Fund Rep Introduction and Q & A

Door Prizes

"One-on-One" Time at Fund Rep Tables

Be sure and mark your calendars now for the Expo nearest you. For further information, visit our web site at <http://www.kentuckydcp.com> or call us at 800-542-2667.

Women in Construction Program is Building Success

The Kentucky Housing Corporation (KHC) and the Cabinet for Families and Children are jointly funding a program that is providing low-income women with new hope for a brighter future in a traditionally male-dominated profession.

The Women in Construction program, now in its second year, offers classroom and on-site training in construction. Support services, such as transportation and child care, are also available to participants. Kentucky River Foothills and the Housing Authority of Bowling Green are program sponsors. Classes have been held in Richmond, London, Lexington, Corbin, Paducah, and Bowling Green.



The Kentucky River Foothills Women in Construction program was the recent recipient of a Pew Partnership Solutions for America award. The Pew Partnership mobilizes researchers to track successful solutions, showcases the best research and practice to national audiences, and increases the access communities have to practical knowledge about what works.

The program originated as an aid to welfare reform. It gives low-income women quality training by professionals in a field that offers decent wages and advancement opportunities so they may achieve self-sufficiency. "Although KHC offers a variety of housing assistance programs, we are very strong advocates of self-sufficiency," said F. Lynn Luallen, KHC chief executive officer. "We believe that owning a home is key to family's financial stability. The Women in Construction program is a winning combination because it offers Kentuckians the opportunity to gain self-sufficiency and also increases the state's supply of affordable housing."

Licensing Program Gains Notoriety



A recently released report by the non-partisan National Governors' Association (NGA) calls Kentucky's One-Stop

Business Licensing Program "unique in the nation."

Kentucky's One-Stop Business Licensing Program, available at <http://www.kysos.com>, is highlighted in the report as a successful use of technology to simplify business regulation practices. Secretary of State John Y. Brown III spearheaded the One-Stop Business Licensing Program and worked in cooperation with Governor Paul Patton's EMPOWER Kentucky Project and the Cabinet for Economic Development to make it a reality.

"An innovative feature of this site is the ability to select licenses by type of industry," the NGA report notes. "The system contains data on more than 1,800 different industry types. When the user selects an industry, the system returns a list of license types that may be required. This is an extremely attractive feature and appears to be unique in the nation."

Brown said he was "thrilled to see the NGA confirm the importance of simplifying stifling, bureaucratic requirements for small businesses and entrepreneurs." "I hope the endorsement by the NGA will add momentum to this office's efforts to move our project to the next level," said Brown. "Small business is the backbone of our economy, and government agencies should work together to make starting a business in Kentucky as easy as possible."

The One-Stop Business Licensing Program was launched by the Secretary of State's Office in 1999. The service is free and available 24 hours a day, seven days a week.

Articles contained in this newsletter were submitted by respective agency information liaisons. To submit articles, contact your agency liaison.

Comments and suggestions are always welcome. We may be reached at (502) 564-3433 or 1-800-471-1753 or e-mail us at debbie.sutherland@mail.state.ky.us.



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Health Insurance 2001 – “Picture Yourself Healthy”

The Open Enrollment for Health Insurance is coming up in September, 2000. This is the ONLY TIME you may make changes to your health insurance without experiencing a qualifying event. Even if you plan to keep your current health insurance, you should:

- 1) Make sure your plan is still available to you by checking the availability chart in the Health Insurance Handbook.
- 2) Remember that rates change – check the rate chart in the Health Insurance Handbook.
- 3) Check the appropriate provider books from the health insurance carriers to make sure your doctor(s) still participates with the plan of your choice. This is also true for the hospital of your choice. Make sure they still participate!

Remember: If you wish to continue to waive your health insurance, you must complete an application during open enrollment.
If you wish to participate in Commonwealth Choice, you must complete an enrollment form during open enrollment.

There will be approximately 45 Benefit Fairs held throughout the state during the Open Enrollment period. Listed below are the TENTATIVE dates and locations. Please remember that these dates are TENTATIVE at this time, and are subject to change if necessary. Please check your local newspaper beginning in September for the EXACT date and location nearest you, or contact the Health Insurance Coordinator in your agency. Health Insurance Coordinators are listed in your state telephone directory.

Be sure to watch for more information regarding Open Enrollment 2001 in the future.

COUNTY	CITY	DATE	LOCATION
Adair	Columbia	September 20	Lindsey Wilson College – Cranmer Dining Center
Barren	Glasgow	September 15	Western Kentucky University Glasgow – Old Gym
Boone	Florence	September 22	Boone County Extension Office
Boyd	Ashland	September 27	Ashland Technical School
Boyle	Danville	September 18	Danville National Guard Armory
Breathitt	Jackson	September 21	Jackson National Guard Armory
Breckinridge	Hardinsburg	September 21	Hardinsburg Community Center
Carroll	Carrollton	September 26	General Butler State Resort Park – Park Lodge – Woodland Room
Christian	Hopkinsville	September 12	Hopkinsville Comm College – Auditorium Art Gallery
Clinton	Burkesville	September 19	Marina Meeting Room B
Crittenden	Marion	September 26	Fohl’s Auditorium
Daviess	Owensboro	September 19	Executive Inn – International Room C
Fayette	Lexington	September 19	Kentucky Horse Park – Club Lounge
Floyd	Prestonsburg	September 11	Jenny Wiley State Resort Park – Lodge Meeting Room 3
Franklin	Frankfort	September 13 & 14	Farnham Dudgeon Civic Center Civic Center Arena Floor
Graves	Mayfield	September 27	Mayfield Meeting Hall
Grayson	Leitchfield	September 25	Leitchfield National Guard Armory
Hardin	Elizabethtown	September 25	Elizabethtown Community College
Harlan	Harlan	September 26	Harlan National Guard Armory
Harrison	Cynthiana	September 28	Cynthiana National Guard Armory
Henderson	Henderson	September 20	Technical School – Fine Arts Center
Hickman	Clinton	September 25	Hickman County Senior Citizen Center
Hopkins	Madisonville	September 13	Madisonville Tech & Economic Center – Multi-Purpose Room
Jefferson	Louisville	September 19 & 20	Ky Fair & Expo Center West Wing – West Hall
Kenton	Covington	September 21	No. Ky Tech College – Covington Campus Cafeteria
Laurel	London	September 28	Laurel Technical College – Meeting Room A & B
Lawrence	Louisa	September 25	City Hall
Madison	Richmond	September 22	Madison County National Guard – Emergency Operations Center
Marion	Lebanon	September 21	Knights of the Columbus Hall
Marshall	Gilbertsville	September 18	Kentucky Dam Village State Park – Village Green Meeting Room
Mason	Maysville	September 26	Maysville Community College – 105 Calvert Building
McCracken	Paducah	September 28	Comm College WKY Tech – Allied Health Bldg – Commons Area
Montgomery	Mt. Sterling	September 18	Montgomery County Health & Civic Center
Morgan	West Liberty	September 18	West Liberty Community Center
Ohio	Beaver Dam	September 11	Ohio County Extension Office
Perry	Hazard	September 22	Community College – Feltner Center
Pike	Pikeville	September 27	Pikeville College – Record Memorial Building
Powell	Slade	September 28	Natural Bridge State Resort Park – Lodge Meeting Room
Pulaski	Somerset	September 22	Somerset Community College – Meece Hall Student Lounge
Rowan	Morehead	September 15	Morehead State University – Academic Ed. Bldg (Gym)
Trigg	Cadiz	September 12	Lark Barkley State Resort Park – Convention Center
Warren	Bowling Green	September 14	Technical School – Building F
Whitley	Williamsburg	September 27	Williamsburg City Library

Legislature Expands KHEAA Programs

Several changes and enhancements were made to financial aid programs administered by the Kentucky Higher Education Assistance Authority (KHEAA) as a result of the regular session of the 2000 Kentucky General Assembly. KHEAA is the state agency that administers student financial aid programs—grants, scholarships, work-study, savings, and Federal Family Education Loan Programs—to help Kentucky students pay for college or technical training. Major legislative changes are briefly described below.

- Additional funding for the College Access Program (CAP) will allow KHEAA to (1) increase the maximum expected family contribution (EFC) for CAP Grant consideration from \$1,500 to \$3,100 and (2) increase the maximum award amount to \$50 above the full-time tuition rates at community and technical colleges. Increased appropriations for the Kentucky Tuition Grant (KTG) will permit KHEAA to raise the maximum KTG award amount for full-time students by \$100, from \$1,500 to \$1,600. These changes are mandated under current law if adequate funds are available.
- An amendment to House Bill 462 permits students to use KEES awards for programs of study at out-of-state institutions if the program is not offered in Kentucky. Under currently proposed regulations, the Council on Postsecondary Education will designate approved out-of-state programs and institutions based on the Academic Common Market.

- House Bill 706 created an Early Childhood Development Scholarship to be administered by KHEAA, in consultation with the Early Childhood Development Authority and the Cabinet for Families and Children. The purpose of the scholarship is to upgrade the professional development of persons who are employed or provide training in child-care or early childhood settings.
- The Kentucky Education Savings Plan Trust, with oversight by the KHEAA Board of Directors, helps families save, in a planned way, for a child's higher education. House Bill 462 lifted the restrictions that participation may not begin after the child turns 15 years of age and that accounts be used or closed when the child turns age 18.
- The Prepaid College Tuition Plan was established and will be implemented in the 2001-2002 academic year by the State Treasurer's Office. For more information, visit the State Treasury Web site at www.kytreasury.com.

For more information write to the Kentucky Higher Education Assistance Authority, 1050 U.S. Highway 127 S, Frankfort, KY 40601-4323; call (800) 928-8928; e-mail studentaid@kheaa.com, or visit <http://www.kheaa.com>.

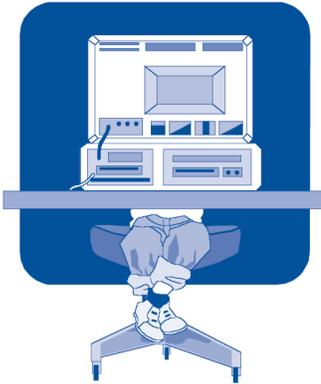
Revised Code of Ethics Enacted

Pursuant to House Bill 510, the following changes were made to the Executive Branch Code of Ethics during the 2000 regular session of the General Assembly, effective July 14, 2000:

- Employees may accept travel expense, meals, honoraria or any other gift up to a value of \$25, but may not accept gifts with a value of over \$25 from any person or business that does business with, is regulated by, or is attempting to influence the state agency for which an employee works. Gifts do not include items received from family members, campaign contributions, or door prizes available to the public. The Commission may grant an exception to gifts law if an appearance of impropriety is not created.
- The financial disclosure statement must be filed only for the portion of the calendar year that an employee actually works. Sources of income only need to be disclosed if the income exceeds \$1000. The penalty of salary withholding for not filing a statement of financial disclosure is recoverable upon the filing of the statement.
- An agency is exempt from the Executive Branch Code of Ethics if it is required by statute to adopt a code of ethics.
- The Commission may inform a referring state agency of action taken in an investigative matter.
- The civil penalty that the Commission may issue for violations of the code of ethics is increased from \$2000 to \$5000.
- The post-employment provisions in KRS 11A.040(6) do not apply to former officers of the Department of Public Advocacy whose continued representation of clients is necessary in order to prevent an adverse effect on the client.
- The number of filings for executive agency lobbyists is reduced from twice per year to once per year.

To help educate the employees of your agency on provisions contained in the code of ethics, contact Jo Ledford at (502) 564-7954.

Virtual University Offers On-line Courses



The Kentucky Commonwealth Virtual University is the fastest growing virtual education institution of its kind. This past semester, the on-line university grew by over 700 percent. Twenty Kentucky colleges and universities will offer nearly 200 courses on-line through the virtual university during the summer and fall 2000 terms.

Business, accounting, computer science, health care, education, and general education courses are just a sampling of the 200 offered. All courses are accredited, transferable, and taught by Kentucky faculty.

“Through the virtual university, busy Kentuckians no longer need to leave their hometown to pursue more education,” explained Dr. Mary Beth Susman, CEO of the one-year-old university.

“The college classroom is now as close as a student’s home computer, public library, office, or wherever else a student might have Internet access,” she added.

Kentucky’s colleges and universities offering anywhere, anytime education through the virtual university include Eastern Kentucky University, Kentucky Community and Technical College System, Kentucky State University, Morehead State University, Murray State University, Northern Kentucky University, University of Kentucky, University of Louisville, and Western Kentucky University.

The 12 colleges within KCTCS offering courses include Central Kentucky Technical College, Elizabethtown Community College, Henderson Community College, Hopkinsville Community College, Jefferson Community College, Lees/Hazard Community College, Lexington Community College, Madisonville Community College, Maysville Community College, Owensboro Community College, Paducah Community College, and Prestonsburg Community College.

Established by the General Assembly in 1997, KCVU is designed to meet the educational needs of working Kentuckians and others who, due to time, distance and family obligations, face difficulty accessing traditional campus-based classes.

Registration for the summer and fall terms is currently under way. Prospective students can view courses and program areas at the KCVU web site at <http://www.kcvu.org> or call toll free at 1-877-740-4357.

East Meets West: Chinese Delegation Visits Lee County ATC

A six-member delegation of Chinese education policy makers and private school principals recently visited the Lee County Area Technology Center (ATC), which is part of the Cabinet for Workforce Development.

The delegates, from Guizhou, China, are members of a working team that is part of the National Committee on United States-China Relations. Kentucky was one stop in their two-week trip, which focused on the examination of current policy issues facing America’s education system, particularly private and vocational education.

One of their first visits was at the Lee County ATC on May 21. The delegates, accompanied by an interpreter, visited the technology center because they wanted to explore educational issues that affect schools in the Appalachian region. The Guizhou region of China is similar in topography to Appalachia.

Another reason the Chinese delegation selected the Lee County area center was because of Frank Kincaid, a director with the Lee County Board of Education. As part of the U.S. team on the National Committee, Kincaid visited China last year, when he was still principal of the Lee County ATC. His good relations with his hosts and promotion of his school encouraged the Chinese delegation to visit.

At Lee County, delegates were particularly interested in school management policy, finances, and staff and student recruitment. After two days at Lee County, which included a visit to the county high school, the Chinese delegation came to Frankfort to meet with Department for Technical Education and Cabinet for Workforce Development officials.

(New Opportunity, continued from page 1)

The results speak for themselves.

Since 1992, when I was Lt. Governor and Economic Development Secretary, 110 international companies have located in Kentucky, employing over 15 thousand Kentuckians with an investment in our economy of \$2.5 billion dollars.

We can pinpoint at least 33 companies that we were able to acquire as a direct result of our recruiting trips to Japan and Europe. Some of them are worth mentioning here, such as AMAK Brake, a Japanese maker of auto disc pads, recruited to Glasgow in 1994, employing 400 plus. There's the Fischbach Company in Elizabethtown, recruited from Germany in 1993. And Grupo Antolin Kentucky, Incorporated, a Spanish auto components factory, which located in Hopkinsville in 1995. We have the Matsushita Company in Berea and the TG Corporation in Lebanon, we have companies, big and small, from all parts of the world locating, providing employment, and contributing to the economy in all parts of Kentucky.

Later this summer I'll be taking economic development trips to London and Israel, and there's the possibility of a trip to South America later this year. And I have plans for trips this year to locations here in the U.S. to promote Kentucky, and particularly eastern Kentucky and the "New Appalachia," as a place to do business.

I've been to Detroit, and intend to go to New York, to talk with business and industry leaders about our regional industrial parks and the ready and able workforce available in eastern Kentucky.

As a result of efforts in the 2000 legislative session, we now have in place economic opportunity zones in our urban areas so that we can recruit business and industry to our inner cities.

We'll also tout our new effort to build a knowledge-based economy through an initiative passed by the 2000 General Assembly that includes funding and incentives for attracting high-tech business and industry to our state.

There's a whole world of economic opportunity out there for Kentucky and, as your governor, I want to explore every possibility for our state to continue to be a participant in the global economy of the 21st century.

I'll be personally involved in opening the door to Kentucky for companies that need to be here and just don't know it yet.

If this effort succeeds all of Kentucky will reap the benefits.



(Imperial China, continued from page 1)

Covering the Western Zhou Dynasty (1027-771 BC) through the Qing Dynasty (1644-1911), Imperial China explores the role of the horse in more than 3,000 years of Chinese history and culture. All of the art and artifacts have been selected from the collections of museums in Xi'an and throughout the Shaanxi Province.

Xi'an served as the capital of China for more than a millennium and is the home of the world famous terracotta army of China's first emperor, Qin Shi Huang. Included in the exhibit are selected pieces from the terracotta army and a representative collection of gold, jade, bronze, terracotta, and porcelain figures. With approximately 20% of the artifacts never before exhibited in the United States, *Imperial China: The Art of the Horse in Chinese History* is a treasure in itself for Kentucky.

The Kentucky Horse Park is open from 9:00 a.m. to 5:00 p.m. daily, and *Imperial China* is open from 9:00 a.m. to 6:00 p.m. daily. Timed admission tickets are available throughout the day all summer through August 31. Tickets may be purchased in advance or upon arrival and include the Kentucky Horse Park regular daily attractions, the American Saddlebred Museum, *Imperial China*, and an individual audio guide to the exhibit. See the coupon for special rates offered to state employees.

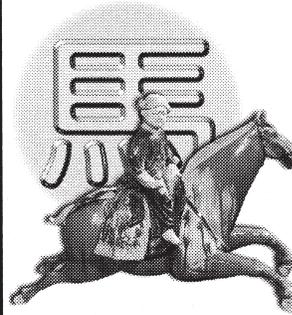
More information on *Imperial China: The Art of the Horse in Chinese History* may be obtained by contacting the park at (800) 678-8813 or at <http://www.kyhorsepark.com>.

IMPERIAL

China

THE ART OF THE HORSE IN CHINESE HISTORY

MAY 1 - AUGUST 31 2000



Redeem this coupon at the Kentucky Horse Park to receive reduced admission to the exclusive, world showing of *Imperial China: The Art of the Horse in Chinese History*, which includes admission to the Kentucky Horse Park regular daily attractions and the American Saddlebred Museum.

All of this for just \$13.50 for adults (regularly \$16.00) and \$9.50 for kids 7 to 12 (regularly \$11.00) children 6 and under are always free!

KENTUCKY HORSE PARK
4089 Iron Works Pkwy.
Lexington, KY 40511
(606) 233-4303
www.kyhorsepark.com

Cabinet Comments...

➤ *Attorney General's Office*

The Attorney General's Office hosted a conference on "Empowering the Black Community for the 21st Century" May 17 through 19, 2000, at the Executive West Hotel in Louisville. Several state and local government agencies and private organizations co-sponsored the event. Approximately 300 prominent decision-makers and leaders from both the public and private sector attended. Special guest speakers included Julian Bond, world-renowned civil rights leader; Cleo Fields, the first African American to be elected to the Louisiana Senate; Dr. Betty Sue Griffin, Kentucky's well-known educator; Muata Kiongozi, National Crime Prevention Council Youth Services Director; and Dr. Patricia Russell-McCloud, one of America's top motivational speakers. The conference's mission was to empower the Black community by serving as an information resource regarding education, economic development, the criminal justice system, and technology. Persons interested in purchasing a videotape of the keynote speakers' addresses and/or receiving a free copy of the conference report may contact Corey Bellamy by e-mail at Corey.Bellamy@law.state.ky.us or telephone at (502) 696-5642.



Attorney General Ben Chandler with Julian Bond, chairman of the board of the NAACP.

➤ *Cabinet for Families and Children*

CFC has a new on-line magazine available at <http://cfc-chs.chr.state.ky.us/cfconline/may2000/index.htm>. The focus of the premiere issue was child abuse and neglect, and the June issue focused on foster care and adoption. Each edition will look at a specific CFC program, and will also include client and employee success stories, a regional spotlight, information on benefits and other personnel-related matters, and more.

Cabinet for Health Services

➤ Ann Marks, executive director of the Kentucky Commission for Children with Special Health Care Needs, has been named deputy secretary in the Cabinet for Health Services. Eric Friedlander has been named to replace Marks at the Commission. Prior to his appointment, Friedlander served as branch manager for budget and policy in the Office for Program Support in the Cabinet. The appointments were effective July 1, 2000, but Marks and Friedlander will share their time between the Cabinet and the Commission for a time to allow for a smooth transition.



Ann Marks

➤ Hearing loss is the most common birth defect, occurring at a rate of 3 children in 1000. The Commission for Children with Special Health Care Needs has been charged with implementing Universal Newborn Hearing Screening as part of the KIDS Now initiative. The Kentucky Infant Sound Start (KISS) is the Commission's UNHS program. Kentucky's landmark early childhood legislation mandates UNHS be established in hospitals and birthing centers averaging 40 or more births per year. UNHS is the first step in identification and follow-up care for infants with hearing loss. The Commission will provide support for hospitals by establishing protocols for testing, reporting, and training. To ensure that each infant receives a quality physiologic hearing test, the Commission will set minimum standards for screening based on the standard of audiologic care. Quality Assurance audiologists will be working directly with birthing hospitals across the state to assist them in establishing the protocols in their newborn nurseries. These QA audiologists will also be available to troubleshoot and provide a link between hospitals and statewide resources. For more information about Kentucky Infant Sound Start and Universal Newborn Hearing Screening, call 1-877-757-HEAR (1-877-757-4327).

➤ The Kentucky Women's Cancer Screening Project, sponsored by the Kentucky Department for Public Health, the Centers for Disease Control, and Prevention's National Breast and Cervical Cancer Early Detection Program, provides free or low-cost mammograms to women based on their income. Uninsured women ages 40 and older with incomes at or below 100 percent of the federal poverty level are eligible for free annual mammograms and clinical breast exams. (The poverty level for a family of four is \$17,050 a year.) Women age 40 and older whose income is from 101 percent to 250 percent of the federal poverty level are eligible for these services at low cost on a sliding fee scale. Underinsured women meeting these income guidelines may also be eligible. Women younger than 40 years of age may be eligible to receive screening services if they have a family history of breast cancer. For more information about where to get a mammogram, call your local health department or toll-free 1-800-462-6122.

➤ Governor Paul Patton received the Distinguished Leadership Award from the National Alliance for the Mentally Ill (NAMI) at the organization's annual convention in San Diego, California. Governor Patton was honored for his role in supporting Kentucky's mental health parity legislation, H.B. 268, which was signed into law on April 21, 2000. The law requires health insurance plans that provide any coverage of mental illness to provide full parity with other illnesses. Upon receiving the award on the Governor's behalf, Margaret Pennington, commissioner of the Department for Mental Health and Mental Retardation in the Cabinet for Health Services, remarked, "I am truly honored and humbled to accept this special distinction on behalf of our Governor. In Kentucky, we've made a gigantic leap forward in ensuring that people with mental illnesses receive adequate health care treatment. I am very proud to see our state offering real hope for recovery to the tens of thousands of Kentuckians personally affected by these diseases."



L-R: Laurie Flynn, Executive Director, NAMI; Margaret Pennington; and Jackie Shannon, President, NAMI

Education, Arts & Humanities Cabinet

➤ Department for Libraries and Archives

The Kentucky Department for Libraries and Archives has doubled its children and youth services consulting staff for public libraries. Suzanne Crowder came to the agency on June 1 from Marion County Public Library where she served as children's librarian. Prior to that she had been bookmobile librarian at the Mason County Public Library. She brings skills and experience from her work with preschoolers and families, young adults, and outreach programs in schools. Along with Carol Baughman, she will be assisting local public librarians with training and statewide reading promotions such as "It's About Time!" - the 2000 Summer Reading Program which is currently in full swing across the state. Future projects of the Field Services division include a biennial conference of public librarians to be held in September and various new early childhood programs to help public libraries enhance their services to infants and toddlers, their families, and caregivers. Theme-related promotional materials developed by KDLA to enhance summer reading programs are currently on exhibit in the lobby of KDLA's Clark-Cooper Building on Coffee Tree Road. For more information, visit KDLA's web site at <http://www.kdla.net>.

➤ Finance and Administration Cabinet

T. Kevin Flanery, deputy secretary of the Kentucky Transportation Cabinet, joined the Finance and Administration Cabinet on June 16 as one of two deputies to Secretary John McCarty. Flanery will manage a number of administrative functions likely to include the Cabinet's EMPOWER Kentucky initiatives and other process improvement projects though his specific responsibilities are yet to be defined. He replaces Bonnie Howell who retired as deputy from the Cabinet in May and who was the primary manager of the Cabinet's transition to a new financial and procurement management system known as MARS. Rex Hunt remains in his position as the other cabinet deputy. Flanery is a graduate with distinction of the University of Kentucky College of Law and holds a bachelor of arts in psychology, cum laude, from Bellarmine College in Louisville. He and his wife, Lori, are residents of Louisville.



Kevin Flanery

➤ Public Protection & Regulation Cabinet

While Governor Patton doesn't officially kick off the Kentucky Employees Charitable Campaign until August 9, Secretary Ron McCloud has been laying the foundation for a record-breaking statewide effort. Secretary McCloud, chair of the state's 2000 KECC, has met with 32 cabinet and agency secretaries and directors, mapping out his strategy for a successful campaign. The goal for this year is \$1.4 million and the theme is "TEAMWORK 2000." The campaign runs through November. Pledge sheets will be distributed to employees after the August 9 kickoff, which will be held at the Kentucky History Museum at 10:00 a.m.

➤ Tourism Development Cabinet

The 2000 Kentucky State Fair returns to Louisville August 17 - 27, 2000, at the Kentucky Fair & Exposition Center. The fair offers over one million square feet of indoor space, making it the largest air-conditioned fair in America. This year's fair will feature many old favorites such as competitive entries, state shows, free and paid concerts, the Kentucky State Fair Thrillway, and the World Championship Horse Show. New attractions include "Life in Our Times: A Decade by Decade Look Back at the 20th Century," featuring a special section dedicated to Kentucky veterans; Arctic Blast, an exciting, high-diving show, and NASCAR Simulators. Watch for the concerts to be announced June 30. New this year, concert tickets purchased in advance will include Kentucky State Fair admission. Advance gate admission tickets can be purchased at participating Kroger Stores using a Kroger Plus Card July 2 - August 16. Advance tickets are \$4.00 for adults, \$1.00 for children and senior citizens and \$14.00 for 30 midway ride tickets. For more information about the Kentucky State Fair, visit our web site at <http://www.kyfairexpo.org> and click on the Kentucky State Fair logo.

When Your Temper Gets Too Hot to Handle

Anger is a natural human emotion and its purpose is to give us energy to “ward off” what we perceive to be an attack or challenge to our well-being. The problem is not anger but managing anger. It is estimated that one out of every five Americans has a problem managing their anger. Mismanaged anger is the major cause of conflict in our personal and professional relationships. Some examples are domestic abuse, divorce, road rage, and explosive outbursts, verbal or physical.

Some of the basic things that are recommended for stress reduction also are useful in managing anger. When feeling angry:

- * STOP and THINK
- * Am I overreacting?
- * Excuse yourself from the situation. Take a walk or go to another room.



To prepare yourself to manage your anger better, remember to always have a good program of self-care:

- * Get enough sleep and exercise.
- * Eat a balanced diet.
- * Cultivate supportive relationships with family and friends. Make that a priority!

If you feel angry for no reason or explode over little things, feel depressed most of the time and stressed out all of the time, and/or have high levels of anxiety and fear, consider seeking help. A variety of tools are available to improve anger management skills. You can contact KEAP at 564-5788 or (800) 445-5327 for confidential assistance locating the appropriate tools for you to manage anger and frustration successfully.



Things to Do This Summer...

➤ Still haven't firmed up your summer vacation plans? The Department of Parks web site has a new feature designed to help state employees and other travelers find out about vacancies at the state's 17 state resort park lodges.

A new “hot button” shows the availability of a room on a given date up to four weeks in advance. The vacationer can see at a glance which resort park has a vacancy. Armed with that information, the guest may then call the park's toll-free reservations number to secure the room.

The web address is <http://www.kystateparks.com>.

➤ In addition to our traditional book collections, the State Library also has many books on tape that are enjoyed by many state employees on long commutes, vacation, or just lazy days at home. There are lots of mysteries and detective stories. Most are on cassette tape, but we have begun to collect books on CD. Our first two are: *The Girl Who Loved Tom Gordon* by Stephen King (SR CD King) and *“O” is for Outlaw* by Sue Grafton (SR CD Graf).

For these and many more see the list of new acquisitions on the KDLA web site at <http://www.kdla.net/statelib/newacqmain.htm>. Check them out...