



Macomb Matters

Keeping You Connected

March 2016 - Issue 40

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be wrapping up in a few months. I have decided, as often as I can, to provide you with an official update from the construction team who are involved in making these improvements. [Click here to view the update](#) I most recently received from this team about the construction progress that has been made to our downtown campus.

Our Human Resources and Labor Relations Department has also just announced its implementation of a new Learning Management System that will provide employees with the ability to engage with Macomb County Human Resource (HR) policy. It will also be the vehicle through which HR will be able to provide Web-based training to employees. Learn more about this great new system by [reading about it](#) in this issue of *Macomb Matters*.

This month marks the [March for Meals initiative](#), which our Office of Senior Services fully embraces. This national campaign brings awareness to the Meals on Wheels program by actively recruiting volunteers. Here in Macomb County, over 1,600 homebound seniors receive Meals on Wheels services. Most recently, the program was seeking volunteers for this coming Easter holiday. If you are interested in volunteering for Meals on Wheels in Macomb County, contact (586) 469-5228 or visit <http://mca.macombgov.org/?q=MCA-Seniors-MOW>. You can read more about this program in the Office of Senior Services *Macomb Matters* story on this subject.

March is also Women's History Month, which highlights the contributions women make to society. We have many great women that work right here as part of Macomb County government. In [this issue](#), we will be highlighting a few of them; this is just a small sample of the talented women we are lucky to have here in the county.



HR starts new Learning Management System for employees

The Human Resources and Labor Relations Department is pleased to announce the roll-out of the county's new Learning Management System (LMS). The LMS will be the vehicle by which the county will release Human Resource policy and provide Web-based training for our employees.

As of today, Human Resource policies are on the LMS. As policies are revised or as new policies become available, they will be released through the LMS. While it's not mandatory at this time, you are strongly encouraged to log into the LMS to get exposure to the system. It's a great opportunity to refresh your knowledge of the existing policies. (Note: Court employee policies will be released at a later date.)

There will be a mandatory Human Resource policy review for all employees later in 2016.

For unionized employees, the Introduction and Scope section states: "Except as superseded by state law or by collective bargaining agreements, these HR policies apply to all persons employed by Macomb County." I hope this will clarify the application of these policies.

To get started, please follow the directions below. You will learn how to log into the LMS as well as enroll in, access and view a list of your completed policy trainings.

Logging in:

Copy/paste or click on the link to the following URL: <http://learncomlms.com/macombcounty>.

Enter your user ID and password as specified below in the correct fields, then click the "Login" button.

User ID: Your employee ID

Password: macombtraining

You will then be taken to the "Edit Profile" page, where you will be required to change your password and enter your email address before you continue.

Follow these steps on the Edit Profile page:

1. Enter your desired new password into the “Enter Password” and “Confirm Password” fields.
2. Enter your county email address into the “Email Address” field. If you do not have a county-provided email address, please enter your personal email address.
3. Click on the “Update” button located at the bottom of the page.
4. If you see the text “Your changes have been made” appear at the top of the page, you are free to proceed. If not, please pay attention to any error message that appears, and correct the issue mentioned in the error message before clicking “Update” again.

Enroll in policies:

To access any of the policies or other functions on the site, you must first log in as shown above.

To access the policy trainings:

1. Click on the “Human Resources” link under the “Policies” heading located on the left side of the screen.
2. If you are accessing the system for the first time or have not completed the Introduction and Scope policy, then you will only see a listing for Introduction and Scope. Click on that name and proceed to step 4. If you have completed the policy Introduction and Scope, then you will see a complete list of policies.
3. Once you have accessed the list of policies and have chosen one to participate in, click on the name of the policy. This will take you to the “Training Info” page where you will see an orange box with a plus sign and the text “Add to My To Do List.”
4. Click on the “Add to My To Do List” text to enroll in the policy.
5. You will see an orange box with the text “You are enrolled in this training” appear with the policy name listed below.
6. Click on the policy name to enter the training.

My To Do List:

To access policies you have signed up for but have not yet completed:

1. On login, you will automatically see your “My To Do List” page. Otherwise, click on the “My To Do List” link located on the left side of the screen. This will show you a list of all trainings you have signed up for but have not yet completed.

My Completed Policies:

1. Click on the “My Completed Policies” link located on the left side of the screen. This will show you a list of all your completed policy trainings.
2. To print a policy training completion certificate, click the “Print” button next to the policy title and follow the instructions.

We hope you enjoy your experience with the new Macomb County LMS! If you have any questions, contact the Human Resources and Labor Relations Department at (586) 469-5280 or Human.Resources@macombgov.org.



Macomb Matters honors Women’s History Month

This month is a celebration of Women’s History Month. To honor this movement, we are dedicating this month’s Employee Focus section to take a look at a few women who help make Macomb County government better for both those employed at the county and for those citizens that interact with county services. Each woman was asked to answer four questions: What position do you hold in Macomb County and how long have you held said position; what do you feel is your greatest accomplishment as it relates to county government; what is your favorite part about working for/living in the county; and

who is your greatest female role model?



Lynn Arnott-Bryks
Director of Macomb County Facilities and Operations Department

Time in position: I have been in this position since January of 1984 (that is not a typo).

Greatest achievement: Continue to maintain the county facilities during the downturn of the economy. During that time frame, we lost approximately 30 positions. I was able to work closely with the unions to provide the necessary services yet reduce expenditures.

Maintaining the buildings is always a challenge as the buildings age along with the changing delivery of services. It is also exciting to be a part of the downtown campus renovations.

Favorite part of working for the county: My favorite part of working for the County is the fact I am working for an organization that is always focused on improving services to the people of Macomb County. Macomb County has never lost sight of its mission.

Greatest female role model: My role model would be my mother who taught me you could have a career and a family. By example, she was able to show me how to create a balance between both.

Elizabeth Darga
Undersheriff of Macomb County Sheriff's Office

Time in position: I was just appointed to that position in January of 2016.

Greatest achievement: First and foremost, just being fortunate enough to be employed at the Macomb County Sheriff's Office. I am grateful to work at a place that has given me an opportunity to rise through the ranks as a female in a male-dominated field and to work at such a well-respected department alongside dedicated and hardworking employees.

Secondly, my proudest achievement would be implementing the Narcan Program. This is an opiate reversal drug that actually revives people after a drug overdose. In May of 2015, we supplied Narcan to all of our road deputies, and, as a result, they have saved 25 lives.

Favorite part about living in the county: I was born and raised in Macomb County, and this is my home. It is a great place to live and work because of everything it has to offer from recreational activities to entertainment. I am really looking forward to attending some semi-professional independent baseball league games at the new Jimmy John's Field located in Utica. Macomb County has walking paths, bike paths, outdoor concerts and outstanding fishing in Lake St. Clair, as well as Stoney Creek and Lake St. Clair Metropark which offer great entertaining and recreational areas.

Greatest female role model: My female role model is my mom. She was a strong-willed woman with a generous heart who always put her family first. She taught me the value of hard work and dedication. She also taught me the importance of respect and kindness to others.



Polly Helzer
Manager of the Macomb County Purchasing Department

Time in position: I started at the county in 1964 as a typist clerk in the Purchasing Department. I was a single parent raising a son, going to South Macomb Community School to move ahead. For the last 15 years, I've had the pleasure of being the Macomb County purchasing manager. All my years of work have been in the Purchasing Department (52 years). Of late, I have gotten the nickname of the GODMOTHER – HA!

Greatest achievement: Employees voted, and I had a 12-year term on the Macomb County Retirement System Board.

I have been president of the Macomb County Employees Association for many years.

Favorite part about living in the county: You have to love your job to stay as long as I have. I grew up in Mount Clemens and went to Mount Clemens High. My parents worked hard; they built their own home, which I live in today.

Greatest female role model: Gosh, my role model is my mother, who was raised on a

farm in Mount Clemens. Mother worked at the Mount Clemens Pottery for many, many years and finally went to night school to get her beautician's license. She opened her own business and worked well into her 80s. Mother also loved to travel and almost went around the world.



Jennifer Phillips

Court Administrator, 16th Circuit, 42nd District and Macomb County Probate Courts

Time in position: Almost six years - since June of 2010.

Greatest achievement: I am very proud to have helped start the first Business Court in the state of Michigan in Macomb County. I wrote the first Local Administrative Order in 2011 that was approved by the State Court Administrator's Office for a business docket under former Chief Judge Mark Switalski and helped implement the first docket with Judge John Foster. The Business Court is still going strong under current Chief James Biernat Jr. with judges Richard Caretti and Kathryn Viviano presiding over the dockets. I am pleased that I was able to support the judges and be a part of an innovative approach to complex litigation in Macomb County. I know it's not a competition, but I love that Macomb was able to take the lead in the state.



Favorite part about working in the county: My favorite part about working in Macomb County is the people. In the courts, we have well-respected judges and a very professional, competent staff. However, what sets us apart is the high level of customer service. Since long before I worked here, the Macomb courts have been known in the legal community as customer service-oriented and user-friendly. That is a huge credit to the judges, court staff and Clerk's office staff.

Greatest female role model: Michelle Obama is definitely a great role model. She is intelligent, educated and passionate in her pursuits. On top of that, she is a devoted wife and mother and has fantastic arms!



**Carmella Sabaugh
Macomb County Clerk/Register of Deeds**

Time in position: I was elected Macomb County Clerk / Register of Deeds in 1992. Most people think the office is county clerk, but it is a combined office. In fact, in 1992, I had to go to the appeals court because I was removed from the ballot for not including register of deeds in the name of the office sought. I have been fighting to improve service ever since!

Greatest achievements in county government: I am proud my union staff and I received [59 achievement awards](#) for "good government" from the National Association of Counties, with support from the County Executive and Commission. We provide diverse services,

so it is difficult to name just one. Here are examples of Macomb County Clerk / Register of Deeds jury room innovation, affecting 60,000 jurors per year, followed by examples of our [other service innovations](#).

Favorite part about living in the county: I have lived in the same house in Warren since 1964. Macomb County is a great place to live and raise a family. I like how close we are to the lake, good parks, good shopping, the airport and world-class colleges and universities.

Greatest female role model: I was orphaned at age 8 and raised by an aunt and uncle in Detroit; so, of course, my aunt was a role model. But I also view Hillary Clinton as a role model. Hillary has been a champion for women's rights and has overcome the same issues other women and I have had to face. She is also smart

and knows how to keep fighting. In 1938, the year I was born, a woman was sent to [jail for wearing pants to court](#). I would be honored to have a president who likes pantsuits as much as I do!

County history quiz: What year did the official Macomb County, Michigan real estate registry start indexing wives' names on jointly owned real estate? In other words, a married woman could own real estate, but it was only listed in the official county registry in her husband's name, and not her name, until what year? a) 1837, b) 1919, c) 1952, or d) 1993.

ANSWER: d) 1993. It was one of the first things I changed after I was elected as Macomb County Clerk / Register of Deeds. The other dates: 1837 was when Michigan became a state. 1918 was when Michigan adopted an amendment allowing women to vote. 1952 was the election of the first African American Michigan state senator.



Vicki Wolber

Director of Emergency Management & Communications

Time in position: I have been the head of this department since 2008. I have been with the county for almost 16 years.

Greatest achievements:

I am proud of many achievements that we've been able to reach in the county, but below are my top three:

- Relationships – I and my department have worked extremely hard to build strong and long-lasting relationships, not only in the county, but also at a regional, state and federal level. In my line of work, and most important to me professionally and personally, is that people trust in you and what/who you represent. If we don't have good, solid relationships, our emergency management process will fail just when the public and our community needs us the most, which is in an emergency situation. Building relationships and earning trust allows us to build a countywide program that focuses on service to our residents, businesses, first responders and the community as a whole. It is because of these relationships that we are able to call upon one another, not only in crisis situations, but in our daily planning efforts to protect our community. We have been able to implement many programs and projects in the county because of these relationships and our sense of inclusion in the process.
- COMTEC – COMTEC is a state-of-the-art communications and technology center focused on emergency response and information sharing that was completed in December 2013. The creation of this center came to fruition due to the visionary leadership and hard work of many individuals in the county including the sheriff and his personnel, the Department of Roads, Information Technology, my office and the County Exec who was the champion for this center and service. Through COMTEC, we have been able to maximize our scarce resources; eliminate duplicate services, equipment and technology; and become a more efficient and effective provider of our services. These four areas of county operations are dependent on and connected to one another on a daily basis. COMTEC is operable 24/7 and has the ability to monitor, manage, prevent, protect and respond throughout the county.
- County Radio System – Through the efforts of county leadership, our Technical Services Division and a partnership with the state of Michigan, we have implemented a countywide radio system and infrastructure that is second to none in the nation. This system provides 24/7 interoperable radio communications for every police, fire, EMS and hospital in the county as well as other public service agencies such as public works, the Health Department and the Road Department. Our system went live in November of 2006 and includes nine tower sites and over 4,000 users. This year, we are adding five towers sites in the northern end of our county and bringing on an additional 500-plus users with the inclusion of the city of Warren. We will also be providing a fire paging system and backup communication centers, thus enhancing our public safety communications.

Favorite part about working in the county: Hands down it is the people. My job requires me to engage with people from all over the county, whether it is individual citizens, church or social groups, schools, businesses, and other governmental entities. I have met wonderful people from all walks of life, and through them, I am exposed to who they are and what they do. It is a great way to learn about what is going on in the county professionally and personally.

Greatest female role model: I do not have one single female role model that I can point to that is a driving force behind who I am. However, I do have a collection of women in my life that have had an impact on me that has contributed to who I am today. These women include my mom, family members and friends. Most importantly though, I look at my daughter and what kind of role model/example I am being for her. That is what drives and motivates me. I want her to see the possibilities that life has to offer and that she can do and be anything she wants. I also want her to see how important it is to give of yourself and be of service to others.



Meals on Wheels offers opportunity for county employees to volunteer
Marie Bristow, Office of Senior Services, Macomb Community Action

Macomb Community Action encourages Macomb County employees to feed the body and spirit of a homebound senior in our community by becoming a Meals on Wheels (MOW) volunteer.

A group of five Health Department employees recently agreed to do just that by sharing the responsibilities of delivering hot meals on their lunch hour to homebound seniors every Tuesday.

Each volunteer agreed to deliver about twice every three months.

This program provides older adults with hot, nutritious meals and, oftentimes, the only smile they may see that day. It also provides them the vital opportunity of remaining in their homes and independent.

Family members of our older adult participants also appreciate Meals on Wheels Volunteers for providing a daily “check” on their loved one.

Macomb County employees have always been generous. This is another opportunity that together we can promote independence in our community.

Consider joining together and adopting a route with Macomb Community Action’s Meals on Wheels program. Gather a group of four or more (larger groups are even better) and we would be happy to come and conduct a MOW Lunch & Learn Presentation to your department.



To find out more about the MOW Lunch & Learn program, contact Elise Cretcher at (586) 469-6702 or elise.cretcher@macombgov.org.



Hoodie Hoo 5K Run and Walk tremendous help for Macomb Food Program
Linda Azar, Macomb County Food Program, Macomb Community Action

The Hoodie Hoo 5K Run and Walk was held on Saturday, March 5 at Lake St. Clair Metropark. Six hundred people participated in the race to raise money for several nonprofit groups, including the Macomb Food Program, a part of Macomb Community Action.

Participants raised funds that will enable the Macomb Food Program to obtain over 13 tons of food – that’s 9,000 meals!

Hoodie Hoo Day is normally observed on Feb. 20, one month before the first day of spring. In the northern hemisphere, Hoodie Hoo Day takes place when people go out at noon, wave their hands over their heads

and chant "Hoodie-Hoo." It is a day to chase away winter blahs and bring in spring. After all, everyone in the northern hemisphere is sick and tired of winter and a little crazy being cooped up inside all winter and not seeing the sun.



A virtual run was also an option for those who did not want to run/walk in the cold and snow! This is a dog- and stroller-friendly race.



March Skill Builder
Focus on emotional intelligence for success

CARE Worklife Solutions, the county's employee assistance provider, offers several short Skill Builder e-learning opportunities that can be completed in 15-20 minutes and are focused on certain skills to enhance effectiveness. Each Skill Builder course offers a printable certificate of completion.

For the month of March, we will be focusing on emotional intelligence for success. Learn the benefits of recognizing feelings in yourself and others, managing emotions and balancing thoughts and feelings. This Skill Builder will examine the impact of emotional intelligence, as well as brain research on emotions and the battle between the emotional brain and the thinking brain. Participants will have the opportunity to learn ways to increase their emotional quotient (EQ).

The objectives of this Skill Builder are to:

- understand the importance of emotional intelligence.
- discuss how the brain can hijack your emotions.
- implement strategies to manage your emotions.
- increase your emotional quotient.

To participate in this month's Skill Builder course:

1. visit the CARE website at <http://www.careofsem.com/employee-assistance/>.
2. click on "Employee Assistance Log In."
3. enter the password: macombcounty-wls.
4. scroll down to the "Skill Builders" box. Click on the plus sign to view the Skill Builder options.
5. Select "Emotional Intelligence for Success"



Recipe Corner
Spaghetti Squash Primavera

Ingredients

- 1 spaghetti squash
- 2 tablespoons extra-virgin olive oil
- 1 onion, chopped
- 1 large clove garlic, minced
- 1 large zucchini, cut into bite-size pieces
- 1 green bell pepper, chopped
- 1 tablespoon dried Italian herb seasoning
- fresh ground black pepper, to taste
- 1 1/2 cups chopped tomato (or 1 can diced tomatoes, drained)
- 3/4 cup shredded parmesan cheese



Directions

1. Pierce the shell of the spaghetti squash with a fork and place in a microwave-safe dish. Cook in microwave on high for 12 minutes, or until soft enough to pierce easily with a fork. Set aside until cool enough to handle. Slice in half lengthwise; remove the seeds. Use a fork to pull the flesh of the squash away from the shell and place into a large bowl; fluff with the fork to separate the strands as much as possible.
2. Heat the olive oil in a large skillet over medium heat. Cook and stir the onion in the hot oil until just tender, about three minutes. Add the garlic and continue cooking and stirring another three minutes. Stir the zucchini and green bell pepper into the mixture; season with the Italian herb seasoning and black pepper. Pour the tomatoes into the skillet. Continue cooking just until the tomatoes are warmed, three to five minutes. Add the squash to the skillet and toss until evenly mixed. Sprinkle with the parmesan cheese and toss again to serve.

Serves 6

- Calories per serving: 158
- Fat: 9 grams
- Carbs: 15.9 grams
- Protein: 5 grams
- Fiber: 2.2 grams

Submitted by: MSU Extension

Source: Allrecipes/jcmondragon



For Your Benefit

Oral health is an important but sometimes overlooked part of overall health. As such, the American Dental Association (ADA) has

established a list of healthy habits for various life stages.

Pregnancy

Pregnancy may actually worsen some dental problems, therefore the ADA recommends pregnant women do the following:

- Continue to see a dentist during pregnancy for checkups and cleanings.
- Brush twice a day with fluoride toothpaste.
- Clean between teeth/floss once a day.

Babies and Kids

The ADA recommends parents take children to a dentist no later than their first birthday. It also recommends building a foundation for oral health at home by taking the following steps:

- Clean baby's mouth during the first few days after birth by wiping the gums with a clean, moist gauze pad or washcloth. As soon as teeth appear, decay can occur.
- Until a child can brush on his or her own, continue to brush child's teeth twice a day with a child-size toothbrush and a pea-sized amount of fluoride toothpaste. When a child has two teeth that touch, begin flossing teeth daily.
- For children younger than 3 years, begin brushing the child's teeth as soon as they begin to come into the mouth by using fluoride toothpaste in an amount no more than a smear or the size of a grain of rice. Brush teeth thoroughly twice per day (morning and night) or as directed by a dentist or physician. Supervise children's brushing to ensure that they use the appropriate amount of toothpaste.
- For children 3 to 6 years of age, use a pea-sized amount of fluoride toothpaste. Brush teeth thoroughly twice per day (morning and night) or as directed by a dentist or physician. Supervise brushing and remind children not to swallow the toothpaste

