



County employees soon to be rewarded and recognized for ideas that improve the efficiency, accessibility and effectiveness of county operations and services by reducing expenditures, generating revenue or reallocating resources.

## “Bright Ideas” Coming: Employee Suggestion Program Revitalized

The Kitsap County Employee Suggestion Program may soon see new light as it transforms into the “Bright Ideas Award Program.” The Kitsap County Employee Suggestion Award Program was originally developed in 2001 as an extension of the Employee Recognition Program, which was established in 1990. While the original intent of the program was to stimulate high levels of performance, encourage innovation, strengthen employee-management relations and reward and recognize employees for suggestions, the new program hopes to tie these ideas directly to reducing expenditures, generating revenue or reallocating

resources, which will ultimately ensure the county’s future viability. Several employees who are working with Personnel and Human Services to revitalize the program are striving to not only simplify the process for submitting and tracking ideas, but also for evaluating those ideas. When and how awards are received will also be simplified.

Once the Kitsap Board of County Commissioners approves the new program, detailed information and an online submission form will be posted to the Intranet and posters will be distributed to all county departments and offices.

**Turn on Your Bright Ideas!**

**B**right Ideas, Kitsap County's newly revitalized Employee Suggestion Program, wants your ideas for cutting costs, generating revenue and reallocating resources. With your help, the new "Bright Ideas" program will help uncover new and exciting ways to ensure the county's future financial viability.

**How do you submit ideas?**  
Submitting your ideas is easy! Just click on the "Bright Ideas" link on the county's Intranet and fill out the form online. Once submitted, your ideas will be tracked in a database. If you do not have Internet access, your department can help you submit your ideas. To ensure we employ a fair and equitable process, your idea will be assigned a tracking number and forwarded to the appropriate decision makers for review without the contact information. Two or more employees may submit a suggestion if all names appear on the Bright Ideas form and agree to share equally in any award.

**Who will review my idea?**  
Your idea will first be reviewed by the program coordinator to determine if:  

- You are eligible for the program.
- Your idea duplicates a previous suggestion or, if similar, essentially enhances or improves upon a previously submitted idea.
- Your idea is already being implemented by the department.
- Your idea meets the program goals of either cutting costs, generating revenue or reallocating resources.

 If your submission is incomplete, unclear or does not clearly state potential benefits to Kitsap County, a program coordinator may contact you to help further develop your idea and ensure its continued consideration.  
 If your idea meets the above criteria, the suggestion will be sent to the Suggestion Review Board for recommendations to the Board of County Commissioners. Ideas will be judged on tangible and intangible benefits, ability to implement without substantially impacting services or jeopardizing safety and whether the idea could be implemented by you without higher-level approval. Ideas that involve public charges, multiple departments or legislative changes may take longer to evaluate.

**What if my idea is implemented?**  

- You will receive a monetary award equal to 10% of the estimated first-year savings or revenue generated, not to exceed \$500.
- You may also receive a bonus day off in addition to the cash award if your suggestion results in substantial savings or generates additional revenue, upon approval of your supervisor.
- You will be featured in Employee Connections, the quarterly employee newsletter. If your suggestion is particularly noteworthy, you and your idea will also be promoted in the media to help the public become more aware of the county's cost-cutting and revenue-generating measures. Any promotion will focus on savings to taxpayers or increases to revenue to help the county maintain our high-quality service levels.
- Your award will also be presented at a regular public meeting of the Board of County Commissioners.

**What if my idea is not implemented?**  

- You will receive a response as to why the idea was not implemented. If already in the process, explored previously and found not to be cost-effective, etc. If a response cannot be generated in the time frame specified in the decision-making chart posted on the Intranet, you will receive status updates from a program coordinator.
- You will receive a letter of appreciation for your participation in the program, and a copy of the letter will be placed in your personnel file.

**Who is eligible to submit ideas?**  
All regular full-time and part-time employees who have completed their probationary period are eligible, except elected officials, department directors and Suggestion Award Board members.

**Questions or Comments?**  
Visit the county's Intranet at [http://www.kitsap.net](#) or call Dana Hills at x3534 or x3536 or PJ Callahan at x1481.

## SCOOT Car Now Available to County Commuters



Kitsap County employees who walk, bus, ferry, carpool or vanpool to work can now utilize the new SCOOT (Smart Commuter Option of Today) car in Port Orchard. The car can be used for free to do personal errands, attend doctor’s appointments or go to lunch.

The mission of the SCOOT program is to encourage commuters who work in targeted areas in Kitsap County to use alternatives to driving to work alone by offering a “smart option” for personal errands. If you use an alternative commute to work, you must first register with the

program and attend an orientation class prior to using the vehicle.

“Kitsap County offers a variety of programs to help your commute,” said Dana Hills with Administrative Services. “Whether you choose to carpool, vanpool, take the bus or ferry, bike or walk, the county can help meet your transportation needs with the SCOOT car for personal errands and the county’s Toyota Prius for county business.”

For details, click on the SCOOT car link on the front page of the Intranet, or call Dana Hills at X4471.

## EDITOR'S NOTES

### A Chilling Lesson



Over the extended Thanksgiving weekend, two North Kitsap brothers learned a chilling lesson in snowboarding safety and the dangers of partially frozen ponds the hard way. According to an article by Josh Farley in the *Kitsap Sun*, what looked like a wide field of smooth snow with a gentle incline primed for sledding turned out to be a frozen death trap—a large retention pond frozen over only by a thin veil of ice. Fortunately, Zachery and Brandon Kuntz's close call did not end in disaster. However, according to one Poulsbo firefighter, with thousands of wetlands, ponds and water bodies in Kitsap County, this could happen again. Both kids and their parents are cautioned that even if the ice looks thick, it's not safe because ice in our area does not freeze enough to walk on.

The *Kitsap Sun* also offered the following general tips to live by when it is cold:

- Wear layers of clothing, including waterproof and windproof layers, and wear a hat when outside, as our heads can lose about 30 to 40 percent of our body heat if uncovered.
- Alcohol will not "warm you up." Contrary to popular belief, alcohol actually decreases the body's natural insulating properties.
- Use common sense when warming up. Be mindful of the hazards of all heaters, whether they are space heaters or your home's heating system. Make sure your fireplace is properly cleaned, if it is a primary heating source.

*Excerpted from the Kitsap Board of County Commissioners' Message published in the 2007 Winter Recreation Guide.*

## CAPITAL PROJECTS

### COURTHOUSE CAMPUS UPDATES

## Courthouse/Public Works Repairs Move Forward

### Public Works Gets Much Needed Repairs

The Kitsap County Purchasing Office received bids for the Public Works Building Weatherization project on December 20. It is expected that the project will be awarded to the general contractor shortly after the holidays, and construction will begin in the month of February.

Public Works and Personnel & Human Services will occupy a virtually new building upon their return. The building will feature a new skin on the exterior and interior surfaces of the outside walls along with all the construction in between. New windows will also be installed and the building will have a modern, new look. The interior will receive new carpet, paint and ceiling tiles, which will give the interior a fresh, new look. It is expected that this renovation will require nine months to complete.

The Facilities, Parks and Recreation Department (FP&R) will now complete the planning process for the move of the Public Works and Personnel & Human Services staff to neighboring facilities. FP&R expects the move to occur in the month of February, making the building available to the contractor soon after. The facilities staff and our consultants are striving their best to minimize disruption during the moving process.

### Courthouse Renovations Progress

The Courthouse renovation has been progressing remarkably well. This complex renovation work is being performed by FP&R staff under the leadership of Paul McCoy. Before the building is fully turned into a Law and Justice Center, many of the occupants of the Public Works Building

will be moved in until their building is once again ready for occupancy.

The Civil Division of the Prosecutors staff deserves special recognition for making this project such a great success. Facilities would like to thank all who have helped with this project as they worked together to improve the quality of the county campus.

### Building Design Evolving on New Coroner's Facility

Building design drawings for the new coroner's facility (pictured) are now in the hands of cost estimators and consultants



who are evaluating the design to ensure the project can be constructed within the budget. The architect for the project is Rice Fergus Miller Architecture and Planning located in Bremerton. Rice Fergus Miller has previously

completed several successful major design projects for the county.

The facility will be located on the campus of the Readiness Center in Bremerton next door to the CenCom 911 facility. The location is ideal for the new building as it is centrally located, easily accessible to the public and includes available existing utilities and services. The building will be one story and approximately 6,500 square feet. The design employs architectural elements that are both functional and exciting, similar to the Rice Fergus Miller designed CenCom building next door.

This new coroner's building is a much needed facility compared to the facilities the Coroner's Office currently occupy. The existing morgue is located in the small basement of an old residence on the Port Orchard Campus, and the administrative offices are in a leased building a block away.

The project is expected to be ready for bid and construction in Spring 2007.

## EMPLOYEE FOCUS

# Kitsap County Elects New District #3 Commissioner

The son of a PSNS shipyard worker, Josh Brown was sworn in as Kitsap County Commissioner, District #3, on December 21, 2006.

Josh graduated from North Kitsap High School and the University of California,



Berkeley with a degree in Interdisciplinary Studies and a minor in City and Regional Planning. He worked as a broker in the commercial real estate industry for five years.

Previously, he served as Deputy Finance Director to U.S. Senator Maria Cantwell during her 2000 campaign.

In his first term as a Kitsap County

commissioner, Josh will work to provide strong leadership and represent your interests locally and in Olympia. Like you, he is concerned about maintaining our quality of life in Kitsap, and will be an advocate for the county on crucial issues, such as supporting the continued presence of Naval bases in our community; providing law and order, particularly with regards to drug abuse; enhancing investments in our transportation infrastructure; leading the effort to expand four-year college education opportunities in Kitsap; and increasing the county's investments in parks and public spaces benefiting this and future generations of Kitsap residents.

Josh will represent citizen interests on a number of regional and local boards, including the Law Enforcement Officers & Firefighters' Disability Board.

## WELCOME

# Keeton Joins County as DCD Director



Larry Keeton, former Lewis County Chief of Staff, was appointed as the new director of Community Development in November (DCD). Keeton

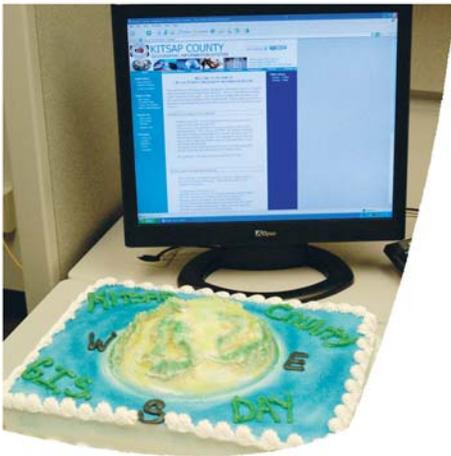
has over 30 years experience in public administration, strategic planning, human resource development, emergency communications and project management. He joined Lewis County in 2001 as Director of General Administration before being promoted to Chief of Staff in 2004. Prior to joining Lewis County, Keeton retired from the U.S. Army.

Keeton holds a Masters in Public Administration from Troy University in Alabama, a Masters in Education from Oregon State University and a B.A. in Political Science from the University of California, Davis.

Keeton was selected from more than 40 applicants from throughout the nation. "Larry is strong leader who has a rock-solid experience in effectively managing people and projects," said Cris Gears, County Administrator. "He is passionate about customer service and accountability, and is well aware of the challenges and opportunities he will face as the new DCD director."

"I'm excited about serving the citizens of Kitsap County while working with the tremendous talent in the Community Development Department," Keeton said. "The management team and I agree that our priorities are improving business processes, meeting the land use planning challenges and enhancing employees' skills. It's going to be fun coming to work everyday."

## A DAY IN THE LIFE OF... Kitsap County's GIS Day



and watched DVD presentations on GIS and Geography. The GIS Division showed other Kitsap County employees and the public why GIS is becoming basic information services infrastructure. An introduction to GIS, as well as an intermediate level GIS presentation, were given by Steve Schunzel.

The event also featured a map gallery and refreshments, including a GIS day cake and cookies with coffee. The event is scheduled each year as a part of the National Geographic Awareness Week started by the National Geographic Society. Kitsap County has been participating the past two years with the Annual GIS Day. Each year, the event continues to grow and gain momentum. The highlight of this year's event was a GIS Day Raffle for GIS-themed gifts obtained from ESRI and the WAURISA. The prizes raffled included books about GIS, GIS lunch bags and more.

To get involved in next year's event, contact TJ Abbenhaus at X4854 or [tjabbenh@co.kitsap.wa.us](mailto:tjabbenh@co.kitsap.wa.us). For more GIS info, visit [www.kitsapgov.com/gis/](http://www.kitsapgov.com/gis/).

Ever wondered what a day in the life in GIS is like? Recently, a number of employees and visitors had the chance to find out at a GIS day event hosted by the Information Services Geographic Information Services Division on November 15, 2006. The event was an open house highlighting the many uses of GIS at Kitsap County and showing the power of the geographic information held at the county. Visitors browsed the map gallery, viewed the online map applications

## RECOGNITION

### Employees of the Month Honored by Commissioners

#### JAN KOSKE,

Volunteer Services Coordinator, received the October 2006 Employee of the Month Award. In her role as Volunteer Services Coordinator, Jan brings an extra



level of professionalism and dedication to her job that benefits both Kitsap County government and its citizens. In 2005, Jan managed over 3,700 volunteers who provided more than 188,000 hours of service valued at \$3.3 million.

#### KIM DUNN,

Permit Technician II with the Department of Community Development, was the November 2006 Employee of the Month. Kim was nominated for setting high customer service standards and striving to rise above and beyond the call of duty to assist citizens at the counter and on the phone. She is compassionate, sensitive and exhibits a strong desire to ensure that our customers are satisfied in their experience with the county process.



#### OPAL ROBERTSON,

Clerk of the Board, was selected to receive the December Employee of the Month Award. Opal was recognized for her ability to keep all of the board's public meetings in compliance and the board informed and organized.



## EMPLOYEE FOCUS

### OFF THE CLOCK: JOHN MONTGOMERY From Techy to Phalaenopsis

John Montgomery, one of our newest IS guys, has a very unique and interesting hobby—growing orchids. He was impressed with how they looked so he bought one, a Phalaenopsis (fal-en-OPP-sis). It soon died, but his interest was peaked. John did some research. Five years later, he is a successful orchid grower with about 50 plus different plants. He likes to grow them because they are unique and the blooms can last for months.

Because they are “a very high maintenance plant,” a greenhouse is recommended to ensure the proper temperature and humidity. John built his own to house his orchids.

He was thankful he had a generator during our recent power outage. He was able to keep the temperature in the greenhouse at 60 degrees. Orchids thrive in temperatures between 60 and 70 degrees.

John attends orchid shows in Seattle and Olympia. He has not entered his orchids in any contests,



because he says it is just his hobby.

His most prized orchid is called a Vanda. It has beautiful, large purple blooms and roots that do not require soil—they just hang in the air.

If you are interested in orchids or growing them, a good website is [www.easyorchids.co.uk/site/content/view/15/38/](http://www.easyorchids.co.uk/site/content/view/15/38/)

*Contributed by Paula Walker.*



## Kitsap Fair & Stampede Receives National Recognition

The Kitsap County Fair & Stampede received award nominations from two national organizations this past fall. The fair was recognized by the Women's Professional Rodeo Association as a nominee for Large Committee of the Year. Members of the WPRA Board of Directors nominate organizations and individuals for their important contributions to the sport of women's rodeo. Kitsap was competing against ten other large cities nationwide, including Denver, CO; San Antonio, TX; Salt Lake City, UT; and Colorado Springs, CO, this year's winner.

The fair was also nominated for Medium Rodeo Committee of the Year (for

rodeos with added purses between \$3,000 and \$9,999) from the Professional Rodeo Cowboys Association (PCRA). Kitsap was competing against Ogden, UT; Phillipsburg, KS; Sheridan, WY; and Deadwood, SD, this year's winner.

The fair also received confirmation that they are attracting the best of the best, when cowboys and personnel Kitsap contracts with received nominations from all seven categories

“These nominations are the direct result of a wonderful partnership with fair management, the fair board, the Wranglers and the Cowpokes,” said Lauran Erickson, Fair and Special Events Manager, who co-manages the fair with Frank Abbott.

# EMPLOYEE FOCUS

## MILESTONES

### NEW HIRES

#### Assessors

**Printz-Collins, Erin**  
*Appraiser I*  
**Stephens, Denise**  
*Appraiser I*

#### Auditor's Office

**Maudsley, Erin**  
*Office Assistant II*  
**Schureman, David**  
*Senior Program Manager*

#### CENCOM

**Covington, Christopher**  
*Emergency Telecomm I*  
**Garner, Emily**  
*Primary Call Receiver*  
**Kiser, Robin**  
*Emergency Telecomm I*  
**Miller, Shawna**  
*Primary Call Receiver*  
**Myers, Brandon**  
*Primary Call Receiver*  
**Roberts, Ann**  
*Primary Call Receiver*  
**Sala, Kenneth**  
*Communications Ctr Tech*

#### Clerk's Office

**Gentry, Paul**  
*Court Clerk I*  
**Petraszak, Theresa**  
*Court Clerk I*

#### Community Development

**Compton, Dana**  
*Office Assistant II*  
**Frick, Douglas**  
*Engineer I*  
**Gourley, Carolyn**  
*Office Assistant II*  
**Keeton, Larry**  
*Director*  
**Lewis, Elizabeth**  
*Planner III*  
**Lindner, Christina**  
*Office Assistant II*

#### Emergency Management

**Kirkemo, Lisa**  
*Program Coordinator*

#### Facilities, Parks & Recreation

**Lyman, Brian**  
*Project Manager*

#### Information Services

**Case, Sean**  
*IS Customer Service Tech*

#### Juvenile

**Larue, Donald**  
*Juvenile Detention Officer*  
**Williams, Garin**  
*Juvenile Detention Officer*

#### Personnel & Human Services

**Bingham, Toby**  
*Human Svcs Planner II*  
**Kuker, Betsi**  
*Chemical Dep Prof P/T*

#### Prosecutor's Office

**Bell, Gayle**  
*Legal Assistant*  
**Conca, Jennine**  
*Deputy Prosecutor I*  
**Miller, Sarah**  
*Deputy Prosecutor II*

**Osbourne, Tracy**

*Legal Assistant*  
**Schnepf, Coreen**  
*Deputy Prosecutor I*

#### Public Works

**Acosta, Albert**  
*Laborer Probationary*  
**Nelson, Kristina**  
*Senior Program Manager*  
**Watson, Robert**  
*Utility Systems Spec I*

#### Sheriff's Office

**Anson, Bennie**  
*Evidence/Prop Control Spec*  
**Boynton, Joseph**  
*Corrections Officer*  
**Hanson, Shane**  
*Deputy Sheriff II*  
**Rocha, Pascual**  
*Corrections Officer*

**Sapp, Wilson**  
*Deputy Sheriff II*  
**Swayze, Jr., Gerald**  
*Deputy Sheriff II*  
**Uch, Savouth**  
*Corrections Officer*

#### Superior Court

**Crabtree, Kelly**  
*Law Clerk*

#### PROMOTIONS/ TRANSFERS

**Wolff, Yvonne**  
*Appraiser III-Commercial*

#### CENCOM

**Cundiff, Jenny**  
*Emer Telecomm Trainee*  
**Dill, Carlea**  
*Emer Telecomm Trainee*  
**Taylor, John**  
*Emer Telecomm II*  
**Trueblood, Stephanie**  
*Shift Supervisor*

#### Commissioner's Office

**Carolyn Siems**  
*Admin Services Supr*

#### Community Development

**Pollard, Merita**  
*Mgr., Dev Engineering*  
**Rowe-Hornbaker, Jeff**  
*Assistant Director*

#### Clerk's Office

**Taylor, Susan**  
*Program Specialist*

#### Juvenile

**Davis, John**  
*Juvenile Case Monitor*  
**Emmett, James**  
*Crisis Resource Ctr Coord*

#### Public Works

**Ackerman, Christopher**  
*Laborer I*  
**Baker, Timothy**  
*Equipment Operator*  
**Dillon, James**  
*Truck Driver (Tandem)*  
**Goff, James**  
*Laborer II*  
**Hart, Shane**  
*Utility Systems Spec 2*

**Shea, Jeffrey**

*Senior Program Manager*  
**Treasurer's Office**  
**Fryer, Lisa**  
*Office Assistant II*

### ANNIVERSARIES

#### 5 YEARS

**Bell, William**  
**Cox, Angela**

#### CENCOM

**Corn, Jennifer**  
**Oakes, Staci**  
**Robb, Kristine**

#### Clerk's Office

**Hamilton, Amanda**  
**Wildes, Rebecca**

#### District Court

**Goodan, Rosa**

#### Facilities, Parks & Recreation

**Hauschel, Brian**

#### Juvenile

**Burlison, Michelle**

#### Personnel & Human Services

**Johnson, Anastasia**

**Kawai, Kisako**

#### Public Works

**Larson, Paul**

**Mathes, Crystal**

#### Sheriff's Office

**Borcherding, Brian**

**Clarkson, Steven**

**Dawson, Patrick**

**Graunke, Troy**

**Hetzel, Michael**

#### Superior Court

**Hartman, RW**

#### 10 YEARS

#### Administrative Services

**Osborn, Marilyn**

#### Commissioners

**Endresen, Chris**

#### Facilities, Parks & Recreation

**Rios, Christine**

#### Personnel & Human Services

**Romwall, Lisa**

#### Prosecutor's Office

**Aufderheide, Jacquelyn**

**Meyer, Deborah**

#### Public Works

**Marquardt, Kathleen**

**Meek, Adam**

**Readwin, Diane**

**Schroeder, Cheryl**

#### Sheriff's Office

**Anderson, Michael**

#### 15 YEARS

#### Commissioners

**Figueroa de Raschke, Joyce**

#### Facilities, Parks & Recreation

**Garrison, Kenny**

#### Information Services

**Dean, Chad**

# RECOGNITION

## Clerk's Employee of the Quarter

**CHRIS "CHRISSY" CASE** was named the Clerk's Office 3rd Quarter Employee of the Quarter for her flexibility and filling in wherever needed. Chrissy is described as the life of the office and a breath of fresh air. Everyone appreciates her dedication and commitment to the office. According to Clerk Dave Peterson, "There is no better example of a team player," and "The best part of Chrissy is the attitude she has when she comes in the door."

#### Juvenile

**Mahugh, Mark**

#### Personnel & Human Services

**Barnard, Ruth**

#### Public Works

**Mathes, Eric**

#### Sheriff's Office

**Blankenship, Lori**

**Doremus III, Philip**

**Holt, Sauni**

#### Treasurer's Office

**Perrin, Jana**

#### 20 YEARS

#### Auditor's Office

**Flynn, Karen**

#### Clerk's Office

**Mitchell, Janet**

#### Community Development

**Romo, Randall**

#### Public Works

**Bear, Douglas**

**Tetz-Alire, Lori**

#### Sheriff's Office

**Sipple, Steven**

**Demerick, Karen**

**Sprague, John**

#### 30 YEARS

#### Public Works

**De Clements, Ralph**

**Gardner, John**

### RETIREMENTS

#### Assessor's Office

**Coon, Kathy**

*Cadastral Eng. 11/30/06*

#### Clerk's Office

**Cruz, Joanne**

*Program Specialist 11/30/06*

#### Juvenile

**Olsen, Michelle**

*Juvenile Detention Officer 12/31/06*

#### Prosecutor's Office

**Naon, Robert**

*Deputy Prosecutor II 12/29/06*

#### Public Works

**Galusha, Elissa**

*Financial Analyst 12/31/06*

**Ward, Barbara**

*Sign Shop Attendant 12/31/06*

# EMPLOYEE FOCUS

## COUNTY SNAPSHOTS



Vickie Bushnell once again accepted the award for EPA's WasteWise Local Partner of the Year from EPA's Domenic Calabro.



The Commissioners' Office and Administrative Services joined forces to sculpt CANDy CANe Lane.



The Assessor's Office took a turn toward relaxation with their Eat-Opia sculpture complete with "Jim Avery" in a hammock.



Treasurer's Office "CAN-Do Choo Choo" was honored for Best Theme in the Canned Food Sculpture Contest.



The first ever combined Health, Wellness and Safety Fair offered both employees and the public exposure to local services.



The Clerk's Office created a Christmas Castle for the Canned Food Sculpture Contest.



The Public Works Annex brought in 2,025 lbs. of food (average 26 lbs. per person) during the recent Canned Food Sculpture Contest to "Fight Hunger."



Juvy collected over 1,100 lbs. of nonperishable food and five containers of clothes during a recent charity drive.



Employees of the Clerk's Office and their families helped brighten the holidays for residents at local nursing homes.

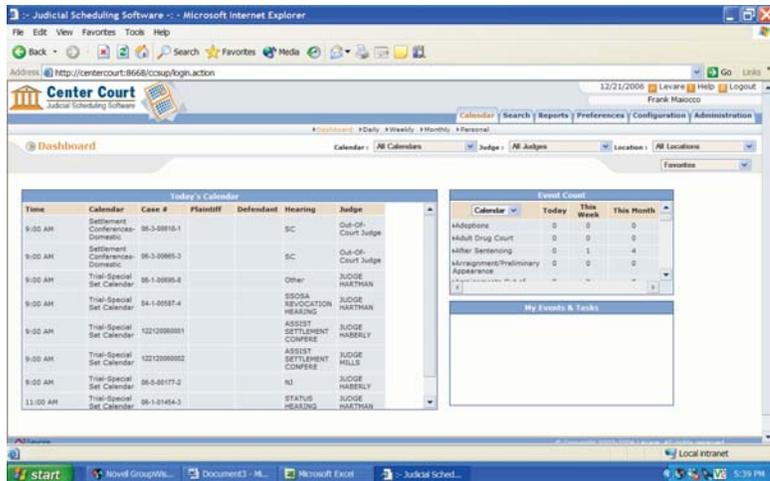


The Kitsap County Idol Contest raised over \$1,000 for the United Way Campaign. Kitsap Idol Winners were: 1st Place—Paula Walker and Wava Wright; 2nd Place—Mia Alexander; and 3rd Place—David Lewis. Thanks to all who contributed to this fun event.



## SERVICE ENHANCEMENTS & INITIATIVES

# FINDING BETTER WAYS TO DO WHAT WE DO Superior/Juvenile Courts Upgrade Calendaring Tool



After three years of active searching, testing and customization, the Kitsap County Superior and Juvenile Courts rolled out *Center Court*, a new automated calendaring and resource management application, in November 2006. *Center Court* replaces *Reflections*, a calendaring application that has served the needs of the Superior and Juvenile Courts for approximately twenty years. *Center Court* software was developed by New Jersey based Levare, Inc., and purchased in part with a \$10,000 grant award from the Foundation for Washington State Courts.

The search for a new automated calendaring tool began in 2003 after the county's Information Services Department informed the court that the server hosting the court's legacy system could no longer be maintained or supported. The search kicked into high gear in 2004 when a no-cost state solution failed to meet the expectations or functional needs of the courts.

After extensive evaluation, Superior and Juvenile Court teams selected *Center Court* because it was an easy-to-use, browser-based, affordable and met a substantial percentage of the functional needs of the courts. Additionally, with an interest in broadening its market appeal, Levare representatives were eager to partner with Kitsap County to customize *Center Court*, at minimal cost, to address

Services staff were instrumental in facilitating network enhancements, testing database changes and installing continual application "fixes."

Frank Maiocco, Superior Court Administrator, notes that there are still some critical deliverables that are necessary to complete the implementation of *Center Court*. Levare programmers are continuing to modify user access definitions so that *Center Court* will meet the needs of the county's courtroom clerks. More significantly, Maiocco is working with the State Administrative Office of the Courts to develop a strategy for electronically exchanging data between *Center Court* and *SCOMIS*, the state's court case management system. Data exchange will eventually reduce redundant data entry that is presently required by the two disparate applications.

Superior Court leaders in other Washington counties, including Thurston, Clark, Whatcom, Lewis, Cowlitz and Skagit Counties, are closely monitoring Kitsap County's progress with *Center Court*, because many are preparing to transition from manual to automated calendaring systems in the future. Each of these courts plans to send representatives to Kitsap County in early 2007 to assess the extent to which *Center Court* has met the Superior and Juvenile Court's business and calendaring needs.

the application's functional gaps. Court staff spent over half of the three-year planning and implementation cycle testing the vendor's ability to deliver these modifications. Further, Information

## ACROSS THE MILES Spotlight on Military Families



*Tech Sgt. Hayward D. Dunn (seated, second from the left), Son of Dan Dunn, Maintenance Supervisor, FP&R.*

Tech Sgt. Hayward D. Dunn spent the holidays in Baghdad, Iraq, as part of the 447<sup>th</sup> Air Expeditionary Group at Sather Air Base. He is due to return home in January 2007. A 1989 graduate of Olympic High School, he worked at PSNS prior to enlisting in the Air Force in 1993 with subsequent assignments in Minot AFB North Dakota and Hill AFB Utah. Dunn is presently assigned to McChord Air Force Base.

The son of Dan and Mary Dunn of Bremerton (Dan is the Maintenance Supervisor at the Kitsap County Fairgrounds), military service is nothing new to the Dunn family. Dan spent thirty years in the US Navy retiring as a CWO-4 (Mustang) in 1992.

Dan's son-in-law, AOCCS Gary E Church, is also presently deployed to Iraq onboard the USS Boxer LPD-4 and will return in the spring of 2007. Grandson AC-3 Matthew A. Church is stationed at NAS Mayport Florida.

Granddaughter Airman Amanda M. Church has just completed Navy boot camp and will follow in her father's and grandfather's foot steps and will attend aviation school in Pensacola Florida and become an Aviation Ordnanceman.

Son-in-law Donald Steinberg most recently returned home to Manistee Michigan after spending twelve month in Baghdad Iraq.

Kitsap County thanks the Dunn Family for protecting our freedom.

## EDITORIAL BOARD

Jan Koske  
Administrative Services

Ingrid Henden  
Aging/Long-Term Care

Paula Walker  
Assessor's Office

Anna Wilderbuer  
Auditor's Office

Stephanie Kelley  
CENCOM/Emergency Management

Jeanee Nutt-Wright  
Clerk's Office

PJ Callahan  
Commissioners/Administrator

Karanne Gonzalez  
Community Development

Carol Cain  
Coroner's Office

Maury Baker  
District Court/Probation

Marsha Richards  
Facilities, Parks and Recreation

Scott Daniels  
Health District

Steve Schunzel  
Information Services

Patty Bronson  
Juvenile/Diversion

Erin Neff  
Personnel/Human Services

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## COMMENTS/SUBMITTALS

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## LONG-RANGE STRATEGIC ISSUES

### WHAT IS IT AND WHY IS IT IMPORTANT?

*"While this is a balancing act, we are working on a collaborative strategy and a realistic plan for moving forward."—Cris Gears, County Administrator.*

## County Forms Task Forces to Brainstorm for Financial Viability

Kitsap County elected and appointed officials have formed two task forces to tackle near- and long-term solutions to the county's diminishing reserves. In October, Ben Holland, Director of Administrative Services, urged the officials to work together to help ensure the future financial viability of the county.

According to Holland, "While revenue collected from property taxes on existing homes can only increase 1% each year, cost of living increases and inflation are rising at 3 to 4% each year. Every year we continue at the same level of operations, the more we are dipping into our reserves to pay our bills. In short, the savings account is running dry."

While the group was pleased to note that the 2006 Kitsap County Customer Satisfaction Survey reported that most citizens are satisfied with the overall level and quality of services they receive from the county, the challenge is how to sustain those services when costs are increasing at a faster rate than the revenues that support them.

Holland provided evidence that General Fund reserves could approach zero by the end of 2008, raising concerns about financial sustainability in the event of an emergency, such as a major earthquake. The General Fund is critical to county government because it supports all elected functions and all government functions that need subsidies from tax revenues, which is pretty much everything outside public works. Road operations and construction funds are also feeling the pinch and are looking for ways to cut expenses.

The bottom line is that Kitsap County needs to reduce expenses, generate more

revenue or both. Other counties and cities throughout Washington State are in similar circumstances following voter approval of I-747 in 2001. Short-term solutions Kitsap County will enact to buy time and slow down the diminishing General Fund include a hiring freeze and a clamp down on nonessential spending. The county will also look to its elected and appointed officials to help formulate long-term strategies to address future budget challenges.

The county's Revenue and Expense

Task Force, co-chaired by Treasurer Barbara Stephenson and Assessor Jim Avery, has met twice. A survey of all departments is underway to ascertain whether any existing fees can be raised and to identify those service areas for which new fees could be charged to cover the cost of providing service. New or increased taxing opportunities are also being explored.

On the expense side, several alternatives are being studied to complement the already imposed hiring freeze, including reducing the courthouse hours of operation or reducing the current 40-hour work week by either returning to a 38.75 hour work week or offering an optional four-day, 36 hour work week. It has even been suggested that imposing a smoke-free workplace throughout the county could increase productivity and have positive long-term health benefits and resulting savings.

A second task force is going to study ways to educate the public about the cost of providing local government services. It is hoped that this will make it easier to gain voter approval of tax increases when, or if, that becomes necessary within the next 18 to 36 months.

