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Governor Signs Boni Bill into Law

By Anya Armes Weber

Governor Ernie Fletcher signed the “Boni Frederick Memorial Bill” into law at a ceremony last Thursday at the Jefferson County Department for Community Based Services offices.

The law provides \$6 million to improve safety for state human services workers and hire more staff.

The Boni Frederick Memorial Law provides \$3.5 million to fund security improvements at state child welfare offices and to provide additional visitation centers for birth parents and their children in foster care. Another \$2.5 million will be used to hire additional front-line staff.



The legislation is named for Boni Frederick, a Morganfield social services aide who died in the line of duty last October. Frederick, who worked in the Cabinet's Union County DCBS office, was responsible for transporting state foster children to medical appointments and visits with birth parents.

The law also calls for the implementation of several safety elements, including giving staff devices enabled with “panic buttons” and global positioning system capabilities.

Governor Fletcher and CHFS Secretary Mark D. Birdwhistell signed a declaration of emergency circumstances releasing the law’s funding to CHFS immediately.

Birdwhistell said he and CHFS staff welcome the long-sought legislation.

“From the tragedy of Ms. Frederick’s death has emerged much-needed support for improving the safety of our social services staff, as well as an awareness of the valuable work they perform each and every day,” he said.

Another of the law’s measures establishes a workgroup to include Cabinet representatives and community advocates who will study child welfare and suggest methods for improving the system.

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Under the law, local DCBS offices will receive security enhancements such as walls and buzzer-entry systems that restrict access to staff work areas from front lobbies. DCBS staff will also have 24-hour access to criminal records.

At the event, Governor Fletcher also signed HJR 137, a resolution that provides resources to the CHFS Office of the Ombudsman to allow staff to review complaints stemming from child protective services cases.

Produce Program Offers Local Foods to Frankfort Employees

The Franklin County Community Supported Agriculture program is offering CHFS employees an opportunity to join its pilot project. The pilot phase of the program is limited to 50 subscriptions. The program costs \$450. Payment can be made in one, two or three installments. Participants must sign up by April 16. Several openings are still available. If you join the program, a weekly assortment of fresh, locally grown vegetables and fruit will be packaged and delivered to the CHFS building for you for 27 weeks.

The CHFS Wellness Committee will be the liaison between the CSA and the CHFS subscriber. The Franklin County Farmers' CSA will provide recipes, delivery to the subscriber and the farm-fresh produce.

For more information, contact Wellness Coordinator Kris Hayslett at kris.hayslett@ky.gov or visit the [Wellness Intranet](#) site. You must be a Frankfort employee or be able to pick up the food in Frankfort to participate in this program.

Now Accepting KCPM Applications

Encouraging professional development is an asset to employees and the agency. The assets can be summed up in the Office for Employee and Organizational Development's mission statement: "To help the people and organizations of Kentucky government continually learn and improve performance in order to excel in meeting their customers' needs."

If you meet the following criteria, consider applying for the Kentucky Certified Public Manager (KCPM) program.

To be eligible for the KCPM program, you should be a:

- Current manager/supervisor of an organizational unit, or
- Current manager of a state government program or significant project, or
- A developmental candidate for such a position, as documented in the agency's Workforce Plan or the individual's Professional Development Plan.

The deadline for submitting applications for the 2007-08 academic year to the Office for Employee and Organizational Development is May 31. CHFS employees are required to submit applications to the Office of Human Resource Management via e-mail to Maranda.Cummins@ky.gov by May 11.

For more information on the KCPM program, visit the [KCPM Web site](#).

For the CHFS procedure related to this program, visit the [Personnel Procedures Handbook](#).

HIV/AIDS Conference Scheduled

To heighten awareness of the HIV/AIDS epidemic, public health officials from across the commonwealth will gather in downtown Lexington next month for the 2007 Kentucky HIV/AIDS Conference.

The Kentucky Department for Public Health and Heartland CARES Inc., of Paducah are co-hosting the event, set for May 9-11 at the Radisson Plaza Hotel. The conference is for health care and social service professionals involved in planning, providing prevention education or direct delivery of services to people living with HIV/AIDS.

People who are interested in improving the quality of life for people living with HIV/AIDS and those who are concerned about the impact HIV/AIDS has in Kentucky communities also are encouraged to attend.

This conference may be of special interest to physicians, nurses, nurse practitioners, physician assistants, prevention specialists, health planners, social workers, counselors, certified health education specialists, pharmacists, administrators, corrections officers, substance abuse counselors, caregivers, service providers, community members and others affected by HIV/AIDS either personally or professionally.

The cost of registration is \$100 until April 30. On-site registration is \$125. Approval for continuing education credit is currently pending. There is no additional charge for these credits. To receive continuing education credits and attendance certificates, attendees must register on T.R.A.I.N. Kentucky at ky.train.org. For more conference information, contact Merinda Brown in DPH at (502) 564-6539.

Living Well

By Kris Hayslett

In my previous article, *Step Away from the Scale*, I talked about shifting focus from scale weight to body composition. Body composition is defined as the ratio of lean body mass (muscles, bones, organs and internal fluids) to fat mass. Some reasons to calculate body composition are to:

- Assess risk for disease
- Assess success of weight management program
- Assess loss of lean body mass as we age
- Assist athletes in reaching an optimal body composition for their sport

A high percentage of body fat can increase your risk for:

- Heart disease
- Diabetes

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- High blood pressure
- Low back pain
- Musculoskeletal problems (hips, ankles and feet)
- Some forms of cancer

Knowing your body fat percentage will allow you to assess your risk for disease as well as know what your scale weight really means. For instance, if you weigh 130 pounds, is your body made up of more fat or lean body mass? The results may help you determine if you need to make some lifestyle changes.

There are several factors that also play a role in body composition. Your age, gender and physical activity all come into play. Between the ages of 20 and 65, our body fat can double. Men tend to carry less body fat than women due to reproductive potentials. In most cases, muscular strength is maintained until about 45 years of age, but then it is possible to lose between 5 and 10 percent per decade.

On Tuesday, April 10, and Thursday, April 12, the Wellness Committee will be conducting body composition testing in the lobby. The test will utilize a bioelectrical impedance machine that uses a formula that includes electrical resistance, height, weight, age and gender. The machine sends a weak electrical current through the body which determines your body fat percentage. The test is noninvasive, quick and easy to read.

If you would like to improve your overall fitness as well as your body composition, get started by gradually increasing your physical activity and including some type of resistance or weight training. Also, watch the quantity and quality of the types of foods you consume. Fitness does not happen overnight, so pick a few activities that you know you can do and stay consistent. Now that the weather is warming up, try and venture out to local produce markets and explore some locally grown vegetables to get in your daily recommended servings.

Finally, be sure to join the Employee Challenge to earn points for our Cabinet and increase your physical activity levels.

Employee Enrichment

By Anya Armes Weber

New ideas can re-energize the workplace, but bad ones can cost time, money and credibility. When you are fairly certain an idea won't work with your office's policies and procedures, you have to be careful how you present your opinion.

Stephen Bucaro, a business consultant and writer for morebusiness.com, suggests you avoid being negative and implying an idea won't succeed. Instead, say, "That's interesting. How would this work with what's already in place now?" Ask about the specific reason you don't think something will work so staff and managers have a chance to troubleshoot before the problem arises.

If a co-worker's idea is blatantly incompatible with agency policy, tell him or her to run the idea by management. If a policy is outdated, maybe supervisors will want to revisit it.

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Ask questions instead of criticizing when you think a plan isn't worthwhile. Try to remain open-minded about any new idea – something flawed could evolve into a great plan.

Employee Challenge

150 Steps to Fitness

Taking the stairs is a simple and easy way to fit in some physical activity during the day. It has been proven that using the stairs instead of the elevator and escalator shows promise for an intervention for increasing moderate physical activity because it involves a lifestyle choice.

This week our physical activity challenge is to take the steps whenever possible. During breaks, try adding the stairs to your walking routine. If you walk from the basement of the CHR building to the sixth floor you will walk up 150 steps.

Tips to Meet Your Goals

Dunk it! Dip apple slices or veggies in low-fat yogurt or fat-free dressing.

Accessorize! Dress up your sandwich with leafy greens, tomato slices, cucumbers or sprouts.

Be “fruitilicious” by adding berries, apple chunks or mashed banana to pancake batter and eat them for breakfast or for a snack.

Veg your egg – mix veggies into scrambled eggs or omelets.