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News Connection

A monthly newsletter for DSHS staff and friends

With miles to go before they rest, they freely give their time and hearts to children

Editors note: Throughout the year, in thousands of ways and thousands of hours, volunteers work across the department helping the people we serve. Their contributions enable staff to focus on the more difficult aspects of their jobs. One such group of volunteers is Region 1's Volunteer Driver Program. Morton Alexander, director of the program, shares with us the remarkable service these volunteers give to children and families every day.

This is written to honor the 40 good people who comprise the Volunteer Driver Program serving the foster children in the custody of the Region 1 Division of Children and Family Services (DCFS), through its Spokane office.

With no reimbursement other than for mileage and phone calls, volunteers from Lincoln, Pend Oreille, Spokane and Stevens Counties put in a full day of work, some doing five or more days per week, bringing foster children to visitations with their birth parents or to appointments with doctors, counselors or therapists.

The children range in age from newborn to teenage and most have suffered the trauma of having been removed from their parents, put into a strange new home with different rules and among other kids who are often just as needy. Some of the infants have not yet even known a home; others may be transported with a heart/lung monitor. By order of a judge, a program is devised which will lead, under the supervision of a DCFS social worker, to either family reunification or placement with foster or adoptive parents. The fulfillment of this plan is crucial to the child's welfare. The execution of this plan

relies greatly on the responsibility, punctuality and dedication of those volunteers who staff the DCFS Volunteer Driver Program.

The drivers vary in age, gender and background but they all have in common a loving devotion and concern for children in need. Many have been foster parents themselves and through this program have befriended foster parents and social workers, and increased their awareness and professionalism. They understand how pivotal each appointment can be in keeping a family together, or toward the healing of a traumatized child.

The social workers are all very appreciative of the drivers' flexibility to make long journeys (sometimes as far as Moses Lake or Bonner's Ferry, Idaho), as well as the efficiency of our Volunteer Office staff. This volunteer workforce frees them up to apply their time more completely to their profession, which ultimately benefits us all.

The Volunteer Drivers are often on the front line, dealing with the emotional injury of fragile children. Children who are excited to meet again with their parents, regardless of what problems have passed, sometimes must cope with something going wrong and the parent not showing up. Then, it is often the volunteer driver's task to comfort the child on what may be a long ride back home. Sometimes that trip will include a therapeutic stop at a toy store, ice cream parlor, or burger stand along the way. For a kid whose life has suddenly become a schedule of strangers, the steady kindness and comfort of this companion who is often like a grandparent or special friend makes all the difference.

To illustrate the joy which drivers can bring to some of the kids, Mary Robins tells of a foster mom exclaiming, "*Here's Mary! Here's Mary!*" to the excited child, who then bounded out the door. Another child was very agitated, worried about being late for a group outing to commence from Spokane Mental Health. When she and Mary got there right on time, the nine year old shouted, "*Praise the Lord, and jump start my heart!*"

This endearment summons in drivers even more discipline and devotion to work sometimes in evenings or on weekends. Some have filled in on Christmas Eve, or even Christmas Day. In fact, the holiday season is taken by the volunteer office and drivers both as a great challenge and opportunity. Last year, Pat Kimmons, the volunteer in charge of our Tree Of Sharing, as well as the drivers doubling as Santa, made sure that every one of our almost 400 child-clients received gifts. The DCFS Volunteer Driver Program exemplifies volunteerism at its best. It has largely been run by volunteers over its 15 years of service.

> **Children,** who are excited to meet again with their parents, regardless of what has passed, sometimes **must cope** with something going wrong and the parents not showing up. Then, it is often the **volunteer's task to comfort the child** on what may be a long ride back home.

Two of our volunteers have been with us for as long as 10 years, and are well respected models of dedication for the rest of the crew. We value the stability of such long term service from Fred Trudell, a World War II veteran and previous recipient of United Way's *Golden Rule Award* as the Volunteer of the Year, as well as from Bill Browand, a disabled veteran who is our Dispatcher. Bill comes in at 7 a.m. every day to coordinate this schedule of 35 drivers who transport, on average, two children per run, 375 trips per week, most of them performing a voluntary 40-hour week. In January

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Secretary's corner

by Lyle Quasim

As I've said many times in my column, I am always impressed by the quality and quantity of work you, as DSHS employees, do in helping the people of Washington be as independent and safe as possible. No matter what challenge is thrown in front of you, you face it head on.

Each quarter, I and the assistant secretaries meet with Gov. Gary Locke to review our accomplishments, challenges, and plans. Four accomplishments stand out.

• During a time of chaos as the old reality of public assistance entitlements were thrown out for the new reality of WorkFirst, staff found themselves steering a ship that had set sail, but wasn't quite done yet. At the same time Gov. Locke was pushing for us to dramatically simplify our programs and reduce our regulatory footprints.

Undertaking a project that could easily have taken from one to two years, the Program Simplification Team did the amazing. The 12 team members from Economic Services Administration and Medical Assistance Administration, plus others, streamlined rules and manuals, reducing them from 2,648 pages to 600 pages. They

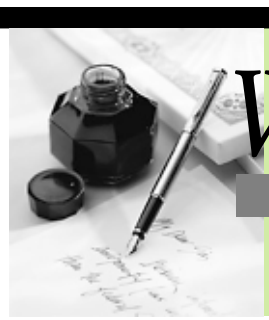
eliminated all of Manual A for financial workers in Community Service Offices, all of the Food Stamp Manual and 82 percent of Manual F. That's a 77 percent net reduction! And they did it in nine months. This is a tremendous accomplishment.

• At the same time another team of DSHS employees was working diligently and creatively to complete the conversion of the Social Service Payment System (SSPS), ensuring it is Year 2000 safe. Over 3,200 DSHS workers use this system every day to authorize payments to over 50,000 providers for services to over 100,000 clients. This team was faced with a huge challenge, but completed its project below budget and nine months ahead of schedule.

• On a more immediate level, staff within the Division of Children and Family Services have helped change the lives of 785 children who were adopted into permanent homes during the past year. That is a 92 percent increase over the previous year. Once adopted, children can begin to feel secure, put down roots and, hopefully, start healing from the disruption and chaos of their earlier years.

• I believe we in DSHS are also fostering an environment where employees are not afraid to take chances. I encourage managers to tell their staff, "If you're striving to do the right thing, we will stand by you."

The great accomplishments we were able to share with the governor are the result of many employees' tremendous commitment to finding new ways of doing old tasks, using creativity and risk taking, reaching for that next level of performance. No one from the outside had to come in and tell us how to accomplish these tasks. We have the skills and commitment right here in each and every one of you.



Words about our work

Employees, clients, and the public share thoughts on the work we do

Send your thoughts and/or letters from clients to Secretary Lyle Quasim, attention: Letters to *The News Connection*, P.O. Box (Mailstop) 45010, Olympia WA 98504; via e-mail Quasil@dshs.wa.gov

From an employee

Kay Hanvey helps protective payee

Dear Mr. Quasim

..., so often in life we seem to only take "pen to hand" or in today's time "fingers to keyboard and send e-mail", and complain when things are not right. Over the years I have tried to take the time and call, send a letter and say "thank you" when someone does a great job. So I want to share with you how much help Kay Hanvey has been to me this last year.

I am a single "mom" with a degree in Business Administration, ... (I) stayed at home mom and raised my kids, until 5 years ago. Then through a friend I heard about a part-time job. Now I do this full time and have two other part-time "on call" jobs. I have been a protective payee for almost four years, and it has only been the last year that I have had a "name" and "face" to call when I have needed help.

I started as a payee when there did not seem to be any guidelines. Over the last year I have called upon Kay Hanvey for help. She has always been there to give input, and has had an open door policy and let me call and share my thoughts and views.

I attended training in Chehalis last week, and she shared several new thoughts on how to do some money management with my clients. Once again she was willing to listen to me. It has helped having written guidelines and a person to call when I needed help.

Thank you
Lynda Van Buren, Longview

Editor's note: Kay Hanvey is a program manager with the Division of Income Assistance in Olympia. She is responsible for several programs, including General Assistance for Pregnant Women and General Assistance for Children Living with Legal Guardians. She also administers the Protective Payee process. This process spans several cash assistance programs and involves staff in Community Services Offices, program and contract staff in Headquarters, private contractors and, in Hanvey's words, "most importantly, our clients."

"It's not how far you go, just go!"

After a long winter, the Spokane Home and Community office started feeling more like a prison than a work place. It was becoming more difficult to work, especially as it continued to snow into March.

The staff decided to form a Walking Club. We began walking at the first of March during our breaks. Our goal is to reach 100 miles by the end of summer. Our motto is "It's not how far you go, just go!"

Members include clerical, financial, management, and social work staff. It has made coming to work easier, people are smoking less, and the pleasant company has enhanced friendships.

—By Johnette Hinkle

Help is just a phone call away

The "911" for the agency's computer and software problems, the Information Systems Services Division's (ISSD) Help Desk acts as a first point of contact for DSHS staff with computer-related problems and questions. To make their services more accessible to department employees outside the Olympia area, the ISSD Help Desk has recently activated a toll-free number.

Call 1-888-329-ISSD (4773) if you live outside the Olympia area, or 586-HELP (4357) locally, for assistance.

The ISSD Help Desk is staffed from 7 a.m. to 5 p.m. Monday through Friday, including the lunch hour. ISSD Help Desk consultants are trained to assist with computer-related problems including software applications, personal computer hardware, and procedures for accessing mainframe applications.

"On more than one occasion the Help Desk has assisted my staff and provided top-notch service," said Secretary Lyle Quasim. "We don't hesitate to call them."

1-888-329-ISSD (4773)

The News Connection is published monthly by the Department of Social & Health Services for its staff and friends. Send questions, comments or ideas to the Editor, **The News Connection**, Mailstop 45110, (360) 902-7825, e-mail ihopman@dshs.wa.gov. Anyone wishing to be added to or removed from the mailing list may write to **The News Connection** Editor, P.O. Box 45110, Olympia, WA 98504. Articles may be reprinted if credit is given to **The News Connection**, the Department of Social & Health Services, and the writer.

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The mission of DSHS is to improve the quality of life for individuals and families in need. We will help people achieve safe, self-sufficient, healthy and secure lives.

Sharing our successes and commitment to reaching beyond the expected to the excellent

Quality IN DSHS

Washington State Federation of State Employees

SECRETARY LYLE QUASIM INVITED THE FEDERATION TO SHARE THEIR COMMITMENT TO QUALITY AND GOALS FOR THE QUALITY MOVEMENT OCCURRING THROUGHOUT DSHS

GREG DEVEREAUX
EXECUTIVE DIRECTOR

WHAT IS THE WASHINGTON FEDERATION OF STATE EMPLOYEES/ AFSCME AND WHY IS IT INVOLVED IN 'QUALITY IN DSHS'?

The Washington Federation of State Employees/AFSCME, or the Federation, is the largest union representing classified state employees in Washington state, with some 19,000 members. The Federation also represents the most DSHS workers — more than 10,000.

The Federation is also part of the American Federation of State, County and Municipal Employees, or AFSCME. AFSCME is the largest public employees union in the United States with more than 1.3 million members.

As the largest union of DSHS employees, the Federation and its members are committed to improving services to the public by using the expertise and front-line know how of the department's biggest resource — its employees.

From social workers, mental health technicians and juvenile rehabilitation residential counselors to financial services specialists, office support workers, physicians and thousands of others, the DSHS workers represented by the Federation provide quality services for clients in often high-risk and stressful conditions.

WHAT THE UNION HOPES TO GET OUT OF THE QUALITY MOVEMENT

The Washington Federation of State Employees views the quality movement as a way to empower its members in DSHS. The people who know how to do the work better, faster and more cost efficiently are those employees on the front lines every day.

Unless those employees' ideas can be voiced and heard and appreciated, there can be no credible quality movement.

The union is also actively involved in the movement to make it work and make sure it's not a code word for privatization. In the Federation's view, the quality movement is the best way to prevent contracting out of front-line DSHS jobs. It documents how effectively and efficiently DSHS state employees can provide quality state services.

HOW THE UNION IS "WALKING THE WALK" ON QUALITY

The union was involved in the quality movement long before it was trendy.

In addition to participating on the DSHS Quality Leadership Council, the Federation has gone on record in favor of the quality movement.

In 1993, the union's Statewide Executive Board, made up of rank-and-file members elected by union policy committee delegates, created a "Quality Services Committee" to level the playing field so DSHS members and the co-workers they represent would have a voice.

A DSHS member — Gary Avery, a Juvenile Rehabilitation Administration employee at Maple Lane School in south Thurston County — chairs the union Quality Services Committee. Edie Nelson, a member from Human Services in King County, also serves on the committee.

At the time the union Quality Services Committee was created, the Federation believed that the "Quality Improvement" and "Reinventing Government" movement aimed to create competition between the public sector and the private sector to deliver traditional public services. The end result could often be contracting out and privatization.

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DSHS BARGAINING UNITS
REPRESENTED BY THE WASHINGTON FEDERATION OF STATE EMPLOYEES/AFSCME

The Federation represents more than 10,000 DSHS employees in five bargaining units. A separate collective bargaining agreement, or contract, protects workers in each of those five units.

Institutions

The Institutions contract, in place since 1973, covers DSHS workers and Federation members at:

- Mental Health — Eastern State Hospital, Western State Hospital and the Child Study and Treatment Center.
- Developmental Disabilities — Fircrest School, Rainier School, Frances Haddon Morgan Center, Yakima Valley School, Lakeland Village, State Operated Living Alternatives (SOLAs) connected to those institutions for the developmentally disabled, and DD Field Services.
- Juvenile Rehabilitation — Echo Glen Children's Center, Mission Creek Youth Camp, Naselle Youth Camp, Green Hill School, Maple Lane School, Indian Ridge Youth Camp and several group homes.
- Consolidated Support Services in Medical Lake.

Economic and Social Services

Known within the union as Human Services, this bargaining unit includes workers in Community Services Offices, Children and Family Services, Child Support, Home and Community Services, the Medical Assistance Administration, the Division of Disability Determination Services, Quality Assurance and other areas. Workers here have been covered under a Federation-negotiated contract since 1972.

Vocational Rehabilitation

DSHS employees in the Division of Vocational Rehabilitation are covered under a contract first negotiated by the union in 1976.

Juvenile Parole/Community Services

Sometimes referred to as "Juvenile Probation and Parole." These field services workers are covered under a contract negotiated in 1977.

Physicians
(Eastern State Hospital and Western State Hospital)

Physicians at the two state mental hospitals make up their own bargaining unit. Their rights are protected under a 1992 contract.

Washington State Federation

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Total Quality Management (TQM), if not done properly, can be used by the employer to contract out services. Such programs must be structured so the union and the workers it represents are equal partners.

The Federation's goal is to renew support for public services and revitalize government. The union wants to be pro-active, not reactive. Wherever possible, the Federation aims to lead the debate, shape the issues and provide a responsible plan and vision.

And the union's efforts must put people first, both the customers of our services and the employees who deliver the services.

State government must have the primary goal of serving the citizen as customer of the services our members provide. To do that — and to do it effectively — front-line staff must be empowered with the mandate to take responsibility for the design of their work and the delivery of their services. Front-line staff must be treated as the most important resource in government — because they are the ones who serve the public directly.

The union can bring consistency in the quality movement

The union's presence by definition makes sure that the goal of quality continues from administration to administration and from one DSHS secretary to another.

The ongoing labor/management process in the negotiated collective bargaining agreements ensures a continuing forum for quality issues. It's a legally binding process that can keep these issues on the front burner and empower members as equal partners in the discussion.

The union contracts in the five DSHS bargaining units it represents give individuals a voice through the union that they might not have as one individual within the largest agency in state government.

The union and its contractual protections ensure quality over time — and make sure the quality movement is not derailed or misrepresented as a vehicle to slash DSHS services and contract out the work done by the agency's most valuable resource — its front-line workers.

What the union's done

Before and after the quality movement took off in 1993, the Washington Federation of State Employees strived for efficiencies that made use of the expertise of that valuable state employee resource.
Here are some examples:

• Consolidated Support Services

In the mid-1980s, during the Depth Study initiated by former DSHS Secretary Bud Shinpoch, the union suggested consolidating the support services for three state institutions, all located near each other in Medical Lake. After much work, Consolidated Support Services was born. It brought the trades, laundry and commissary under one roof to serve all three institutions. Only one inventory rather than three is needed. Much other duplication was eliminated. It was a dramatic change that has saved the state millions. And it was all done with no injury to any Federation member. The key was the union and its members had an idea, it was heard and they were treated as equal partners.

• Developmental Disabilities Stakeholders

For the past decade, the policy of the state has been to downsize the six institutions serving developmentally disabled clients. Admissions have been frozen. A greater emphasis was placed on moving clients into the community.

But the union has consistently pushed to modify that direction. Specifically, it seemed a shame to waste the invaluable resource represented by the institutions. They still have a vital role to play.

Sadly, the debate too often bogged down in fights between community advocates versus parents supporting the institutions or state providers vs. private providers.

Union member proposals to bolster the institutions, unfreeze admissions or use the institutions for short-term respite care got lost in this "civil war."

Last year, the union joined the DD Stakeholders Committee to try to work out a new system to end the fighting and use all resources, public and private, community and state-run institutions, to help those now being served, the unserved and the underserved.

The result was Senate Bill 6751, sponsored by Sen. Alex Deccio, signed into law in April 1998 by Gov. Gary Locke.

The union believes this is a prime example where all sides came together as equal partners — partners who checked their stereotypes at the door and forged a solution that supports true quality in the delivery of services.

These are just two examples.

the WASHINGTON FEDERATION OF STATE EMPLOYEES AFSCME • AFL-CIO

Sharing our successes and commitment to reaching beyond the expected to the excellent

Each of the seven administrations has steering committees to assist in leading the department's efforts to continue providing quality services to the residents of the state of Washington. For more information on the quality improvement activities occurring throughout the department, contact Bill Wegeleben, internal quality consultant, at (360) 902-0865 or e-mail at wegelwh@dshs.wa.gov. Please visit the DSHS Intranet Quality Improvement site at intra.dshs.wa.gov/news.htm for ongoing updates of plans, successes, and accomplishments.

Rosie Oreskovich shares facts on Wenatchee case

Fellow DSHS employees –

No matter where I am, either on professional business or as a private citizen, I get asked about what really happened in Wenatchee. My response is "Some children in Wenatchee were sexually abused by their parents, family members and other adults." This conclusion is based on information gathered and cataloged during professional reviews of case files in Wenatchee. I want to share these findings with you, so that DSHS staff can, in turn, share this information with others.

Rosie Oreskovich,
Assistant Secretary
Children's Administration

Were children abused in Wenatchee?

There is evidence to support the finding that children were abused in Wenatchee.

Multiple children disclosed being abused by parents, relatives, non-related adults, and other children. The disclosures were made to multiple community professionals, parents, relatives, caregivers, teachers, and medical providers. The children disclosed same/similar information about one another, witnessing the abuse of others and the person/s who abused them. Seventeen families and 38 children were involved in the Wenatchee sex abuse cases.

Why is the term "Sex Ring" used to describe the cases in Wenatchee?

The term "Sex Ring" was coined by the media. The term "Child Sex Ring" is usually defined as one or more offenders simultaneously involved sexually with several child victims.

A more apt description of what occurred in Wenatchee is: During the period of 1994-1995 the Division of Children and Family Services became aware that there were a number of families and children in the Wenatchee area where there were multiple offenders and multiple victims.

What evidence does the department have to support the finding of abuse in Wenatchee?

Multiple children reported that they had been sexually abused. The children have remained consistent in their statements about the abuse, and in many cases medical evidence supports that abuse occurred. The percentage of cases in which there was medical evidence to support abuse is much higher than average.

Who did the children tell?

Children reported their sexual abuse to multiple sources including: child care providers, therapists, educators, foster care providers, friends, neighbors, parents, mental health professionals, relatives, medical professionals, etc.

Did any of the children change their statements?

The majority of children have maintained their statements over time. Four of the 38 children did recant what they said about the abuse. Two of these same children would later re-report the same abuse. This is a common occurrence among victims of sexual assault.

Did adults confess to abusing children and were those confessions coerced?

Thirteen adults confessed to five different law enforcement officers. Those confessions contained details of the abuse which were later corroborated by victims, child witnesses and adult witnesses. We found no evidence to indicate that the confessions were coerced.

How many people were convicted?

Seventeen adults pled guilty to sexually abusing children, six adults were found guilty by trial, four cases were dismissed, and three adults were acquitted. Of the 22 convictions, nine cases were appealed. Thus far the appellate court has upheld seven of the nine convictions.

How many of the adults are persons with developmental disabilities?

Five of the 23 adults are persons with developmental disabilities.

Did the allegations of sexual abuse begin with Detective Bob Perez?

Prior to any involvement by Detective Perez, Child Protective Services had received reports of abuse/neglect (1989-1994) on 31 of the 38 children. This represents 13 of the 17 families. The referrals included sexual abuse allegations and two of the adults had been convicted of sexual abuse of their bio-children.

Were children sent to locked facilities for repressed memory therapy?

The Division of Children and Family Services, to my knowledge, has not contracted for repressed memory therapy for any child in this state. The idea of repressed memory has been around for the last 100 years. It was developed by Sigmund Freud as an unconscious mechanism whereby the memory of painful or threatening events becomes inaccessible to the conscious mind as a way of providing relief from traumatic events. Typically this type of therapy involves several stages of treatment where a therapist uses techniques to help a victim remember past abuse. There continues to be quite a debate about this form of treatment.

Were children sent to out-of-state hospitals to coerce reports of sexual abuse?

No children were hospitalized in order to coerce reports of abuse. Between 1993-1995, four of the children in the Wenatchee cases were placed at Pinecrest Hospital for in-patient psychiatric care. The need for the hospitalization was medically determined by local treatment providers and supported by the attending physician at Pinecrest. The children sent to Pinecrest had previously reported abuse.

It is not unusual for Washington to have contracts with treatment facilities in bordering states. Pinecrest is located close to the border in Idaho and is closer for children needing services from eastern Washington. This would be similar to children in Vancouver who are often treated at a facility in Portland, Oregon. In-patient mental health beds for children are limited so all viable resources must be utilized. Pinecrest is a psychiatric accredited facility.

What are the responsibilities of CPS and law enforcement in child abuse cases?

Their responsibilities are very different. The law requires that Child Protective Services investigate reports of alleged abuse and neglect in order to ensure the health and safety of children. At the same time, law enforcement will investigate the same allegations to determine if a crime has been committed.

If CPS determines the child is at risk for abuse and neglect, it will always work with a family and attempt to resolve any identified issues. CPS will sign a voluntary service agreement with families when applicable or ask a juvenile court to assume jurisdiction over care and treatment of the child. The finding of a juvenile as a"dependent" -based on findings of abuse or neglect- is a civil process, where "preponderance of the evidence" is the standard needed for court. This standard is also referred to as "more likely than not."

If law enforcement determines that a crime has been committed, the matter will be referred to the local prosecutor's office, where the decision to proceed with criminal prosecution will be made. In a criminal case, the standard needed to convict is a higher standard than civil cases. Criminal cases must be proved "beyond a reasonable doubt."

What are the legal safeguards for children and families?

When a case is presented to a juvenile court, an assistant attorney general reviews all information petitioned before the court.

All children involved in the Wenatchee cases were provided with Guardians Ad Litem, who were all attorneys. In addition, many of the children were assigned an additional GAL to work on behalf of the children. The guardians sole responsibility is to determine what is in the best interest of the child and to make that recommendation to the court. They are independent of all others who are involved in the case.

During juvenile court proceedings, each parent also was assigned counsel. These attorneys were in addition to any criminal attorneys.

In juvenile court cases, the judge has the responsibility for making the final decision in a case. In criminal court cases, the judge and/or jury makes the final decision. Thus in both civil and criminal cases there are many levels of legal oversight.

Has the department completed any review of the Wenatchee cases?

There have been several reviews of the cases in Wenatchee, with the latest being completed in March 1998. In March, I asked six DCFS staff, who have experience and training in child sexual assault, to go to Wenatchee and complete a paper review of all the cases. I asked them to be critical in their review of the cases and to report any and all concerns. Staff spent one week reviewing case files, police reports, court documents, confessions, and treatment reports. Upon completion of the review, staff provided me with a briefing on their findings. Staff reported they found sufficient documentation to support the abuse of the children and services provided. Child interviews were clearly documented and provided a picture of very reasonable and appropriate responses by Child Protective Services to the allegations of child sexual abuse. Records showed that CPS had clearly known the majority of these families for a long period of time due to multiple neglect and abuse issues. Corroborating evidence was contained in files to further support the findings of abuse.

Finally, I want you to know that the social work staff and supervisors who have handled the cases in Wenatchee are experienced and competent. They have maintained a clear focus on their mission to protect children in spite of media attention, intense community oversight, direct and indirect threats made to them and their families, and the increasing emotional needs of all the children involved.

In spite of continuous pressures placed on staff for the last three plus years, they continue to express concern for the safety and well being of the Wenatchee children who have been subjected to countless interviews and evaluations because of criminal and civil litigation. Staff's level of professionalism has never faltered.

Diversity Calendar

Each month throughout the year *The News Connection* will feature the next two months' special dates, provided by the Division of Access and Equal Opportunity, Diversity Initiative. If you have a special date you would like included in the next calendar or want more information on the Diversity Initiative, e-mail RSWAIN@dshs.wa.gov. Not all dates can be included because of length constraints.

June

Gay Pride Month

3 Poor People's March 1968
11 Hawaii, King Kamehameha Day
12 Philippines, Independence Day
14 Flag Day
19 Juneteenth Freeing of Slaves in Texas
21 Father's Day
25 Gay Pride Day
27 Helen Keller's Birthday
28 Anniversary of Stonewall, Gay/Lesbian Movement
30 Zaire Independence Day

July

2 Thurgood Marshall's Birthday
4 U.S. Independence Day
10 Bahamas Independence Day
14 France Bastille Day
16 Bolivia-LaPaz Day
25 ADA Anniversary
27 Puerto Rico-Barbosa Day
28 14th Amendement 1868: Blacks become citizens

Shared leave

Joanna Babcock, social worker in the Puyallup Valley Community Services Offices (CSO), is in need of shared leave to care for her seriously ill baby. For more information, contact Vicki Nelson at (253) 840-4636.

Akemi Carrithers, office assistant lead with the Division of Disability Services in Renton, is in need of shared leave due to cancer. For more information, contact Randy White at (425) 277-7725.

Leslie Kozak, financial services supervisor in the Puyallup Valley CSO, is in need of shared leave to care for her husband who is seriously ill. For more information, contact Vicki Nelson (see above).

Marilyn Lewis, a case manager for the Division of Developmental Disabilities in Olympia, is in need of shared leave. She will be recovering from surgery. For more information, contact Marion Noe (360) 753-4673.

Orvel "Lee" Reynolds, truck driver 1 in the Medical Lake Consolidated Support Service motor pool, is in need of shared leave. Lee has depleted his leave while awaiting back surgery. For more information, contact Fred Robohn at (509) 299-4424.

Laura Seger, WorkFirst case manager in the Puyallup Valley CSO, is in need of shared leave while she is recuperating from a serious illness. For more information, contact Vicki Nelson (see above).

You may donate annual leave if you have over 80 hours, sick leave if you have over 480 hours, and/or your personal holiday.

Greg Uberuaga receives state honor for his commitment to his community

Greg Uberuaga recently was selected as the Washington State Crime Prevention Association Volunteer of the Year. Uberuaga is an intake worker with the Sunnyside Division of Children and Family Services Office. He was honored for his efforts in promoting block watch programs, organizing and coordinating National Night Out Against Crime (for which Sunnyside won two national awards), developing and participating in Night Options, a night-time recreation program for youth, plus various other community efforts .

These volunteers have miles to go before they rest...

(Continued from page 1)

1998 our crew logged 62,430 miles of service! Bill also gets the occasional privilege of planting on his desk a baby whose parents may be late for a visitation, and entertaining the little tike until they arrive. Our drivers carry cargo more precious than the U.S. Mail, and "Neither rain, nor sleet, nor snow keeps them from their appointed rounds." Wisely though, it does slow them down!

The Volunteer Office Staff, which helps Bill Browand to fill the ever growing workload of requests from social workers for transport of clients, includes Pat Kimmons of Spokane (here for six years), Shirley Boes of Veradale, and two trusty interns from Whitworth College, Joy Crawford and Molly Haspels; as well as several teenagers who help out between school quarters. Together, they all put in over 80 hours per week. The workload has quadrupled over the last five years, reflecting the increase in poverty and other social problems.

Our crew of Volunteer Drivers are: Shirley Strunk of Airway Heights; Diane Bemiss of Chattaroy; Corry Current, Darla Current, Duane Current, Barry Officer, Debbie Officer, Laura Scott, and Dusty Spivey of Davenport; Harold Leavitt of Deer Lake; Marion Riley and Ethel Tolliver of Deer Park; Jeanie Keehn, Betty Norris, Diana Stanley and Julie Van Deusen of Elk; Owen Dahlquist and Susan Dahlquist of Edwall; Jeffrey Hedspeth and Sam Sampson of Medical Lake; Sally Crowe of Newport; Mary Robins of Reardan; and Bob Bovee, Jack Bymers, Nancy Bymers, Cecil Coleman, Linda Coplen, Gay Green, Mariah Gust, Karen Leffler, Kathryn Lorello, Bill Sommerfeld, Fred Trudell, Travis Van Horne and Elaine Williams of Spokane.

To these dedicated volunteers, DCFS means Driving Children Fosters Stability.

RETIREMENTS

Beakley, Thomas C.
32 Yrs. Rainier School

Bennett, Harriet W.
31 Yrs. King Eastside Community Services Office

Billesbach, Carol R.
30 Yrs. Division of Children and Family Services Moses Lake Office

Bonamy, Donald G.
32 Yrs. Juvenile Rehabilitation Administration

Canning, D. Lester
36 Yrs. Division of Children and Family Services Regional Administration Office

Chocker, John R.
11 Yrs. Western State Hospital

Coyle, John E.
20 Yrs. Aging and Adult Services Administration

Donlon, Peter A.
31 Yrs. Naselle Youth Camp

Dudley, Darrell V.
29 Yrs. Information Systems Services Division

Fritsch, Rosalie E.
29 Yrs. Olympia Community Services Office

Frye, Dorothy J.
25 Yrs. Division of Child Support – Yakima

Genovesi, Lawrence G.
6 Yrs. Division of Disability Determination

Goetz, Pamela J.
32 Yrs. Division of Children and Family Services King South Office

Lach, Mary P.
14 Yrs. Employee Services Division

Manaog, Cresencia A.
28 Yrs. Fircrest School

Mays, Myrtle A.
26 Yrs. Frances Haddon Morgan Center

Murphy, Lorna D.
26 Yrs. Western State Hospital

Porter, Janet E.
26 Yrs. Western State Hospital

Purviance, Elfrieda
35 Yrs. Division of Vocational Rehabilitation Region 6

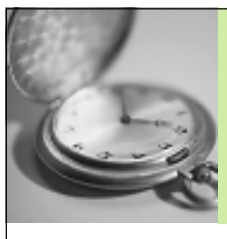
Rossi, John
10 Yrs. Eastern State Hospital

Steinmetz, Donald L.
19 Yrs. Rainier School

Taylor, Myron F.
18 Yrs. Chehalis Community Services Office

Warner, Patricia L.
30 Yrs. Office of Child Care Policy Pierce County

These employees retired in March 1998



SERVICE MILESTONES

Region 1
5 Carnie, Malia
5 Coronado, Stacy
5 Flaherty, Mark
10 Berg, Teena Marie
10 Burke, Deborah
10 Brown, Wilma
10 Garbe, Barbara
10 Jones, Bernard
10 Muzik, A. Haydee
10 O'Brien, Gloria
10 Paxton, Patricia
10 Tipton, Victoria
15 Eliason, Terri
15 Holling, Pamela
15 Lynch, Patricia
15 Smith, Beverly
15 Vallejo, Judith
20 Harvey, Mary Ellen
25 Madsen, Susan
40 Nelson, Bernard

Region 2
5 Fox, Wanda
5 Sanchez, Jose
5 Simpson, Sharon
10 Zack, Helen
20 Hudson, Margaret
20 Naccarato, Rita
30 Upp, Dwayne

Region 3
10 Casimir, Charlene
10 Douglas, Marci
10 England, Kathleen
10 McDougall, Cindy
15 Nelson, Norman
20 Look, Valerie
25 Blanchard, Ann
25 Lewis, Karen
25 Morehead, Bernice
30 Zahn, Nancy

Region 4
5 Abelsen, Kristine
5 Balzarini, Denise
5 Martinez, Hector
5 Mercado, Ralph
5 Mills, Kathleen
5 Sauermann, Mike
10 Hoban, Tina
10 Jackson, Carol Anne
10 Kessack, Terri
10 Langlois, Heidi
10 Tianen, Workinesh
15 Durette, Wayne
15 McGee, Judy Anne
15 McPhail, John
20 Kenney, Patricia
25 Mc Donald, Linda
25 Meads, Valorie
25 Sorensen, Martin

Region 5
5 Gilman, Lisa
10 Aho, Cherilyn
10 Baldassari, Barbara
10 Bracken, Susan
10 Grove, Karen
10 Lotz, Gary
10 Meath, Mary
10 Olson, Rene'e
15 Daniels, Michelle
15 Kellman, Joyce
15 Schutte, Scott
20 Schrodt, Karen
20 Winkler, Mary
35 Grant, Reubena

Region 6
5 Delateur, Dorothy
5 Hall, Jon
10 Albrecht, Nancy
10 Buller, Walter
10 Daniels, Marta
10 Rieta, Ricardo
15 Bouldin, Colleen
15 Puckett, Karen
15 Story, Daniel
20 Heid, Carol
25 Goodwin, Bernice
30 Dishon, Janet

DSHS Headquarters
5 Andruss, Todd
5 Blankenfeld, John
5 Bolman, Verna
5 Clarkson, Susanna
5 Dorian, Joanne
5 Earp, Ryan
5 Hathaway, Janet
5 Huffman, Rob
5 King, Jennifer
5 Law, Audrey
5 Lenton, Sandra Lynn
5 Nelson, Katrin
5 Perera, Emanuel
5 Reichelderfer, Linda
5 Schilling, Elizabeth
10 Alling, Tamara
10 Anderson, Stephen
10 Balmelli, Janet
10 Dewood, Stella
10 Friedt, Debbie
10 Hauptman, Hilarie
10 Huntley, Janice
10 James, Patricia
10 Julkunen, Matti
10 Kerstetter, Mardi
10 Michaels, Abby
10 Minter, Donald
10 Opitz, Wolfgang
10 Ossorio, Patricia
10 Palmer, Eric
10 Petersen, Mark
10 Pierson, Sandra
10 Rodd, Jeffrey
10 Sawyer, Sarah
10 Vu, Lau
15 Christensen, Karen
15 Conner, Claudia
15 De Leon, Diane
15 Evans, Kay
15 Ivey, Cynthia
15 Morley, Rhonda
15 Munson, Louise Ann
15 Near, Toinette
15 Raddatz, David
15 Sanders, Vicki
15 Skewis, Sandra
20 Boston, Kelly
20 Estrella, Marcelo
20 Lockert, Richard
20 Moody, Cathy
20 Mooney, Christopher
20 Neuhauser, Zaharenia
20 O'Rourke, Thomas
20 Penn, Jeanette
20 Roberts, Robin
20 Rohila, Pushpa
20 Van Fossen, Bruce
20 Webster, Sandra
25 Core, Colin
25 Edenstrom, Kathryn
25 Jackvony, Patricia
25 Norris, Robert
25 Owen, Joanne
25 Rodgers, Linda
30 Determan, Michael
30 Ford, Dorothy
30 Harter, Michael
30 Kollmann, James
30 Ohlson, Daniel
35 West, Carol

Child Study & Treatment Center
5 Rucci, Sharilyn
10 Robinson, Gwendolyn

Eastern State Hospital
5 McDonnell, Gary
15 Dubey, Steven
15 Evans, Michael
15 Mandarino, Sharon
15 Rosendahl, Lois
15 Rychalski, Gail
20 Brooks, Anne
20 Rogers, Michael

Echo Glen Children's Center
10 Adams, Teresa
15 McMillan, James

Fircrest School
5 Del Rosario, Ben
5 Prince, James
10 Paul, Charanjeet
10 Perez, Angel
15 Black, Doris
15 Cox, Doris
25 Owen, Jennifer
30 Clark, Lena

Frances Haddon Morgan Center
10 Starkey, Jimmy

Green Hill School
5 Albert, Frank
5 Barner, George, Jr.
5 Enfantino, Nicholas
5 Holl, Kathryn
20 Brown, Norman

Indian Ridge Youth Camp
15 Burt, John, Jr.

Lakeland Village
5 Brigham, Brenda
5 Elder, Randy
5 Frazier, Melinda
5 Garlinghouse, Jana
5 Simons, Tom
15 Pham, Chau
15 Watson, Betty
20 Lidell, Deborah

Maple Lane School
10 Cameron, Patricia

Naselle Youth Camp
20 Coop, Billy

Rainier School
5 Hansen, Russell
5 Redford, Tina
10 Berry, Tim
10 Fields, Linda
10 Jackson, Clarence
10 Robbins, Timothy
15 Depaul, Cynthia
15 Fesler, Helen
15 Greenside, Billie
15 Hanson, Steven
15 Kell, Roberta
15 Wittren, Lucile
20 Cunningham, Timothy

Western State Hospital
5 Cornell, Hideko
5 Logan, Erik
10 Eubanks, Lonnie
10 Goude, Marianne
10 Griffin, Eddie
10 Hurd, Richard
10 Jacka, Daniel
10 Long, Michael
10 Metcalfe, Maureen
10 Ramos, Cathy
10 Trent, Quenasta
15 Demorest, Debra
20 Ramseth, Earl
30 Wilson, Timothy

Yakima Valley School
10 Aurand, Erma
10 Emter, Terrence
15 Brady, Cynthia
20 Gilmore, Angela
20 Humphries, Terry

These employees celebrated service anniversaries in May 1998