

THE EXCHANGE

GERMANNA COMMUNITY COLLEGE
INFORMATION BULLETIN



Local funding needed to move ahead with plans for construction at FAC

Germanna Community College may lose state funding if it can't come up with its share for a third building at its Fredericksburg-area campus.

Last year, Gov. Tim Kaine presented a bond package that included \$23.3 million for the building at the Massaponax site.

But before construction can start, the college needs to raise \$2.6 million locally. Fundraising has barely begun.

"There's a real danger of losing our place in line," GCC President David A. Sam said in a Sept. 11 board meeting at the Daniel Center in Culpeper.

Money can be taken from an inactive project and given to another on the list.

Germanna board members have agreed to use \$130,000 of the college's budget to hire an architect, which may cost up to \$260,000. The rest may come from the college's educational foundation, donors and local governments.

"I'm cautiously optimistic," Sam said at the meeting.

Germanna has the fastest growth rate of the state's 23 community colleges, according to a report by the Virginia Community College System.

School officials have long struggled to keep up with the growth rate.

The 40,000-square-foot wing would take at least three years to build and make room for 1,000 more students at the campus. The Fredericksburg site serves two-thirds of Germanna's enrollment.

"That building is really needed, and I would hate to see it slip," board member Dick Scheibe said.

The school also has a center in Culpeper and a campus in Locust Grove.

Source: The Free Lance-Star



We have reached the one-year anniversary of E2Campus and I would like to share the status with everyone. While we currently have over 2,000 subscribers and that is a milestone for us, when you put it into perspective we haven't even touched half of our students since we have over 5,000 enrolled each semester. In the past year we have

sent out messages for bad weather, school closures, tornado drills and even to broadcast an Amber Alert. We have placed signs all over the campus and sent various e-mails to students and employees about this great tool – but if you don't sign up for it you will not reap the benefits that it offers. Please provide any suggestions you may have on how we can reach more of the student population.

Should you have any questions or suggestions feel free to contact me at 540-423-9043 or BLevoy@germanna.edu

Source: Brenda Levoy

Maintenance workorders

Please send all work order requests by e-mail to maint@germanna.edu. There is no form to fill out. The e-mail goes into our workorder system automatically. The subject line does not translate, so please put all information in the body of the e-mail.

Source: Joy Paxton-Collis



Congratulations to **Katie Brown** who won last month's "Brain Games." The correct answer was: *Carol likes words with "her" in them.*

Commonwealth of Virginia Campaign

Have you ever provided a homeless family with a warm and safe place to sleep, or delivered a hot meal to a homebound senior? Have you ever given a group of kids a safe place to play away from the street, or helped a disabled adult realize their potential to be an active member of their community? If you have ever given to the CVC, the answer is "yes."

The Commonwealth of Virginia Campaign gives each of us an opportunity to create a positive change in our community. I give to the CVC because I believe that the agencies supported by the campaign are making a difference in many lives in our community, our country and around the world. This year we are focusing on making it

possible for every employee to give. The "What \$2 can do" campaign slogan refers to the many things that charities can do with your gift of \$2 per payday (\$48 per year). You will hear more about this campaign in the e-mails you will be receiving in the next couple of months.

Our agency's CVC campaign will kick off on October 1st. Please consider participating in this campaign. Your gift, whether you are giving for the first time or are increasing last year's contribution, helps strengthen our community. 100% of your designated gift goes to the charities you choose.

Thank you for all that you do for our agency and our community. Together we make a difference!

Source: Brenda Levoy

September Teaser: **RHYME TIME**

Answer each clue below with a pair of rhyming words. The numbers that follow each clue indicate how many letters are in each word. For example, "Underachiever's credo" would be "Why try?"

1. Underachiever's credo (3,3)

2. They make meals for the masses (4,4): _____
3. She can afford the best of brooms (4,5): _____
4. Aid for river crossers (4,5): _____
5. Time stopper (5,4): _____
6. Revolutionary new pedal (6,5): _____
7. Require the study of poetry (6,5): _____
8. How to avoid dog bites (6,6): _____
9. Underachiever's credo (5,8): _____
(thought you'd get a pass on this?!?)
10. In search of comic relief (5,8): _____
11. Monotonous tiles (6,8): _____

Employee submitting the most correct answers will be deemed the winner. In the event of a tie, all employees involved in the tie will be thrown into a pit with live, hungry alligators and the first employee making it out with all limbs intact will be deemed the winner. Failing that, the one with the most intact body parts will be deemed the winner. Either that or some other less exciting method will be used. Just checking to see if you were reading!

Source: Christina Dennis

Virginia State Employee Emergency Fund (VSEEF) Update

2008 marked the launch of the Virginia State Employee Emergency Fund (VSEEF). To date, the VSEEF has helped over 15 state workers and their families through financial support. The VSEEF is a tax-exempt recognized charitable organization that was created for state employees who are in need due to emergency situations. The fund addresses employees who are in financial need as a result of an illness, unforeseen crisis, or catastrophe to the home. (It is not designed to help with everyday, predictable demands on their money.) Funds are made possible by employees across the state who show their support by pledging support through the CVC.

If you know a state employee who may qualify for this fund, visit the CVC Web site at www.cvc.vipnet.org for FAQs and the



application. All applications are handled in a confidential manner. Once an application is received, a confirmation and application status notice is sent within seven business days to the employee. Funds are made through grants; therefore employees are not obligated to repay funds.

Note: Employees may ask their HR office or immediate supervisor to sign off on their application before it is submitted. If you have questions about the VSEEF, please contact the CVC Staff at CVCStaff@dhrm.virginia.gov.

Source: Christina Dennis

State Budget Reductions

On September 2nd all Commonwealth of Virginia agencies received a memorandum from Governor Kaine's Chief of Staff summarizing the state's poor economy and asking for budget reduction plans from each agency. These plans are to reflect how the College will reduce our spending should the state reduce its general fund appropriations to us. We were given three possible scenarios to respond to for potential reductions in state general fund appropriations of 5%, 10%, and 15%. For Germanna, this amounts to budget reduction plans of \$577,291; \$1,154,581; and \$1,731,872 respectively. The general fund portion of Germanna's budget is expected to be about \$11.5 million this year; the total budget is expected to be about \$22 million.

At this point we believe that the ultimate impact on the College will be around 5%, especially since the VCCS is currently funded at approximately 85% of the State's budget adequacy guidelines. The VCCS has decided to not include tuition increases in our plans at this time to offset the budget reductions although that has not been entirely dismissed as a possible component to our plans.

The College has begun working toward the September 22nd deadline. We are looking for input or suggestions from faculty and staff on how to preserve our core mission and meet these challenging demands. Should you have ideas, please contact the vice president for your work area.

Source: Rick Brehm

2008 CCSSE results

Germanna Community College recently received the results for the 2008 Community College Survey of Student Engagement (CCSSE) completed by 729 students last spring. Throughout this year, the Office of Organizational Planning & Assessment will be updating you on key findings from these survey results. In addition, the College will be hosting information sessions to discuss the CCSSE results and their possible implications for educational practice. Last month, during the College's annual In-Service Day, Drs. David Sam and John Davis presented key findings related to two of CCSSE's

five key benchmark areas: Student-Faculty Interaction and Academic Challenge. Results suggested that Germanna students utilize e-mail significantly more frequently in their interactions with faculty than students at other similar community colleges. However, Germanna students were significantly less likely to discuss their career plans with faculty than students at similar institutions.

More results will be presented in subsequent issues of *The Exchange*.

Complete results for the 2008 CCSSE are available on the GCC shared drive:

S:\Public\Institutional Effectiveness (IE)\2008 CCSSE

Source: John Davis

Ann Lyons elected chair of new College Council



Ann Lyons has been elected chair of Germanna's new College Council, which replaces the Executive Council.

Lazalia Richardson has been elected vice chair, and Suzanne Broman secretary.

The College Council will serve as an advisory group for the President and his staff on matters of college-wide concern, including strategic planning, budgeting, faculty, staff and student recommendations and review of policy and procedures

The Council will convene monthly, with the next meeting set for 1 p.m. on Friday, Sept. 26 in room 305 at the Locust Grove Campus. Meetings rotate between Germanna sites and are open to any member of the college community. Anyone who wishes to speak will be given the opportunity to do so.

Faculty members on College Council are Mike Shirazi, Phyllis Smith, Tom Howlin, Mike Read and Richardson .

Support staff members on the Council are Suzanne Broman, Joy Paxton and Daniel Buhrman.

Administrative faculty members are Lyons and Suzanne Swinson.

Adjunct faculty members are Erica Holt and Clyde Matthews

Non-voting members are Dr. Ann Woolford-Singh and Dr. Jeanne Wesley.

Student representation: The SGA president will be a voting member of the Council, and the student body will elect a second voting representative to be part of the body.

Source: Mike Zitz

September is library card sign-up month!

Looking for a good read? Both the FAC library and the DTC library have a collection of popular fiction and nonfiction ready for you to check out. Stop by and choose a good book today!

Source: Rosemary Blankenship



Mark Warner calls for innovation during speech at Germanna

U.S. Senate candidate Mark Warner called for a “national competitiveness plan” during a campaign stop Aug. 21 in Spotsylvania County.

Warner was addressing a group of area business leaders and students at Germanna Community College's Fredericksburg-area campus. It was one of three public appearances Warner made in the area Thursday.

Warner, a Democrat and former Virginia governor, focused his remarks at Germanna on his plan for making sure the U.S. stays on top in an increasingly competitive global economy. His plan includes five elements:

Ensuring that the country's education system is “innovative and entrepreneurial.” He said community college is a great way to keep down higher education costs, and he called for a system that values technical and vocational training.

Making sure that politics don't get in the way of innovation. He specifically discussed scientific innovation and called for more government investment in research and development.

Getting control of spiraling health care costs. Warner noted that otherwise doing business in the



U.S. was going to get prohibitively expensive.

Re-investing in a declining infrastructure, including roads, rail lines and broadband coverage. He said the latter could allow rural parts of Virginia to compete in a global economy.

Revamping energy policies so the U.S. can stop “borrowing money from China” and using the proceeds to buy oil from “nations that don't like us.” He advocated a “whole portfolio

approach” to include oil, nuclear, coal, solar, wind and biofuels, in addition to conservation measures. He said government should provide financial incentives to ward these energy solutions.

Calling himself a “radical centrist,” Warner said he wants to work with Republicans and Democrats to effect change in Washington.

*Source: Bill Freehling
The Free Lance-Star*

Germanna braces for state budget cuts

Faced with more financial cuts from the state, Germanna Community College President David Sam is preparing for the worst — just in case.

Last year, Gov. Tim Kaine ordered state agencies to cut spending by 5 percent to account for the \$300 million shortfall Virginia endured after slumping real estate sales and decreasing sales tax revenue forced the economy into a downturn.

This year, college officials are expecting Kaine to do the same.

During Thursday's meeting at the Daniel Technology Center, Sam informed the GCC board of Kaine's request to prepare for further cuts by submitting 5, 10 and 15 percent of estimated budget cuts to his office by the end of this month.

At 5 percent, the college would lose \$577,291 out of its state budget, according to Financial Director Rick Brehm. If Kaine decides to slash the

budget by 15 percent, Germanna would be down \$1.7 million next year.

“Our thinking is that the amount he will ask for is closer to the 5 to 7 percent,” Sam said. “But we don't really know. We are being asked to prepare how we would face and deal with each of these reductions.”

“Five percent would strain us pretty severely, 15 percent would cause us to eliminate programs, services, hours of operations and perhaps locations,” Sam warned.

Sam expects to learn Kaine's budget projections by October. The college is required to make any financial adjustments immediately.

“The monies that go away, we will not get back,” said Sam, who took over chief administrative duties at Germanna March 2007.

Sam said colleges are increasingly competing with health care, public

schools and infrastructure for state and local funding.

Before the current sluggish economy, Sam said Virginia community colleges received about 85 percent of base adequacy funding.

He warned that if the state and local governments continue to provide less funding, tuition would increase.

Sam suggested developing additional resources to better help the college deliver quality higher education.

Some of his solutions to increase funds includes: lobbying to maintain state aid, increase application for grants, initiate more partnerships with more public and private organizations, seek major gifts from capital campaigns and increase dependence on the college's foundation.

*Source: Culpeper Star-Exponent
September 12, 2008*

ΦΘΚ

Phi Theta Kappa Alpha Lambda Psi Chapter

UPCOMING EVENTS

Voter Registration Drive: September 24th at the Fredericksburg Campus from 10-2 And again from 6-7; September 25th at the Locust Grove Campus from 10-2 and again from 6-7. Please have any Faculty or Students that are not registered to vote, stop by and fill out an application.

Think Pink Day: October 9th from 10-2 at the Fredericksburg Campus and 4-8 at the Locust Grove Campus. Our chapter will be distributing Breast Cancer Awareness material, selling pink ribbons and wristbands, and raffling of items to raise money for the Making Strides for Breast Cancer Walk. Please stop by and support the cause.

The Making Strides for Breast Cancer Walk: October 19th at 12:30 in Richmond. Our team is the Phi Theta Kappa Grizzlies. You can sign up to join the team or make a donation at www.stridesrichmond.org. Walkers are still needed.

For more information on any of these events you can contact Cathy Knapp at cknapp0004@email.vccs.edu.
Source: Cathy Knapp

MEMBERSHIP GRANTS

At the beginning of each fall and spring semester, Germanna sends eligible students' invitation letters to join Phi Theta Kappa. Some of these students are unable to join because of the \$65 membership fee. Our chapter would like to offer these students grants for the fee so that they can experience the benefits of active membership and help us to fulfill our mission: (1) to recognize and encourage the academic achievement of two-year college students and (2) to provide opportunities for individual growth and development through participation in honors, leadership, service, and fellowship programming.

If you would like to contribute to the Phi Theta Kappa Membership Grant Fund please contact Wendi Dass (210 in FAC2, 834-1020) or fill out the form placed in faculty mailboxes.

Source: Wendi Dass



Tutoring Services Team Members

Tutoring Services holds 2-day training retreat prior to start of Fall Semester

During the first day of the Tutor Training Retreat, participants discussed students' expectations of tutoring sessions, and we learned about different learning styles. Some of the topics covered were, "Tutor Ethics," "Five Steps to Being an Effective Tutor," "Tutoring and the Art of Communication," "Learning Skills," and "Bridging Cultural Gaps." Win Stephens gave an excellent presentation on how to work with students with special needs.

The second day of the retreat participants continued team-building exercises and learned about Tutoring Services' online and in-house programs and resources. New tutors met with their assigned mentors to learn about office procedures and

college policies. A variety of training sessions were offered, and the tutors could choose among topics such as "Office 2007," "A Grammar Review," "Writing and Citations Styles," "A Chemistry Review," and "Tutoring Math."

We have a wonderful group of tutors working at our Locust Grove and Fredericksburg Tutoring Centers this year, and it is probably our most experienced staff to date. Some of our tutors began working in the office as Germanna students, and they are now in graduate school. Many of them have been bitten by the "teaching bug" and are hoping to become college instructors!

Source: Ann Lyons

CONGRATULATIONS

Lynn Enders, GCC Buyer, received the Virginia Contracting Associate Officer certification in August. She attended a three-day Procurement Cycle class and successfully passed the certification exam. This will better equip the Business Office in addressing the various purchasing requirements in Virginia.

Source: Suzanne Swinson

Russell James received a note of appreciation from Jim Charapich of the Culpeper Chamber of Commerce for his enlightening presentation during a luncheon meeting of the Chamber's Young Professional Group on September 5. Link to photos: <http://culpeperchamber.blogspot.com/2008/09/culpeper-chamber-ygp-lunch.html>

Source: Jeanne Wesley

To my Germanna friends, I wish to thank you all for the cards, flowers, and expressions of sympathy at the loss of my mother.

— Dianne Condon



Dental Hygiene Class of 2009

Dental Hygiene in the community

Students in the NVCC/GCC Dental Hygiene Program complete clinical education at the Spotsylvania Career and Technical Center during their senior year. Last year, in partnership with the Lloyd F. Moss Free Clinic, GCC was able to provide clinic education to students during their first year in the service region. In years past dating back to 2006, students had to drive to Springfield for their 1st year of clinical education and experience. Since January 2008, GCC students completed dental hygiene care and treatment to 131 patients. Most of those same patients have been added to our database of over 1,000 patients.

Dental hygiene students provide free dental hygiene care to patients year round at the Spotsylvania Career and Technical Center and at the Lloyd F. Moss Free Clinic during the spring and summer semesters. Services provided include oral exams and

oral cancer screenings, radiographs (x-rays), oral prophylaxis (cleanings), non-surgical periodontal therapy, nutritional counseling, sealants, and fluoride therapy. These services are provided free of charge to anyone who wants to be receive care from our students.

Second year students complete enrichment rotations at the Lloyd F. Moss Free Clinic and with the Arc of the Rappahannock. Both of these rotations have provided care to over 300 adults who are low income and/or have developmental disabilities. These are true service learning experiences for our students where all parties benefit.

For more information on the program or to become a dental hygiene patient, please contact Misty Sissom, Local Coordinator at 540-423-9823 or msissom@germanna.edu.

Source: Misty Sissom

What is your total compensation?

Your compensation includes, along with your take home pay, health insurance, social security, retirement, retiree health care credit, group life, short and long term disability insurance (income replacement) and a long term care benefit.

Check out the chart on page 9 to calculate your total compensation.

If you would like additional information about any of the benefits, please see Christina Dennis in the Human Resource Office.

Source: Victoria Waldron



PAYLINE REMINDER:

Effective October 2008 all employees who have access to state-issued computers and internet access will be required to use PAYLINE and to opt out of receiving a notice of earnings. For more assistance with the PAYLINE sign up process go to and click on the PDF file "Payline Participant" at S:\Public\HUMAN RESOURCE INFORMATION\June 08

For a more detailed description of what PAYLINE can do for you, visit S:\Public\HUMAN RESOURCE INFORMATION\July 08\EPPI Card and Direct Deposit

The President's Council has approved that by October 15, 2008, GCC intends to make a global election for all existing and new employees not to receive a printed earnings notice in support of the cost savings measures set up and mandated by the Commonwealth of Virginia.

Direct Deposit and/or EPPICard Information:

As announced previously, direct deposit is now required for employees, new hires and rehires effective with a hire date of August 1, 2008 or later.

Some frequently asked questions about the Virginia EPPICard MasterCard:



- Q.** How can I reach a live person when calling the paycard's customer service number?
- A.** If you need to speak with a customer service representative (CSR), dial 1-800-961-8423; ignore all the prompts and in about 2 minutes, you will be transferred to a CSR.
- Q.** How many prenotes does the paycard have?
- A.** In order to ensure that employees receive their card before money is deposited to it, the paycard prenotes for 2 check dates before going live with the third paycheck. If an employee notifies you that they have not yet received their card, agencies should deactivate the deduction until the card is received.

Source: Barbara Hall

Automatic External Defibrillators (AED) are available



Automatic External Defibrillators have been installed in all three main locations for Germanna Community College. The

equipment is housed in a wall mounted white metal cabinet. Look for the AED signs.

In Fredericksburg, an AED device is in the Workforce Building (formally FAC2) on the ground level next to the elevator and the main entrance. In the Dickinson Building (formally FAC1) the AED devices are located in the center of all three floors, behind the second floor security desk, next to the ATM machine on the ground level. On the third floor the AED device is located next to the walled glass display cases.

At Locust Grove in the French Slaughter Building, the AED devices are located in the corridors at various locations, across from the security office near the telephone instrument, at the intersection leading to the library and ACC offices, and in the 600 corridor by the drinking fountain, and the doors leading back to the external buildings.

In Culpeper at the Daniel Center, the AED device is housed in the corridor across from the security office.

What is in the cabinet?

The cabinet is not locked but **if you open it, a loud sound will occur** from the alarm device found within the cabinet.

The AED device is YELLOW in color. You should be able to see this device hanging in the center of the box.

In the AED cabinet you should find:

1. A pictorial sheet of operational directions indicating the location the pads are to be placed on the patient.
2. Equipment pads which need to be attached to the machine and the patient.
3. A mouth piece for CPR
4. A packet with an antiseptic wipes
5. A disposable razor blade

How to use the AED equipment

FIRST CALL FOR HELP. Have someone call the 911 operator. If the patient is located in a classroom, use the phone in the room and call directly to the emergency operator.

Take the AED device and the pads to the patient's location.

Lay the unit down on the ground next to the patient.

To Start PUSH THE ROUND **GREEN ON-OFF** BUTTON.

The AED device will talk you through the process.

If you look at the front face of the AED device it will show how the process is taking place. There are three small lights associated with this process:

1. "Check pads"

The AED device is checking to see if you have placed the pads properly on the patient. If there needs to be a correction, it will give you an audible command to adjust the pads.

2. "Do Not Touch Patient"

The AED device is acquiring information electronically from the patient. If you are in contact with

the patient's body it may read your responses.

MOVE AWAY FROM THE PATIENT.

3. "Shock"

The device has determined to allow the administration of an electronic shock to the patient.

DO NOT TOUCH THE PATIENT.

MOVE AWAY FROM THEIR BODY.

To activate the electronic current PUSH THE TRIANGULAR **RED "SHOCK"** BUTTON.

The device will then confirm a successful application or provide you with further directions.

Additional equipment in the cabinet includes the antiseptic wipe, a CPR facial cover, and a disposable razor to be used in case the pad cannot be secured on the patient's chest. This is used to remove excessive body hair and to allow a better connection with the pad and the body. If you are going to administer CPR, a facial cover or mask has been provided.

What to do about the alarm.

The alarm is located inside the box (Mini Theft Stopper Alarm). Security will locate the alarm pin and inset the pin into the small metal round hole on the lower front side of the alarming device. After inserting the pin the alarm should silence.

These AED devices are for serious medical emergencies which may be needed without notice. **Do not tamper or test them.**

Thank you for your time. If you have any questions contact: mborchers@germanna.edu.

Source: Mark Borchers

Workforce partners with DHCD in offering webcast training

Germanna's Center for Workforce in partnership with the Virginia Department of Housing and Community Development provided highly successful and widely attended webcast training to over 300 participants at the Fredericksburg Center this summer. Two 3-day webcast training sessions were held and allowed State Building Code Officials, Fire and Safety Specialists, Contractors, Builders and of other

safety officials to participate in the required certification training at convenient locations.

The statewide training was broadcast to multiple community college locations in the Virginia Community College system utilizing site facilitators, and the local broadcast technology and allowed over 5000 participants to receive the certification training remotely from their base locality. At Germanna,

the webcast training was held in the Sealy Auditorium and both the site and the event were widely appreciated and praised by the attendees and Germanna's partners at the state level for both the convenience and quality of service provided. The Center for Workforce looks forward to continuing this partnership to meet the state's training needs in the future.

Source: Christy Davis

Inclement Weather

With winter approaching, please remember to refresh your knowledge of our Inclement Weather Policy. This policy is available as a pamphlet or from our Germanna Community College policy web page. A listing of the media outlets is available by clicking on our web page, then on Faculty and Staff and then on Weather Updates or by accessing http://www.germannac.edu/pres_office/weather.asp, a large variety of media and web sites are offered to provide extensive coverage for our service region. College staff provides this information as quickly and as accurately as possible to the media. Despite our best efforts and intentions,

issues sometimes arise delaying the announcement on one site or another.

If you check one of the listed sites (radio, television, or web page) and do not see a message when you expect to see one, please check one or more of the other sites. Please do not become dependent upon a single source for your inclement weather information.

If a delay announcement is made, that delay is based on 8:00AM opening time. For example, a two hour delay means a 10:00AM opening time. In the case of a delayed opening, students and employees should report to their assigned locations at the time announced, even if it would normally be in the middle of a class period for students.

As a reminder, if the College announces a delay in opening, please continue to check the media to ensure that the delay announcement has not been changed to a closing announcement. Due to changes in conditions and/or additional information, the College sometimes needs to close for safety reasons when we initially believed a delay in opening would be satisfactory.

If classes are held and/or campuses are open, each individual must assess conditions at the point from which that person is traveling since conditions can vary throughout the service region. No one is expected to place class or work attendance above personal safety.

Source: Brenda Levoy

50 Reasons to Appreciate Your Employees

1. Support
2. Hands that are always willing to help
3. A creative idea
4. Consistent quality work
5. Continuous improvement
6. An extra-mile effort
7. Meeting the goal
8. Surpassing the goal
9. A winning attitude
10. For the smile that is always there
11. Dedication to students, faculty & staff
12. Ethical behavior
13. Cost-conscious behavior
14. Being part of a team
15. Solving a problem
16. Commitment to the customer
17. Responsive and timely service
18. A "whatever it takes" philosophy
19. Strong leadership
20. Having the vision to make it happen
21. Perseverance
22. Big dreams
23. For being fast and efficient
24. Making the commitment
25. For doing everything that is asked
26. Accepting a challenge
27. Seizing the opportunity
28. Overcoming insurmountable odds
29. Doing it right the first time
30. For believing and then succeeding
31. For never quitting
32. Being committed to safety of others
33. Thinking ahead
34. Managing time wisely
35. Motivating others
36. For having superior skills and ability
37. Having the courage to push ahead
38. Always expecting to succeed
39. Outstanding achievement
40. Making tough choices
41. Staying well-read and informed
42. Overcoming fears and failure
43. Always giving of time and effort
44. Attention to detail
45. Being committed to team effort
46. Accepting responsibility
47. Being flexible with changes
48. For blazing new trails
49. For uncommon commitment
50. Loyalty

Source: Christina Dennis

WHAT IS YOUR TOTAL COMPENSATION?

Employee Salary Amount \$20,000		
Healthcare Costs		
Family	Dual	Single
\$11,688	\$7,698	\$4,476
FICA (AKA: Social Security) \$1,530		
Retirement \$2,246		
Retiree Credit \$236		
Group Life Insurance \$164		
Disability (AKA: VSDP) \$388		
TOTAL COMPENSATION		
Family	Dual	Single
\$36,252	\$32,262	\$29,040

Employee Salary Amount \$30,000		
Healthcare Costs		
Family	Dual	Single
\$11,688	\$7,698	\$4,476
FICA (AKA: Social Security) \$2,295		
Retirement \$3,369		
Retiree Credit \$354		
Group Life Insurance \$246		
Disability (AKA: VSDP) \$582		
TOTAL COMPENSATION		
Family	Dual	Single
\$48,534	\$44,544	\$41,322

Employee Salary Amount \$40,000		
Healthcare Costs		
Family	Dual	Single
\$11,688	\$7,698	\$4,476
FICA (AKA: Social Security) \$3,060		
Retirement \$4,492		
Retiree Credit \$472		
Group Life Insurance \$328		
Disability (AKA: VSDP) \$776		
TOTAL COMPENSATION		
Family	Dual	Single
\$60,816	\$56,826	\$53,604

Employee Salary Amount \$50,000		
Healthcare Costs		
Family	Dual	Single
\$11,688	\$7,698	\$4,476
FICA (AKA: Social Security) \$3,825		
Retirement \$5,615		
Retiree Credit \$590		
Group Life Insurance \$410		
Disability (AKA: VSDP) \$970		
TOTAL COMPENSATION		
Family	Dual	Single
\$73,098	\$69,108	\$65,886

Employee Salary Amount \$60,000		
Healthcare Costs		
Family	Dual	Single
\$11,688	\$7,698	\$4,476
FICA (AKA: Social Security) \$4,590		
Retirement \$6,738		
Retiree Credit \$708		
Group Life Insurance \$492		
Disability (AKA: VSDP) \$1,164		
TOTAL COMPENSATION		
Family	Dual	Single
\$85,380	\$81,390	\$78,168

Employee Salary Amount \$70,000		
Healthcare Costs		
Family	Dual	Single
\$11,688	\$7,698	\$4,476
FICA (AKA: Social Security) \$5,355		
Retirement \$7,861		
Retiree Credit \$826		
Group Life Insurance \$574		
Disability (AKA: VSDP) \$1,358		
TOTAL COMPENSATION		
Family	Dual	Single
\$97,662	\$93,672	\$90,450

Source: Victoria Waldron