



**Ethical Advocate**

*By County Manager Matthew Birnie*

At Gunnison County, we endeavor to provide you with a safe, productive and rewarding work experience. We value your thoughts and feedback and want to ensure you have appropriate mechanisms through which to share them.

To this end, we have engaged Ethical Advocate, an organization that specializes in advocating ethical culture and behavior in the workplace, to work with us in developing systems and communications to achieve integrity, ethical behavior, openness, and the ability to quickly react to suggestions, feedback, and unethical behavior in our workplace.

Ethical Advocate provides anonymous and confidential incident reporting through their fully secure, encrypted web site reporting pages. We know it can be difficult to report something that needs addressing, whether it is about a situation or a

person. Employees need to feel secure that their concerns will be seen or heard; something will be done about it; and if they choose, their anonymity and confidentiality be maintained.

I would like to ensure that if you have thoughts or feedback or if you have seen or experienced something unethical or inappropriate at Gunnison County, you have a way to report it anonymously and confidentially and Ethical Advocate provides a means of accomplishing that. Prior to submitting a report to Ethical Advocate you should make the best effort possible to resolve the issue through the County's administrative process and/or supervisory management. If, however, you believe it is best to submit your thoughts or to report an incident through our new mechanism, you will remain anonymous, if you select that option. Your comments, suggestions, and valuable feedback will have direct impacts on the success of our organization.

Thank you for all that you do for the County organization and the community.

To utilize Ethical Advocate call the toll free number (855-443-0787) assigned to Gunnison County, 24 hours a day, or any day of the year go to our direct reporting page at, <https://gunnisoncounty.ethicaladvocate.com>.

Please contact the Finance Department with any questions at 641-2203.

**FAST FACTS**



30%

30% of misconduct across government goes unreported to management.



60%

60% of employees see misconduct. That's why Gunnison County wants you to feel safe reporting any misconduct you witness.

**The Water is Running! Watch Kids Near Water!** *By Public Health Department*

Children are quick and curious and need to be watched around any water. This year the rivers are especially high and swift. Drowning is the leading cause of death for young children. Please keep a close watch on children around water. Please contact the Gunnison County Public Health Department at 970.641.0209 with any questions.

**Health & Human Services Department Receives C-Stat Distinguished Performance Recognition**

*By Human Services Director Renee Brown*

Gunnison was one of 11 counties out of Colorado's 64 counties that received Distinguished Performance recognition for reaching at least 75% of the established Colorado Statistical performance measures (C-Stat) and maintaining that achievement throughout 2013. The C-Stat measures are performance management standards covering all human service program areas including Child Support, Child and Family Services, Adult Protection, and Economic Security (public assistance eligibility and case management).

Examples of the measures include maintaining children safely in their homes, reducing the percentage of children in out-of-home care, timeliness of adult protective services inquires, child support areas payment, timeliness of application processing, etc. For additional information check [CommunityPerformanceCenter.org](http://CommunityPerformanceCenter.org)

The Gunnison County Health and Human Services Department also received an award for meeting all of the Child Support Performance measures in 2013. They were one of approx. 22 counties, who met these measures. For example, various aspects of collection (total support, collections of arrears) and meeting paternity establishment goals.

## Employee in the Spotlight

By Finance Director Linda Nienhueser

The following quotes are a responses of the quarterly asked inquiry for nominations for Employee in the Spotlight. These responses are the result of the routine process of soliciting nominations for the quarterly recognition.

"Here's what stands out to me regarding Debbie: Debbie is the moderator for employees leading up and managers leading up, down, and sideways :), she seeks the solutions that provide equity, advocates for added value and benefit in being a Gunnison County employee with a standard of high work ethic, equitable pay, assurance of equitable benefits such as insurance and negotiates the ever changing landscape of personnel policy and human resource practice. As a department of one, her work is monumental and is recognized and appreciated." "I agree completely!!!" "DEBBIE ROCKS.....Thank you for everything you do for us." "It's unanimous! The accolades keep rolling in and are all well deserved. Debbie has helped me in so many ways. You're the best, Debbie!" "Agreed! Debbie has been a huge support to me, guiding me through supervisory challenges and multiple changes in our organization. It is so nice to have HR support in whom we can have the confidence and security to always give us the answers we need." "Absolutely, absolutely, absolutely! Debbie makes you feel like you are the only one she has to help when in reality it is over 200! Throughout the years she has been like that. But this year in particular was a huge challenge with our insurance and she worked so hard and cared so much that we would all be ok. Now that is customer service." "Debbie gives her all for the

county. Great Choice." "Debbie is a great choice. She is always there for the county staff." "Thank you for all of the hard work you do for the county employees!" "I'm in..." "The absolute perfect choice for the employee in the spotlight. She should have been the 1<sup>st</sup> one whenever we started this years ago." "100% yes." "I vote a resounding yes to Debbie, very deserving of this." "You are all far more eloquent than I am – thanks for saying what needs to be said. Debbie is awesome, and very deserving of this award and the resulting embarrassment. Debbie – Thanks for all you do!!" "All the accolades are well deserved." "Debbie is the rare human resources professional that is also an accountant (so Finance gladly claims her as a co-worker). Not only does she have to perform duties related to resolving grievances, constant research of competitive benefits and wages and changing legislation, leadership trainings, exit interviews, hearings, investigations, hiring, and terminations (and a ton of other things), but she also keeps track of the largest expense of Gunnison County – all of us. She is a dedicated employee ensuring the accuracy of our pay and the multitude of benefits. Gunnison County is lucky to have her." "She is a one person department, which means she puts in a ton of hours. This last December we had many changes with the open enrollment packages/insurance. Not only did she have to decipher all the changes with the new laws she had to prepare all new documentation and try to make it work for all of us. That is not easy!" "Her door is always opened to anyone that drops by. Now that she and I share the same area, I see how many rely on her being there for them. She always greets them



with a smile!" "Thank you's are always nice to get and Debbie is totally deserving." "PERFECTO!!" "I missed out on all this yesterday but as I'm reading everyone else's thoughts my head shakes yes with each one. She puts up with all of us AND still smiles." "Thanks Debbie for all you do!" "I was out in the field this afternoon and am just catching up with e-mails. All of the comments about Debbie are well deserved. She works very hard to make sure that Gunnison County is a great place to work. I strongly support the nomination." "Thanks for getting the ball rolling. Debbie has turned down this nomination before, but with this forum, really can't hide from the well-deserved outpouring so perfectly orchestrated. To add my two cents I would share that Debbie holds every County employee in a place of respect. She advocates for us collectively and individually and conducts all her HR responsibilities with integrity. I couldn't be more supportive of this nomination."

Congratulations, Debbie Moore!

## Employee in the Spotlight Nominations

By Human Resources Director Debbie Moore

To nominate a Gunnison County employee for this honor, tell the Personnel Board in 100 words or less why you think the person you are nominating deserves for the spotlight to be on them. Email your nomination to: [dmoore@gunnisoncounty.org](mailto:dmoore@gunnisoncounty.org) or put it in Administration's Blackstock mailbox. Along with an article in the next County bulletin, the employee chosen by the Personnel Board will receive \$50 in Gunnison Greenbacks.

### "Got Ideas?"

By Human Resources Director Debbie Moore



This button can be found on emails you receive from the HR Director Debbie Moore. If you have an innovative idea on how to make your department, another department or local government as a whole more efficient and/or more effective, click on the "got ideas?"