

# 2007 *Governor's Team Excellence Award*

## **Award Recipient**

**DEL Team**  
**Office of Management and Budget (OMB)**  
**Human Resource Management**

When the Office of Management and Budget (OMB) was first established, one of the main goals was to streamline existing processes by using quality improvement techniques. The DEL Team implemented the Delaware Employment Link (DEL), a comprehensive online recruitment and selection system for state employment found at [www.delawarestatejobs.com](http://www.delawarestatejobs.com) and modernized the merit system hiring rules. Since implementation, the team processed over 73,000 applications, yielding an average of 237 recruitments per month. The typical posting time for a position has decreased from 15 days to 7 days, increasing efficiency by filling positions quicker. The implementation of DEL is an example of how the OMB employees worked to simplify and improve their delivery of services to the public and to state employees. It took the dedication and commitment of state employees, working evenings and weekends, to accomplish the important task of attracting and hiring the best candidates for the state workforce.

## **Finalists**

**Comprehensive Aftercare Program Team**  
**Department of Services for Children, Youth and Their Families (DSCYF)**  
**Division of Youth Rehabilitative Services**

The Comprehensive Aftercare Program (CAP) is a specialized unit of probation officers responsible for the supervision of aftercare youth in Kent and Sussex Counties. The mission of CAP, initially funded through a grant from the Criminal Justice Council, is to provide a transitional plan, close supervision, and increased support services for youth returning from placement. Manageable caseload sizes of 25 youth per probation officer, enables probation officers to provide a higher level of supervision and include families in planning, thereby producing better outcomes.

The goal set forth at the beginning of the grant was to reduce recidivism; defined as any felony arrest within one year of release from secure care. During the grant period 337 clients were supervised in the CAP unit, with 25 clients recidivating. This resulted in a 7% recidivism rate, which equates to a 43% reduction in recidivism from the state average.

Obtaining the grant and implementing the Comprehensive Aftercare Unit helped to enhance the reentry services provided by the Division. Because of the tremendous reduction in recidivism for the youth involved in this unit, the Governor's budget included the conversion of the three grant positions to full time equivalents.

## **Finalists (continued)**

### **Cone Placement Trailer Project Team**

**Department of Transportation (DOT)**

**Division of Maintenance & Operations and Division of Transportation Solutions**

As the direct result of a catastrophic event that took the life of a DOT employee, a team of sixteen employees representing various disciplines, work locations, divisions, and levels within DelDOT came together as a team to reengineer the way cones are set on Delaware roadways. This team consisting of a design team core group, a fabrication core group, and a final modification group created a prototype cone setting trailer. This one of a kind vehicle provides a safer method of removing and setting the cones on roadways so that employees are not only safe from falls but from all anticipated occupational safety hazards.

### **DuPont Nature Center Core Team**

**Department of Natural Resources and Environmental Control (DNREC)**

**Division of Fish and Wildlife**

**November 16, 2006:** a dedicated group of individuals sits together in an empty room within what was once the Mispillion Restaurant and bar. The DuPont Nature Center Core Team was founded.

**Their vision:** create an educational center with exhibits devoted to the Delaware Bay's natural history and ecology showcasing migratory shorebirds and spawning horseshoe crabs.

**Their mission:** develop and complete the educational center before May 23, 2007.

**May 23, 2007, 11:00 a.m.:** Governor Ruth Ann Minner, John A. Hughes (DNREC Secretary), Ellen Kullman (Executive Vice President of the DuPont Company), and Eric Svenson (Vice President of PSEG), and 375 guests celebrated the Grand Opening of the DuPont Nature Center.

**As of November 2007,** 4,483 visitors have experienced this first of its kind nature center.

### **You Deserve a Shot Team**

**Department of Health and Social Services (DHSS)**

**Division of Public Health**

Delaware Division of Public Health "You Deserve a Shot" team planned and implemented the largest vaccination/medication dispensing site in over 20 years, providing 2555 flu shots, exceeding the goal of 2500 shots in one day, as a service to the public while at the same time exercising a preparedness concept called the Neighborhood Emergency Help Centers (NEHC). These Centers are venues where the public receives vaccinations and medications in the most efficient and effective way after a disaster or emergency situation. This event also enabled the Division to test the effectiveness of the Neighborhood Emergency Help Center concept. The success of this initiative was solely the result of cohesive teams that worked together under a comprehensive plan with flow processes and up-to-date communication links.