



# DIGEST

## NEGOTIATIONS UPDATE

With the expiration of most County collective bargaining agreements on June 30, 1983, many issues of critical importance to County employees remain unresolved.

The parties concerned with the progress of negotiations to date, have offered at the various negotiating tables, to meet more often and for longer periods of time in hopes of resolving these critical issues. A number of these matters center on:

- Salaries and other pay issues;
- Fringe Benefits including Retirement, Health and Dental Insurance, Sick Leave and holidays;
- Alternatives to employee layoffs; and
- Other provisions governing such issues as Grievance Procedures, Arbitration, Work Hours and Work Schedules, etc. All are familiar parts of many contracts.

The fringe benefits - social security table has reached a tentative agreement on fringe benefits, but receipt of these benefits is conditioned by settlement at the individual unit tables.

The following individual tables have reached tentative agreement:

- Appraisers

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**JULY 15**

**1983**

**Volume 17 Number 21**

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## COUNTY COUPLE COMBINE LOVE AND LAUGHTER



*Rosemary Barger and Rick Bandes*

When a mutual friend (a County employee) introduced Rosemary Barger and Rick Bandes to each other they found they had a lot in common. They had a whirlwind courtship and were engaged in four months. The wedding is scheduled for November.

Beginning July 15 Rick Bandes will be Training Officer for the Los Angeles Municipal Courts. He has been with the Chief Administrative Office for four years, serving as staff to the County Energy and Emergency Preparedness Commissions. He has also served as the County's Ridesharing and Air Quality Coordinator. Prior to his tenure with the CAO, Rick was the Legislative Coordinator for the County Parks and Recreation Department for two years.

Rick received a B.S. in International Agriculture from Cornell University, which led him to serve as an agricultural extensionist with the Peace Corps in Peru. There he trained farmers in modern agricultural and husbandry techniques. Upon returning from the Peace Corps, Rick received an M.P.A. from George Washington University, with a concentration in organizational behavior.

In addition to his public service experience, Rick is also a comedian, having performed at the Comedy Store and other local clubs.

Both Rosemary and Rick are members of "Standing Room Only," a new performing company based in Hollywood. They have also formed a

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## BOARD OF SUPERVISORS DIRECTS COUNTY COUNSEL TO APPEAL RULING ON PROPOSITION A

In November 1982 the voters of Los Angeles County enacted an amendment to the County Charter which provided discipline for striking County employees. Guidelines for the administration of the amendment were published in the June 1983 issue of the Digest.

On June 28, 1983 Superior Court Judge Leon Savitch ruled the amendment void. Although strikes by County employees are still illegal and strikers are subject to disciplinary action, the guidelines, of course, cannot be implemented now.

At its meeting on July 5, 1983 the Board of Supervisors directed the County Counsel to take all appropriate action in the appellate courts to overturn the trial court's decision.

Developments in the case will be reported in the Digest.

## COUNTY VOLUNTEER PROGRAM TEACHES STUDENTS REAL-LIFE LESSONS



YVA volunteer Christina Fernandez (left) distributes food and goodwill to needy in San Gabriel

"Get some experience, kid, and then come back to talk to me about a job."

For many of us, looking for our first paychecks as teenagers, those words were all too familiar. The nagging question of how to prepare for employment while still in school looms even larger for today's youths. And 14 or 15 is not too young to be thinking about mapping out some future career planning.

One avenue is through a Los Angeles County community service program aimed at students in the 14 to 22 age range. Service-learning is the idea behind the County's chapter of Young Volunteers in ACTION, according to YVA project director Alex McSweyn. Volunteer youths apply classroom studies and their individual interests to an ever-changing array of project activities that benefit area communities. One of only 12 model programs in the nation when the El Monte-based YVA opened its doors 18 months ago, the local office now counts 175 members, most of them representing San Gabriel Valley schools.

Not only capturing the interest of pupils and their parents, YVA has gone

on to attract support from schools which nurture the fledgling program by offering student volunteers academic credits for their after-school service.

For volunteers like Christina Fernandez and Candie Bertram, both seniors at Mark Kepple High School in Alhambra, YVA represents what McSweyn explains as "an opportunity to demonstrate leadership, dependability and a sense of community concern." To Christina, who devotes 12 hours a week as a nurses' helper in County General Hospital's pediatrics pavilion, volunteering offers "a sense of fulfillment working with people."

Candie and 13 of her classmates recently decided with their teacher, Maria Manetta, to put social studies to a real-life test by distributing surplus butter and cheese to needy fixed-income recipients. Thirty-thousand parcels later, asked if she would do it again, Candie enthusiastically replied that she would. Besides having "a good time together," the exhausting eight hours taught the 17-year-old new-found respect for the abundance of food in her home—something she had taken for granted. Teacher Manetta, a 20-year

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County of Los Angeles

### DIGEST

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## NEGOTIATIONS UPDATE

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- Supervising Appraisers
- Professional Engineers
- Supervising Professional Engineers
- Engineering Technicians
- Supervising Engineering Technicians

County spokespersons advised Union representatives the County is prepared to declare the parties at good faith impasse and request the Employee Relations Commission to appoint mediator(s).

The County Employee Relations process in addition to negotiations at the table provides for mediation, the use of a neutral third party. The role of the mediator is to assist the parties in the resolution of their differences in an effort to reach agreement.

Good faith impasse may be declared, at those individual tables, where the parties feel a mediator or Fact-Finder may facilitate the process of reaching agreement. The parties feel this is necessitated by the fact that most agreements expired June 30, 1983 and that in order to protect their interests more progress must be made and a signed agreement reached.

## RETIREES...

The following people have retired in recent months after more than thirty years of service to the County:

Road: Joe M. Caro, Warren A. Hogan, Robert W. Horner, Robert T. Kenney, William H. Steffer, Jr.

Public Social Services: Ethel P. Ingram, Nadine E. Johnson, Thomas Lawson, Cleo B. Moore.

Engineer: John W. Lybrand, Paul Mazet, James A. Moody, Nick Samardzich.

Sheriff: Anthony Sully, Donald A. Motander, Virginia Chance.

L.A. Municipal Courts: Clark K. Saito, Anita M. Scurlock, Phillip J. Nunn.

Fire: James Enright, Billy D. Roe.

Purchasing and Stores: Gilbert A. Cisneros, Kenneth Kurisu.

Communication: Ernest Harrington, George Vasquez.

Collections: Anita B. Anderson, Ernestine Magdaleno, Takio Tamura.

General Hospital: Mary A. Harcar, Zenita Melendez.

Public Health Services: Albert G. Chaney, Idell Turner.

Flood Control: Clifford J. Reinhard, Dean Merritt Salazar.

Rancho Los Amigos: Forest D. Adkins, Earnestine Wilson.



Rick and Rosemary Entertaining as Lukie & Marcella At a "Singles Mingle" Dance

## LOVE AND LAUGHTER

(Continued from page 1)

group of their own called "None of Your Business," and have performed at conferences, meetings, and social functions.

Rosemary Barger is a Personnel Management Specialist in the Department of Personnel. She holds a B.A. in Psychology and a Master of Public Health from U.C.L.A. She started her County career 12 years ago as a Health Educator with Youth Clinic Programs in the Department of Health Services. Prior to her present assignment in the Department of Personnel she was Training Officer and Employee Relations Representative for the Department of Community Development.

Rosemary has done comedy work on local television, in theaters and nightclubs. She uses her acting skills in teaching a class on presentation skills for County managers and staff. Her students learn techniques for improving communications skills in advocacy or public meeting settings. She uses improvisational exercises to improve their abilities to speak more confidently and to think and respond more effectively in front of large groups.

In her spare time Rosemary decorates cakes and does floral arrangements for weddings. She has won many tennis tournament trophies.

Q: How do you find the time to do all these things, Rosemary?

A: I use my time. After work I go to

comedy workshops rather than have dinner and watch T.V. When I'm excited and clear about what I'm doing and what I want, the energy's there. Too many people limit themselves by thinking they can't have it all — so they don't try new things. I love it when people say "You can't do that." I say why not? I'm already doing it and having a great time.

Q: Where have you performed, Rick?

A: I did stand-up comedy last year at the Comedy Store, Improv., and At My Place. This year has been all improvisational comedy at the Back Alley Theatre in Van Nuys.

Q: Why Comedy?

A: When I started to find out who I really was, and what I enjoyed doing, comedy was a natural. I'd always been the class clown, always enjoyed taking risks and making contact with people through humor. It's also a great emotional release.

Q: What are your other pastimes?

A: I love sports — play tennis and basketball once a week. Also video games — they are exciting, really help hand-to-eye coordination and increase spontaneity and risk taking.

Q: Any special plans for your wedding?

A: We feel a wedding should be fun. It will be a multi-media performance with many unusual touches — such as kazoo chorus, a "living banquet," and guest appearances by several celebrities.

## NO MORE DRUGS FOR TUFFY



TUFFY RETIRES FROM SHERIFF'S K9 UNIT

"Tuffy isn't a street thug kicking the 'habit,'" said Sheriff Sherman Block. "He's an eight year old narcotics detecting German Shepherd retired from the Los Angeles County Sheriff's Department."

On June 26 K-9 Units from the Department's Narcotics and Special Enforcement Bureaus conducted a demonstration for the Beverly Hills Kennel Club at the Los Angeles Sports Arena. Following the demonstration, Tuffy's retirement was announced to his many friends, both human and animal. Sheriff Block said, "It is the perfect end to Tuffy's six years of exemplary service to become the household pet of his handler, trainer, and partner, Sergeant Jake Jahelka."

During Tuffy's years of service to the Department, he participated in over 1500 arrests where drugs were seized with a total street value of over \$200 million.

Since Los Angeles County contains the movie capitol of the world, it was natural for Tuffy to show his Sheriff's "star" quality. Tuffy appeared on "Those Amazing Animals," "Johnny Carson," "CHiPs," educational television, and most recently, on the Disney channel with Bill Burrud.

Tuffy's partner, Sergeant Jahelka, will not be retiring, but will continue on with a new partner, "Champion Randheim Neil Diamond," also known as "Neil." He is also a German Shepherd and was donated by Randheim Kennels of Rosemead.

## PLAN "E" ARBITRATION AWARD

Between January 4, 1982 and March 4, 1982 employees who were enrolled in County Retirement Plans A, B, C or D were given the opportunity to transfer to a new, non-contributory plan called Plan E, and become entitled to a refund of their contributions to the prior plan, plus interest. Employees exercised this right by mailing or delivering completed election forms to the Retirement Association requesting such transfer.

To cover the possibility that some forms might go astray or otherwise fail to be processed, the Retirement Association allowed employees to file affidavits attesting to having mailed or delivered such forms between January 4, 1982 and March 4, 1982. Permission to file such affidavits ceased on May 15, 1982.

As the result of a recent arbitration award, any employee who mailed or delivered a completed election form requesting transfer to Plan E between January 4, 1982 and March 4, 1982 continues to have the right to seek the support of Management and his Union representative (if any) in obtaining said transfer through the Retirement Association. The County has already learned from the Association that all valid election forms received have been processed. Therefore, if such employee (a) was otherwise qualified for transfer to Plan E during this period, and (b) either was unaware of the affidavit procedure prior to May 15, 1982 or did not learn until after that date that his transfer to Plan E had not been effected, he should, if he still wishes such transfer, contact his Union representative and/or Personnel Officer for assistance.

## JAMES MIZE: A CAREER RETROSPECT

Just a few months ago James Mize retired after 27 years of service to the County. He died in May and County flags were lowered to half mast.

As Executive Officer of the Board of Supervisors Mr. Mize "brought to each board meeting a sense of dignity and direction, whether the matters before the Board were routine or controversial," Supervisor Schabarum said.

A native of St. Louis, Missouri, James Mize came to California as a child and graduated from Huntington Park High School. After receiving his B.A. degree from U.C.L.A. he graduated from Harvard University Law School and was admitted to practice law in the State of California in 1949.

Mr. Mize served in the U.S. Armed Forces in World War II and in Korea, achieving the rank of Captain. He entered County service in 1956 in the Chief Administrative Office, and was Executive Officer of the Board of Supervisors for his last 17 years of service. In addition to his duties as Executive Officer he was appointed Acting Public Administrator — Public Guardian from 1971 to 1974 and was Administrator of the Assessment Appeals Boards.

Supervisor Hahn said, "Jim Mize treated everyone the same — the president of a bank, a retired citizen, or a person of any rank. He treated them all equally and courteously and was helpful to all of them."

Mr. Mize is survived by his wife MaRee, and three daughters: Laurie, Ann, and Carol.

## COUNTY VOLUNTEER PROGRAM

*(Continued from page 2)*

veteran at Mark Kepple, added that her students had gained renewed self-esteem "from knowing that they really counted in the community."

Many project activities, such as the San Gabriel food distribution, are County-sponsored. YVA is a second-year program operated by the County's Dept. of Community Development through a federal grant of \$32,500 from ACTION, the national volunteer agency. McSweyn lists current openings with the County Clerk's office for youths

interested in everything from typing, filing and answering phones to "learning something" about accounting. Medical and health care services, consumer affairs and many other County offices have opened their doors to YVA volunteers. The YVA office, located in the San Gabriel Valley Service Center, 3017 Tyler Ave., has also obtained volunteer requests from municipal police and fire departments, community parks and recreational facilities.

YVA volunteer information is available to callers of 575-5731 in El Monte.