



## LYNN BAYER: *Compassion, Resolution, and Common Sense*

From her first day as a County social worker to her present job heading the Department of Community and Senior Citizens Services, Lynn Bayer has plunged into the social problems of Los Angeles with energy and confidence and fashioned practical solutions that help people.

A native of Indiana, Bayer received a bachelor of arts degree from Purdue University and promptly headed for Los Angeles. She joined the Department of Public Social Services in 1969. Her following five years of field work with aged and disabled persons made her determined to have wider impact and improve the programs that were supposed to serve and protect dependent people. In 1974, she moved to the County's former Department of Senior Citizens Affairs, where she had the opportunity to plan and design programs for the aged. Her enthusiasm and skill were very evident - and she was ultimately recruited by the Chief Administrative Office.

In 1981, Bayer used her business skills as the first head of the County's Contracting and Productivity Office. She worked closely with the newly-created Productivity Advisory Council. The Council stimulated many cost-saving contracts and saved the County over \$35 million in its first year of operation. Bayer forged a strong network with County managers as she trained them

how to contract services to the private sector.

After four years in the CAO, Bayer accepted a position with the Department of Community and Senior Citizens Services as assistant director, heading the County's programs for aged and dependent persons. In her nine years, leading the Area Agency on Aging, she used

humor and her considerable powers of persuasion to develop resources for community centers, nutrition programs and other programs for seniors. Trips to Washington, D.C. paid off with special federal grants to expand services for County residents. Bayer jokes that she became the "resident expert at scrounging for funds."

It was Bayer's skill at "getting things done" that led the Board of Supervisors to appoint her director of DCSCS last November, over 200 candidates from around the country. Discussing her appointment, Bayer noted that she has been able to win the support of staff, community advocates, and public agencies and private industry. She attributes this support to her client-focused vision.

"I am able to get people to work  
(See "Bayer," page three)



Lynn Bayer

### Employee of the Month

## Madeleine Kopp: *Courage Rewarded*

Reading about Deputy Probation Officer Madeleine Kopp's professional background is like a visual assault, with words like "FBI Violent Crimes Task Force," "Operation Disarm," and "Hard-core Gang Violation Project" jumping off the page like a Hollywood movie script for the next action thriller. But for Kopp, it's not a script, but a real-life County career she's chosen for the past seven years.

Kopp was honored by the Board of Supervisors as January's County Employee of the Month in a Boardroom

ceremony on January 24, 1995.

Kopp participates in FBI investigations and coordinates the gathering of interagency information as a member of the GAT (Gangster Apprehension Team) of the FBI Violent Crimes Task Force. Her involvement has resulted in the apprehension and conviction of

serious probation offenders. Her ability to coordinate information and conduct investigations has resulted in the return to custody of serious offenders for violation of their conditions of probation.

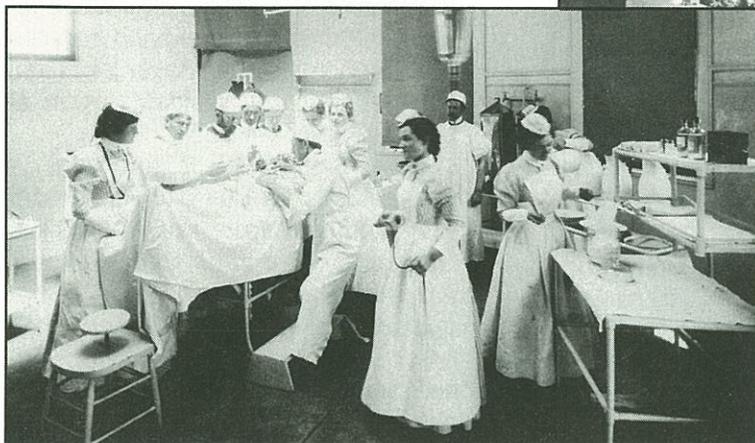
"I strongly believe in the interagency



Kopp receives her commendation scroll from Supervisor Molina.

(See "Kopp," page two)

# A Century of Distinction: School of Nursing Turns 100



*Above right: The graduating class of 1898, just three years after the School's official formation. The monthly salary for nurses at the time was five dollars. Above: Assisting surgeons operating by gaslight was just one of the duties of the early graduates of the County's School of Nursing, pictured here around 1900.*

One hundred years in the making, the Los Angeles County Medical Center School of Nursing celebrates its centennial throughout 1995. "A Century of Distinction," the centennial's official theme, will highlight a series of events through November to celebrate the School's longevity and vision for the next century of nursing care.

According to history books, the Board of Supervisors authorized the School to open as the College Training School for Nurses, following the autumn harvest of 1895. Since then, it has undergone numerous name changes and, in 1968, finally became known as the Los Angeles County Medical Center School of Nursing. Over 8,775 nurses from diverse minority backgrounds have graduated, ranking well above industry averages in the recruitment of men into nursing careers.

"The excellent academic and clinical training provided by our School of Nursing, in partnership with the LAC+USC Medical Center, has helped our graduates play an integral role in the development of the Medical Center's internationally-renown reputation as one of the foremost trauma centers in the world," says Harvey Kern, Medical Center spokesman. "Our graduates have gone on to become outstanding caregivers and leaders in the nursing field, not only in the local community, but throughout the nation."

Chronicled throughout its 100-year history are stories about how graduates served in many armed conflicts overseas and responded regionally and nationally to all forms of natural and man-made disasters. Graduates provided nursing care during both World Wars, the Korean War, the Vietnam War and, most recently, the Persian Gulf War.

Centennial activities will conclude with a birthday celebration on November 7, 1995. For more information, call (213) 226-4664.

## Kopp: Employee of the Month

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approach. For many of the cases I've worked on, it was the only way that we succeeded," says Kopp.

During 1993, Kopp became a member of "Operation Disarm," a multi-agency task force established by the Governor and Attorney General, which removed over 100 weapons and explosive devices from violent offenders during several months of operation. She also helped establish the Hardcore Gang Violation Project, in cooperation with the Los Angeles Police Department, greatly enhancing the immediate return to court of serious gang probationers who had been arrested on new charges.

When out in the field, Kopp wears a bullet-proof vest and is a strong promoter of officer safety. She helped write the department's officer safety

manual and provides ongoing input regarding officer training needs.

Her brave initiative extends to off-hour activity as well. In 1988, while off-duty and without regard for her personal safety, Kopp pursued a bank robbery suspect in Long Beach after overhearing bank tellers describe the incident, which had just occurred. Unarmed, she caught the suspect and ordered him to surrender, detaining him until the arrival of the Long Beach Police.

Following the ceremony, Kopp gazed at the scroll of commendation with surprise.

"This is a great honor," she said. "I'm going to have this framed and hung in my home. My office walls are already covered with gangster photos."

## Double Honor

# Jacquelin Perry, M.D.: Rancho Pioneer



In mid-October, Jacquelin Perry, M.D., a pioneer in the care of polio patients and victims of neuro-trauma, was named 1994 "Physician of the Year" by the California Governor's Committee for Employment of Disabled Persons. That same week, the Board of Supervisors approved a motion by Supervisor Deane Dana to name the new patient care building at Rancho Los Amigos Medical Center as the "Jacquelin Perry Neuro-Trauma Institute and Rehabilitation Center."

But being top doc and having a building named after her is "really just serendipity," insists 76-year-old Perry, sitting calmly in her office in the department of pathokinesiology, located in the sprawling south section of the Rancho campus in Downey.

Like the fairy tale, "The Three Princes of Serendip," Perry claims to share that same aptitude for making fortunate discoveries accidentally, believing that

both recognitions "absolutely came out of the blue."

"I'm delighted to have the recognition, but I don't strive for it. I just like the mechanics of doing things and solving problems for patients. I'm not interested in being the big chief," she says.

But chief she is — and has been since 1966, when she was named chief of the pathokinesiology department. In 1971, she also became chief of the Polio and Gait Clinic, as well as the director of Rancho's quality assurance program from 1997-1992.

Perry first arrived at Rancho in 1955 for a two-year residency during the height of the international polio epidemic and decided to stay. Her strong interest in the field of human motion has been the moving force behind many of Rancho's most daring and innovative improvements in rehabilitation and assessment of human performance. Her early work with respiratory polio patients requiring surgery led to previously unconsidered procedures to straighten spines and improve breathing function, allowing countless patients to lead more productive lives.

Many post-polio patients, now mostly

in their 40's and 50's, rely on Perry as they continue to suffer the effects of post-polio syndrome, as their neuromuscular systems wear out. "I help patients redesign their lives to reduce strain and save function. It's not a cure, just a reduction in disability," she explains.

Perry's accomplishments are many. She opened the Pathokinesiology Laboratory in 1968 and pioneered one of the country's first clinical gait analysis labs, using instrumentation to measure walking and motion as a tool for determining surgical solutions for patients. Now totally computerized, these analyses are applied to many patients with neuro-trauma injuries to the brain or spinal cord from auto, motorcycle and industrial accidents — mostly in their late teens or early 20's.

1995 will mark 40 years of Perry's efforts to mobilize patients, and the professional opportunities provided to her at Rancho kept her put for the past four decades.

"I came for a year or two and haven't left yet," she chuckles.

The Jacquelin Perry Neuro-Trauma Institute and Rehabilitation Center is scheduled to open in August 1995, just three short months after she'll celebrate her 40th anniversary as a Rancho healer, teacher and scientist.

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## Bayer

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together, by focusing on our shared commitment to our clients," Bayer says. "I believe it's very important to be fair. I'm careful about decisions and I study their equity and get lots of input."

Bayer, 48, isn't one to rest on her laurels. Her goals for the department are very aggressive.

"I want to deliver top quality programs to all segments of the community. I also want to develop more funding sources for our programs, and recruit more partners from the community and private sector to help the department and the County achieve their goals. I am particularly interested in making DCSCS

programs more effective by linking and coordinating them with other similar County programs."

Bayer hopes to make the department's Employment and Training programs a bridge for the foster youth and welfare recipients served by other departments. She also thinks her department's community services programs should complement the services of the Department of Mental Health.

"Our Domestic Violence Shelter programs should be coordinated with the Domestic Violence programs in the District Attorney's Office, the Sheriff's

and Health Services," she explains. "I intend to develop a strong legislative program in the department, so that DCSCS will begin to influence the laws and regulations affecting programs — rather than merely react."

And with that daunting pronouncement, Bayer leaned back in her chair and gave a cheerful smile and the clear impression that handling her new job as department director was definitely her cup of tea.

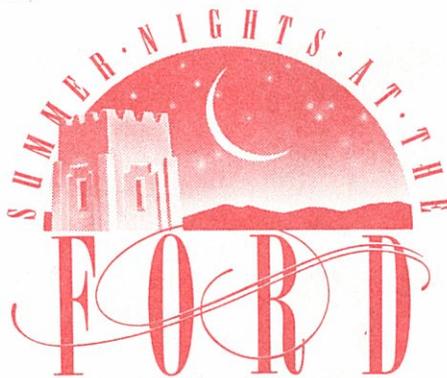
**"LOST AND FOUND TRADITIONS:" NATIVE AMERICAN EXHIBIT DEBUTS IN BEAUTIFUL DOWNTOWN BURBANK** — A 100-piece exhibition of contemporary Native American art that demonstrates the vitality of artistic traditions in Native American groups all across North America will debut on February 25, 1995, at the Burbank Gallery of the County's Natural History Museum. The exhibit will include diverse pieces, such as a beaded horse outfit from Montana and a 17-foot birchbark fur trader's canoe. The exhibit is part of the original 507-piece collection assembled for the American Federation of Art by Ralph T. Coe, noted scholar of Native American art. In 1991, the County's Natural History Museum was selected from among 20 museums to receive the gift collection. The exhibit will run through June 4, 1995. Admission is \$3.50 for adults, \$2.50 for seniors over 62 and students 13-17, and \$1.50 for children ages five through 12. Museum members and children under five are admitted free. For directions and more information, call (818) 557-3553.



Photo credit: Bobby Hansson

Eagle and hawk are combined in this mask by Dempsey Bob, Tlingit/Tahltan. Made of red cedar, hair, sea lion bristle, paint, abalone shell, cowrie shell and tanned smoked-hide straps, on display in "Lost and Found Traditions."

**LEARN THE FACTS ABOUT HIV/AIDS** — County employees are invited to attend a free, eight-hour course entitled, "Learn the Facts About AIDS: A Workshop," conducted throughout the year by AIDS Programs staff members. Increase your knowledge, understanding and sensitivity about HIV infection and AIDS, while correcting misconceptions and diminishing fear about how the disease is transmitted. Those interested must pre-register two weeks prior to the training session. To pre-register, contact Alisa Jones, AIDS Programs, at (213) 351-8138. For more information, contact Alan Wu at (213) 351-8010.



**WIN TICKETS TO FORD SUMMER SERIES** — One lucky County employee will win four tickets (a \$100 value) to the opening weekend of "Moon Over Madness '95," the kick-off performance of this year's "Summer Nights at the Ford" series at the historic John Anson Ford Amphitheatre in the Hollywood Hills.

The winner will have a choice of June 1, 2, 3, or 4 at 8 p.m. To enter, just mail a postcard with your name, address and day and evening telephone numbers to: Moon Over Madness Ticket Contest, Los Angeles County Music and Performing Arts Commission, 374 Hall of Administration, 500 W. Temple Street, Los Angeles, CA 90012. The winner will be notified by phone. **Entry deadline is March 30, 1995.** For more information about the upcoming series, call (213) 256-7828. Good luck!

**CORRECTION** — It was incorrectly reported in last month's DIGEST that December's County Employee of the Month, Health Services AIDS Programs Fiscal Officer Virginia Posten, developed the Countywide Accounting and Purchasing System (CAPS). The Department of Auditor-Controller was actually responsible for its development and implementation Countywide. However, Posten did implement the CAPS programs within the Health Services AIDS Programs Office. The DIGEST thanks the readers who brought this to our attention.



**DIGEST TICKET WINNER** — Ivy Latimore, a clerical support staffer in the Department of Children and Family Services, was the lucky winner of two tickets to the American Music Awards held January 30 at the Shrine Auditorium. She and husband Walter attended the star-studded event, where they met music greats Boyz II Men, Quincy Jones and Paula Abdul. The two tickets were given away in a contest last month in the DIGEST.

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