

County DIGEST



JULY 17, 1995

COUNTY OF LOS ANGELES

Job Fairs Showcase Career Opportunities

For the first time in its history, the County of Los Angeles is faced with the reality that it will not be able to completely close the gap on a \$1.2 billion budget deficit, no matter which way you look at it. Surely, the effects will be felt by the general public, as the availability of government services shrinks in proportion to budget reductions. It will also affect thousands of members of the County family through a budgetary-forced workforce reduction, including

layoffs.

"The Department of Human Resources is making every effort to streamline this process for employees who may be impacted by the workforce reduction," says Mike Henry, director of personnel. "An enhanced effort to find alternative placements for County employees who may be subject to layoffs is well underway."

One of the first steps being taken is the sponsorship and promotion of several job fairs to help employees make career transitions. In addition to these planned job fairs, the Department of Human Resources is also working with personnel officers in each department to facilitate transfers of employees subject to layoff to other County departments, where feasible, and encourage other public agencies and private organizations to hire County employees subject to layoff.

If you learn of other job fairs throughout the greater Los Angeles County area, fax the information to "Job Fairs," Department of Human Resources, at (213) 680-2450. The DIGEST will continue to run job fair and other information related to the County's workforce reduction as a service

to employees who may be facing a career transition during this period.

To date, the following job fairs have been scheduled through October 1995:

County-sponsored job fair:

Saturday, July 22, 1995

10:00 a.m. - 2:00 p.m.

The Department of Human Resources
presents:

A Career Opportunities Job Fair
Rancho Los Amigos Medical Center
Auditorium

7601 E. Imperial Highway
Downey, California

For more information,
call (213) 974-2216 or 974-2423

Other scheduled job fairs include:

Monday, July 24, 1995

12:30 p.m. - 6:00 p.m.

NAACP presents its Fourth Annual
Affirmative Action and Diversity
Career Convention

Los Angeles Airport Marriott Hotel
5855 W. Century Blvd.

Los Angeles, California

For more information,
call 1-800-JOB-SHOW

Monday - Tuesday,
September 11-12, 1995

The Los Angeles Times presents its
Career Days Job Fair

Long Beach Convention Center
Long Beach, California

(watch for ads in the *Times* during the
month of August)

Saturday, October 7, 1995

9:00 a.m. - 2:00 p.m.

The County of Los Angeles
Department of Community and
Senior Citizens Services
presents the

Centro Maravilla Sixth Annual
Community Job Fair

4716 Cesar Chavez Avenue
Los Angeles California

Mr. Los Angeles



Huell Howser, KCET-TV's star of "Videolog," congratulates Internal Services employee Debbie Smith at the Community Support Awards Ceremony. See the story on page three.

Employee of the Month

Rosemary Sudduth: Machine Doctor

She pulls into the parking lot at Harbor-UCLA Medical Center at 7:30 a.m. each day, with the punctuality of a surgeon facing an all-day surgery schedule. She knows the precise curve and shape of each piece of equipment she will use that day during her "surgeries." To her, successful operations are found in the rhythmic hum of suction regulator pumps, functioning sterilizers, and the mist from steam cookers used to prepare meals for patients. Meet Rosemary Sudduth, a steam fitter at Harbor-UCLA, who was honored on June 20, 1995, by the Board of Supervisors as the June County Employee of the Month.

Since 1987, Sudduth has worked for the County as a steam fitter, first at Rancho Los Amigos Medical Center and then Internal Services, before joining the staff at Harbor. One of only two female steam fitters among the County workforce, Sudduth is part of a small, four-person steam fitter staff at the hospital — where she's also the only woman.

"It's like sibling rivalry. It reminds me of my childhood in a household with five brothers," she says.

Sudduth's rare interest in steam fitting stems back to her childhood summers, when a family friend always invited her to spend time on his boat.

"I used to love taking everything apart. Those summers on the boat allowed me to experiment with machinery. And since I was always very athletic and didn't like being indoors, I knew a long time ago that I didn't want a desk job," Sudduth explains.

Usually, she spends her days wedged under machinery "like a pretzel," working on a wide variety of medical equipment, piping and kitchen equipment. It gets very hectic at times.

"It's stressful when you're out on calls all day long and everyone's saying 'fix it now'," she says. "But it's very rewarding when you're able to fix everything. Those times carry you through."

The excitement of being honored by

the Board in their hearing room, however, seemed like a world away. On that day, Sudduth left her work uniform (jeans, a workshirt and construction boots) hanging in her closet and donned a summery dress for the special occasion.

"Nobody recognized me in a dress. They asked me, 'Is that you, Rosemary?'" she laughed.



Rosemary Sudduth receives her scroll of commendation from Board Chair Gloria Molina.

This Month's Retirees

Congratulations to the following employees who have joined the ranks of the retired, after 30 years of service to the people of Los Angeles County:

Children and Family Services: Ernest M. Lopez

Fire: Norbert K. Kochner

Health Services: Donald R. Jason, Thelma M. Osborn, Oscar L. Williams

Internal Services: Talmadge R. Smith

Mental Health: Lula M. Bragg, Ronald R. Honnard

Municipal Court: Catherine Stafford

Public Social Services: Joseph W. Bealer, Wendell W. Greenlee, Jr.

Public Works: Antonio S. Gallegos

Sheriff: Walter F. Childress, Lance H. Galletch, Brock J. Simon

Congratulations to the following employees who served the County for 25 years:

Children and Family Services: Pedro Mestas, Earl Williams

District Attorney: Nancy Chew

Health Services: James Blount, Nancy C. Bolles, Marjorie L. Cash, Gloria Cordova, Claudia M. Gray, Carrie L. Hill Taylor, Marie E. Long, Edward L. Martinez, Cornelius Moffitt, Laura I. Rossi, Rebeca Ruiz, Janice T. Snip

Internal Services: Darnell Holefield

LACERA: Gwendolyn Starks

Municipal Courts: Elaine M. Pallisgaard

Parks and Recreation: Ruth Reisinger

Probation: Amalio B. Munoz

Public Social Services: Mary J. Sims

Public Works: Frankie L. Baker

Registrar-Recorder/County Clerk:

Irene M. Standard

Sheriff: Robert L. Harris, Antonio P. Rosales, Elbert E. Turpen

Howser Salutes
County Employees

Employees Raise \$1.9 Million for Community Charities

Huell Howser, host of KCET-TV's "Videolog," stopped the cameras rolling on the morning of May 25, 1995, to shine the spotlight on County employees who made the 1994 Community Support Campaign a success. Raising \$1.9 million, County departments were praised by Howser as he addressed a gathering of more than 100 at the campaign's awards ceremony held at the Grace E. Simons Lodge in Elysian Park.

"Our city is full of wonderful neighborhoods, good people, and positive stories," Howser said. "The people of our community who do the good, day in and day out, like yourselves, don't need to be on television. You do it for a reason much larger than that."

Campaign contributions will be distributed to six agencies serving Los Angeles County residents, including the Asian Pacific Community Fund, Brotherhood Crusade, Earth Share, Los Angeles Women's Foundation, United Latino Fund and United Way.

The Department of Public Social Services again led the way as the "1994 Department of Distinction" for their highly successful campaign.

Four departments also earned 1994 campaign awards for the highest percentage of participation on payroll deduction:

Group A (2,000 or more employees):
Public Works

Group B (500-1,999 employees):
Parks and Recreation

Group C (100-499): Chief Administrative Office

Group D (99 or less): Military and Veterans Affairs

In addition, four departments earned 1994 campaign awards for the highest cash contributions:



Supervisor Yvonne Brathwaite Burke (center) presents a check for \$1.9 million to the County's six fund distribution agency representatives, (l-r): Jimmy Dichirico, Asian Pacific Community Fund; Eleanor Aguilar, United Way; Leo Gray, Brotherhood Crusade; Supervisor Burke; Susan Migliaccio, Earth Share; Tony Espinoza, United Latino Fund; Mary Rapoport, Los Angeles Women's Foundation; and John Wyrrough, chairman of the Community Support Advisory Board.

- Group A: Public Social Services
- Group B: Mental Health
- Group C: Board of Supervisors
- Group D: Museum of Natural History

Howser pointed out the fact that "all we see on the news today is negative, negative, negative," commending County employees to continually giving back to the community while on the job and even out of their own pockets.

"You're not going to change the world or even L.A., but in our neighborhoods, our own little worlds," he says. "Some

people say that the best days for L.A. are behind her. I say that the best days are yet to come."

With those campaign dollars already at work out in the community, those days are certain to arrive sooner than later.

Stay tuned for news of the Fall 1995 Community Support Campaign kick-off in upcoming issues of the DIGEST.

If you have any ideas on how to make this year's campaign even more successful, contact Marjorie Edmondson at (213) 974-2466.

Domestic Violence Hotline

Peace in the world begins at home...If someone you know is experiencing domestic violence, please tell them to call the District Attorney's Domestic Violence Hotline at

1-800-978-3600.

For more information and to obtain a copy of "Domestic Violence: The Facts," contact the Los Angeles County Commission for Women at (213) 974-1455. This 21-page handbook to stop violence helps to shatter the myths of domestic violence, identify warning signs and encourage help. Please call today.

Big Bucks For Simple Ideas

Join Internal Services Department employee Don Ceragioli in earning up to \$35,000 for a suggestion that reduces, eliminates or avoids spending money, improves operating efficiency or increases revenue to the County. Ceragioli was recently awarded \$28,500 for his suggestion to hire an expert to review County government telephone bills to verify that only the proper Federal tariffs were applied. This suggestion, once implemented, eliminated erroneous tariffs, thus reducing the County's telephone expenses by \$525,000 in one year!

The new **Employee Suggestion Awards (ESA) Program** was adopted by the Board of Supervisors last November. The Quality and Productivity Managers Network, authors of the revised guidelines, anticipate that the improvements will benefit employees with larger potential awards, as well as the County, with more valuable suggestions. Major changes in the new program include:

* Department heads have authority to award up to \$7,500; Board approval is needed for awards up to \$35,000. Awards are paid out of first year savings or new revenue.

* Formation of the ESA Review Committee, with members from the Labor-Management Advisory Committee on Productivity Enhancement, the Quality and Productivity Commission, the Quality and Productivity Managers Network, and the Chief Administrative Office. This committee, chaired by Public Works employee Robert Allen, will offer recommendations to departments on awards in excess of \$7,500. It will also mediate between employees and their departments in cases where employees appeal the department's decision regarding suggestions.

Other major award winners to date include Wagdi Mikhail, a Public Works employee who received \$6,390 for his suggestion that eliminated \$43,000 per

Commitment to Wellness



The Los Angeles County Labor-Management Advisory Committee on Productivity Enhancement sponsored a Wellness Fair on May 30 at the Department of Public Works headquarters in Alhambra. Wellness-promoting departments included the Agricultural Commissioner/Weights and Measures, Human Resources, Mental Health, Public Works and Sheriff's. A second Wellness Fair is planned for Wednesday, August 2, 1995, at the Department of Registrar-Recorder/County Clerk's headquarters in Norwalk.

year in labor and material costs in calculating acreage for County parcels; James McMinn, a Public Works employee who received \$2,340 for his suggestion that saved \$16,000 per year by using an inexpensive, cut-away aluminum rivet in place of padlocks for new water service meter installations; and James Carroll, a Public Works employee who garnered \$2,456 from Internal Services for his suggestion that ISD purchase methanol fuel from the California Methanol Fuel Reserve at a savings of \$16,000 per year over vendor costs.

As you can see, relatively simple ideas can put BIG BUCKS into your pocket!

For more information, contact your department's Employee Suggestion Award Coordinator, or call the County's Quality and Productivity Office at (213) 974-1390.

County DIGEST

Members of the Board

Gloria Molina
Chair
First District

Yvonne Brathwaite Burke
Second District

Zev Yaroslavsky
Third District

Deane Dana
Fourth District

Michael D. Antonovich
Fifth District

Michael J. Henry
Director of Personnel

Susan Toy Stern
Human Resources Manager

Kristina T. Balian
Managing Editor
Kenneth Hahn Hall of Administration
500 West Temple Street, Room 588
Los Angeles, CA 90012
(213) 974-2449