

County DIGEST



AUGUST 17, 1995

COUNTY OF LOS ANGELES

Employee of the Month

Stephanie Maxberry: Public Advocate

"When it really comes down to it, the people who contact our office with complaints involving Sheriff's personnel want a neutral third party to assist in the resolution of their issues. One important trait of any ombudsman is the ability to listen patiently and analyze the problem," says Assistant Los Angeles County Ombudsman Stephanie Maxberry, describing her daily routine.



Assistant Ombudsman Stephanie Maxberry receives her scroll of commendation from Board Chair Gloria Molina.

Her ability to conduct professional reviews of the public's complaints, as well as oversee office operations, led to her designation as July County Employee of the Month. The Board of Supervisors honored her during a ceremony held on July 18 in the Board hearing room.

Working closely with County Ombudsman Rudy De Leon, Maxberry and

a staff of two other assistants field complaints from a small office in Lomita. Most of the complaints revolve around allegations against the Sheriff's Department. However, under the direction of the Board of Supervisors, the Office of Ombudsman may be requested to assist other agencies within the County. In fact, the Office officially opened to the public in May 1994 following recommendations from the Kolts Report (the County's version of the Christopher Commission Report which was released after the LAPD beating of Rodney King). The report concluded that for legitimacy, integrity, accountability, trust and fairness, there was a need for civilian participation to assure complainants that their concerns would be addressed in a timely and thorough manner. Maxberry is acutely aware of the delicate nature of her work.

"We are a neutral, independent office and all of our files are confidential. This is an important distinction to make because this is one of the first questions clients ask when contacting the Office. We're here to assist in the resolution of issues to the satisfaction of the public and the Department. Challenges may run the gamut, including allegations of rudeness, to the use of physical force," she explains.

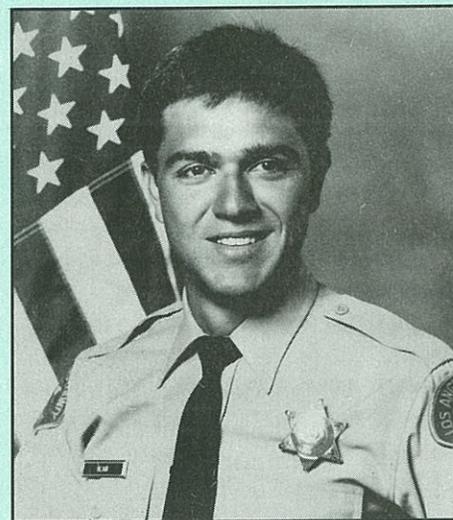
"Although we can't give the public specific legal advice, we do our best to educate people about their options, and are not hesitant to refer clients to other organizations with the responsibility and resources to respond to their needs," Maxberry says.

Maxberry began her County career in 1983 as a clerk in the criminal department of the Inglewood Municipal Court. For the next five years, she learned her

way through the criminal justice system before landing an assignment in the Chief Administrative Office in 1988 as a member of the Countywide Criminal Justice Coordinating Committee.

She is a graduate of the University of California, Irvine, and California State University, Los Angeles, as well as certified by The Ombudsman Association on the practical applications of the skills and techniques used in the practice of the Ombuds profession.

In Memory



This issue of the County DIGEST is dedicated to the memory of Sheriff's Deputy Stephen W. Blair, who was killed in the line of duty on May 12, 1995, in Lynwood. This month, Deputy Blair would have celebrated his tenth anniversary as a deputy, fulfilling his childhood dream to become a police officer. Thank you to Parks and Recreation employee Luci Cantarero for her suggestion to dedicate the August issue to this courageous employee of the County of Los Angeles who gave his life in the protection of others.

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:

Animal Control: Leon Taylor

Auditor-Controller: Brenda A. Johnson

Chief Administrative Office: Nadia Wiggins

Health Services: Rubystine Grant, Voncella Nairn, Tommy Pierce, Margaret J. Prince, Marlene Rafter

Mental Health: Christine Carter

Municipal Court: Yvette Hosmer

Public Social Services: Coretha A. Parker

Public Works: Ernest M. Hunter

Sheriff: Carle H. Goyen, Buddy G. Lewis, Rudolph J. Walker, Tony F. Welch

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

Children and Family Services: Carlos M. Sosa, Ruth R. Suniga, Janice Wills
District Attorney: Mattie L. Sullivan-Gow

Fire: Gary E. Dennis, John A. Larsen, Jr., John D. Tapp, Anthony E. Virga

Health Services: Concepcion Abadilla, David Enochs, Billie Holt, John Z. Montgomerie, Patricia E. Thompson

Internal Services: Arthur R. Alva

Municipal Courts: Anna L. Parker

Parks and Recreation: Ruth Reisinger

Probation: John A. Williams

Public Social Services: Helen E. Holsey

Sheriff: William B. Brown, Carolyn A. Brooke, James R. Dyer, Manuel J. Vasquez

Shopping For A New Job



More than 1,000 County employees attended the July 22 "Career Opportunities Job Fair" held at the Rancho Los Amigos Medical Center Auditorium. Sponsored by the County's Department of Human Resources, the Job Fair assisted County employees affected by the recent layoff to find new employment opportunities. Another job fair is being planned for the near future to assist Health Services employees who will be impacted by further workforce reduction. Upcoming job fairs include:

Monday-Tuesday, September 11-12, 1995

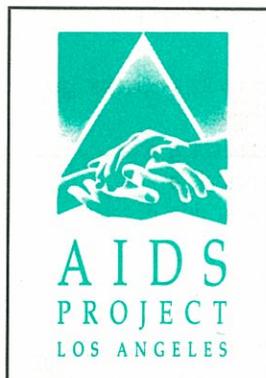
The Los Angeles Times presents its Career Day Job Fair at the Long Beach Convention Center (See this month's Times ads for more information.)

Saturday, October 7, 1995

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

The County of Los Angeles Department of Community and Senior Citizens Services presents the Sixth Annual Centro Maravilla Community Job Fair 4716 Cesar Chavez Avenue, Los Angeles Call (213) 260-2809.

**Don't forget...
 AIDS WALK L.A.
 SEPTEMBER 17**
 For more information, call
(213) 466-WALK

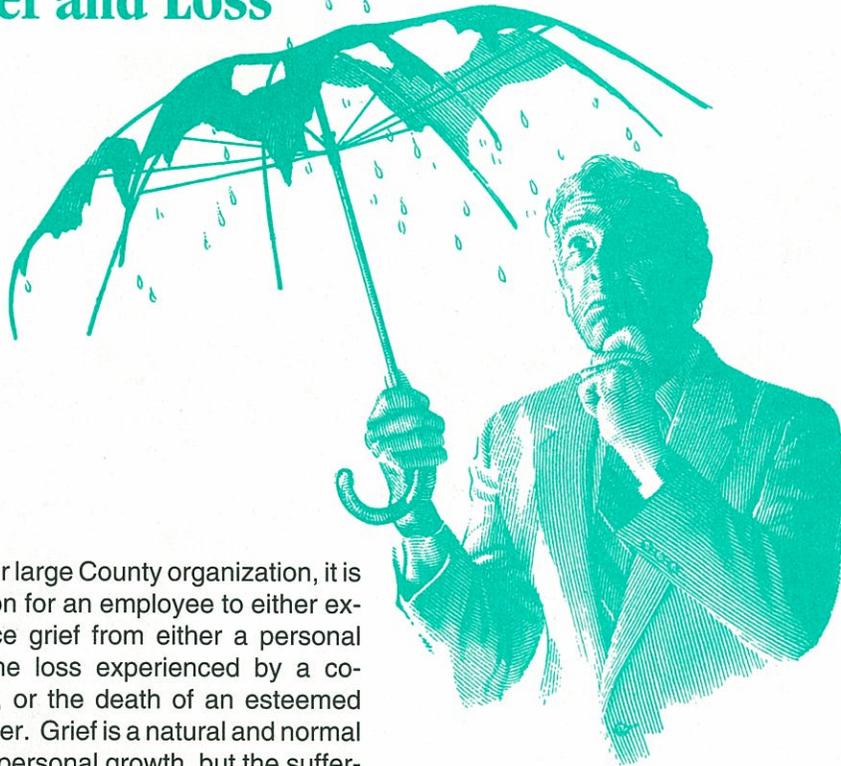


Join the first County employee team to participate in the annual AIDS WALK Los Angeles 10K Walkathon, which will take place on Sunday, September 17, 1995, beginning at 9:00 a.m. on the "sky set" of Paramount Pictures' historic motion picture studio in Hollywood, located at 5555 Melrose Avenue. Funds are raised by individual walkers who seek sponsorships from family members, friends, coworkers and neighbors, for each kilometer walked.

County department AIDS WALK Team Leaders will contact you shortly. Help AIDS Project Los Angeles make the 1995 Walk the biggest success yet! Your voluntary support will help APLA assist over 5,000 people with HIV/AIDS.

AIDS Project Los Angeles is Southern California's most comprehensive AIDS service, education and advocacy organization, founded in 1982.

Coping With Grief and Loss



In our large County organization, it is common for an employee to either experience grief from either a personal loss, the loss experienced by a co-worker, or the death of an esteemed coworker. Grief is a natural and normal part of personal growth, but the suffering can be intense and involve conflicting emotions. Learning how to cope with grief and loss is important.

Although grief is typically associated with the death of a loved one, almost any major life change can create a sense of loss. Grief reactions can include shock, anger, guilt, loneliness, and many symptoms of depression. Here are some of the life changes which can trigger a grief reaction:

Health Changes - personal injury or illness, disability, confinement, family member illness;

Family Situation Changes - death of family member or close friend, divorce, separation, remarriage, miscarriage, change of residence, child leaving home, aging;

Job Changes - retiring, layoff or other discharge, financial pressures, transfer, reassignment, increased responsibilities, missing a career goal.

For County employees, their families, or work units grieving from a loss, the Employee Assistance Program is available to help sort out feelings, provide resource information, and assist in the healing process. For confidential appointments with counselors at any of the Program's three locations, call (213) 887-5300.

There is no set time or method for dealing with these aspects of grief, but a few DOs and DON'Ts may be helpful:

DO:

- Get the support of others;
- Put other stressful matters on hold, if possible;
- Allow yourself time to be alone with your thoughts;
- Allow yourself the time needed to overcome the loss;
- Take care of your health needs and appearance.

DON'T:

- Be embarrassed to acknowledge or show your feelings;
- Try to adjust according to someone else's timetable;
- Lose hope that you will make progress;
- Rely on alcohol or unprescribed drugs for the pain;
- Feel guilty about feeling better at times.

The Winners...

Congratulations to the following County employees who are the lucky winners of a one-day family pass to the County's Museum of Art, as featured in the June 15 edition of the County DIGEST:

Maria Alagheband
Health Services

Yvonne Bratcher
Public Works

Gratis I. Bryant
Public Social Services

Toni V. Coleman
Public Defender

Maria T. Contreras
District Attorney

Linda Crumal
County Counsel

Karen Hughes
Health Services

Carlyle Johnson
Assessor

Yvonne A. Kubicek
District Attorney

Diane Lee
Health Services

Herb Lehman
Agricultural Commissioner

Yolanda Mayers
Treasurer and Tax Collector

Dammeron McBride
Health Services

Kim McBride
Municipal Court

Lisa Montez
Public Social Services

Guadalupe H. Munoz
Health Services

Sharon Pruhss
Health Services

Kelly Rich
Health Services

Linda Serrano
Parks and Recreation

Alice Shen
Internal Services

Joan Sierra
Health Services

Bridgette Stokes
Municipal Court

Virginia Tuttle
Internal Services

Juana Valdez
Health Services

A Reminder from Human Resources...

Filing A Megaflex Short-Term Disability Claim

If you become temporarily disabled and are a Megaflex participant, don't forget that you are responsible for initiating your own Short-Term Disability (STD) Plan claim by calling Voluntary Plan Administrators, Inc. (VPA). You are also responsible for having your treating physician report to VPA by telephone or in writing.

These reports to VPA are in addition to any reports or other information that you and/or your physician may have been required to give your department or to the Workers Compensation claims administrator.

To file your STD claim: 1) See your physician; 2) Call VPA at 1-800-786-8600 as soon as you believe your disability might extend one or more days beyond your waiting period. There is a penalty in the form of a loss of some or all of your benefits for reporting after your waiting period; and 3) After you have called, ask your treating physician to contact VPA at 1-800-786-8686. If the physician will not call, a brief written report is required.

Any questions? Call Richard Jones in the Department of Human Resources at (213) 887-6315.



LACERA News

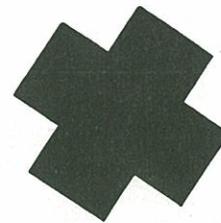
Retirement Board Seeks Safety Members For Board Slots

Filing for the fourth member of the Board of Investments and seventh and alternate members of the Board of Retirement of LACERA (Los Angeles County Employees Retirement Association) began yesterday, according to John McKibben, deputy executive officer of the Board of Supervisors.

These board positions are restricted to Safety members only. Safety members interested in running for any of these three offices may obtain nomination packets from the Registrar-Recorder/County Clerk, 12400 East Imperial Highway, Norwalk. Fifty signatures of fellow Safety members of LACERA as of July 1, 1995, are required to qualify as a candidate for election. **Nominating petitions must be filed with the Registrar-Recorder/County Clerk by 5:00 p.m., on Friday, September 8, 1995.**

The Registrar-Recorder/County Clerk will mail the official ballots to eligible Safety members on Tuesday, October 17, 1995, via the U.S. mail, using the Auditor-Controller's master address file. **Ballots must be received by the Registrar-Recorder/County Clerk by 5:00 p.m. on Tuesday, December 14, 1995, to be eligible for counting.**

Employees who do not receive a ballot by Tuesday, October 31, 1995, may request a duplicate ballot in writing through their departmental election coordinator by Tuesday, November 11, 1995. For more information, contact your departmental personnel office, the Registrar-Recorder/County Clerk or Executive Office of the Board of Supervisors.



Marrow
Drive
A Life-
Saving
Success

The June 8, 1995 American Red Cross/Marrow Donor Drive at the Kenneth Hahn Hall of Administration was a great success, especially in the identification of a significant number of potential marrow donors. A total of 162 marrow donor volunteers revealed strong participation from the African-American and Hispanic communities. These individuals have been added to the National Marrow Donor Program's registry. Concurrently, the Red Cross collected a total of 165 pints of usable whole blood -- almost twice the amount collected at last year's June blood drive. Stay tuned for more details in upcoming issues of the County DIGEST regarding the next scheduled Blood Donor/Marrow Testing Program on December 7, 1995, at the Hahn Hall of Administration.

County DIGEST

Members of the Board

Gloria Molina
Chair
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Yvonne Brathwaite Burke
Second District

Zev Yaroslavsky
Third District

Deane Dana
Fourth District

Michael D. Antonovich
Fifth District

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