

# County DIGEST



OCTOBER 16, 1995

COUNTY OF LOS ANGELES

From the  
Employee Assistance Program

## Emotional Hardiness In Times of Change

Have you ever noticed how some people roll with the punches and others panic in times of change? The key to getting through difficult periods of change is to have a **plan of action** that allows us to take as much control of our lives as possible. This allows us to anticipate and prepare for changes, such as job reductions, layoffs, or other changes in status.

The people who master change are those who plan, utilize a social support system, and take care of their physical and emotional well-being. Having a back-up plan to survive a difficult job status change includes the following:

- 1. Assess your current financial situation.** Look at all sources of income -- unemployment insurance, savings, saleable items, etc.
- 2. Reduce expenditures.** Think about reducing or discontinuing use of credit cards. Don't deplete cash reserves by paying off entire debts. Look at where your money is going, and limit spending to only necessary items. A few possible reductions include cable television, eating out, vacations, and private schools.
- 3. If a new job is needed, prepare a resume.** Develop several resumes to highlight your qualifications for different jobs that you may want. Take advantage of resources offered to assist in writing resumes.
- 4. Look for the new job.** Assess

(see "Change," page three)

Employee of the Month

## OSCAR TANDOG: Cost-Cutting Innovator

Oscar Tandog is a man who welcomes challenge and has learned from many of them. After spending his entire 24-year County career at the financially beleaguered LAC+USC Medical Center, Tandog still believes that dedicating almost a quarter century of his life to County service was the best decision he's made.

Since his arrival, Tandog has trailblazed a legacy of innovation, automation, cost-containment and revenue generation for the Health Services Department, and also Countywide. In gratitude to him for his never-ending enthusiasm, dedication and bottom line results, the Board of Supervisors honored him in a Board room ceremony on September 26, naming him County Employee of the Month.

Growing up in the Philippines when it was still a U.S. territory, Tandog studied English as a schoolchild and lived under the American flag. So, when he decided to emigrate to America with his young wife and two-year-old son, the cultural shock experienced by so many arriving foreigners was minimal.

"I arrived in Los Angeles on August 14, 1971, and was on the job as a laboratory assistant in General Hospital on September 28," says Tandog.

Soon, his willingness to work hard began to show and he was asked to become acting supervisor. Tandog gladly accepted.

"I was eager to learn and saw it as an opportunity for me," he explains.



*Tandog receives his scroll of commendation from Board chair Gloria Molina.*

After a successful two years in the laboratory, Tandog gained visibility in 1973 when the Medical Center's executive director drafted him to join the County's newly-established Affirmative Action Advisory Council.

"The experience helped me grow in attitude. I began volunteering to help arriving immigrants from all countries. It was an exciting time to see the emerging ethnic diversity of Los Angeles," he says.

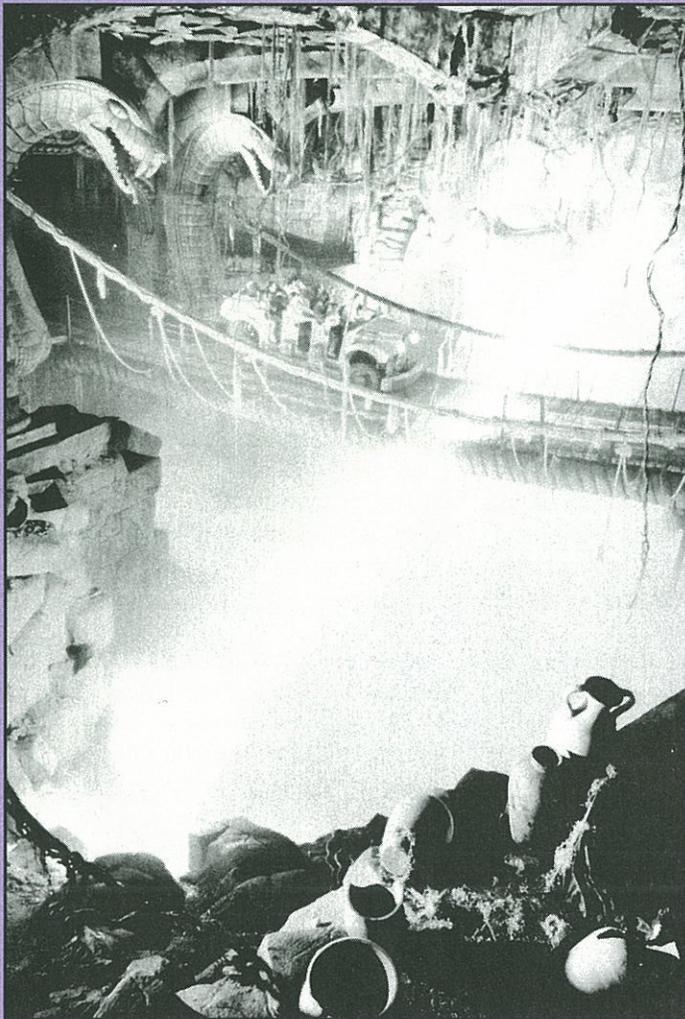
Unlike many of the immigrants he assisted, Tandog arrived in the U.S. on a "preference visa," given to educated professionals. With an economics degree from MLQ University of the Philippines, he came to the Medical Center with many ideas about improving the way the County does business. A round of UCLA management courses also equipped him to meet his managerial responsibilities. Throughout his career, the County has drafted him for many creative, cost-cutting projects.

Tandog is credited with the success of many of them, including the creation of a centralized invoice processing system, for which he garnered a NACO (National Association of Counties) award in 1984; the consolidation of

(see "Tandog," page four)

The 1995 Community Support Campaign

## County Night at Disneyland on December 1



With more thrills and chills at Disneyland's new Indiana Jones Adventure, the latest addition to the 40-year-young theme park, County employees are invited to attend "County of Los Angeles Adventure Night at Disneyland" on Friday, December 1, 1995, from 8 p.m. to 1 a.m., in support of the County's 1995 Community Support Campaign.

For only \$25.00 per Passport (all ages; children two years and under are FREE) and FREE PARKING (a \$6.00 savings), County employees can enjoy world-famous Disneyland, all decorated for the holiday season. Avoid the regular weekend crowds by attending this special event. The best part of all? For each ticket sold, two dollars will be



donated to the County's Community Support Campaign. Door prize chances and live entertainment will surely ring in the holiday spirit for all who attend this magical evening. As an added bonus, the Disneyland Hotel is offering County employees the Private Party Special hotel rate of only \$109.00 for Friday night, December 1, 1995; additional room nights are \$139.00.

For more information and to purchase tickets, contact your departmental Community Support Campaign Coordinator. Tickets are available on a first-come, first-served basis. Passport purchase includes admission to Disneyland Park and unlimited use of attractions (except Arcades).

The 1995 Community Support Campaign kicked off on September 18, and will culminate in the December 1 County Night at Disneyland. This year's campaign benefits six local non-profit organizations committed to improving the health and well-being of the Los Angeles community, including the Asian Pacific Community Fund, Brotherhood Crusade Black United Fund, Inc., Earth Share of California, Los Angeles Women's Foundation, United Latino Fund, and the United Way of Greater Los Angeles. Campaign Chair, Supervisor Gloria Molina, encourages all County employees to voluntarily participate.

From the County Archives

## The Ford...

The historic John Anson Ford Amphitheatre, nestled in the Cahuenga Pass area of the Hollywood Hills, just celebrated its 75th summer entertainment series. As a birthday gift, the County is making \$2 million in capital improvements to the venerable site. The 1200-seat outdoor amphitheatre opened in 1920 as the site of the Pilgrimage Play, which ran there for over four decades. Since 1993, the Ford has also been the home of the County-sponsored "Summer Nights at the Ford" series.



*THE FORD IN DAYS PAST: A scene from the 1922 run of the Pilgrimage Play, "Salome before Herod," the original play for which the Ford Amphitheatre was built.*

"I'm very pleased to note that, at 75 years of age, the Ford Amphitheatre is looking better than ever," says Supervisor Zev Yaroslavsky, adding that "it's no mean feat to be expanding cultural programming in an era of declining arts budgets and shrinking opportunities for artists."

Improvements to the stage, backstage and public areas have already begun. The most significant changes include modernized and enlarged concession areas, upgraded and expanded restrooms, and sunshade to shield the audience during daytime performances.

During this past season, theatre patrons were given the option to park free at the nearby Hanna-Barbera Studios lot and pick up the shuttle to the Ford, running every 15 minutes for the nominal fee of one dollar, rather than park for four dollars at the Ford's parking structure.

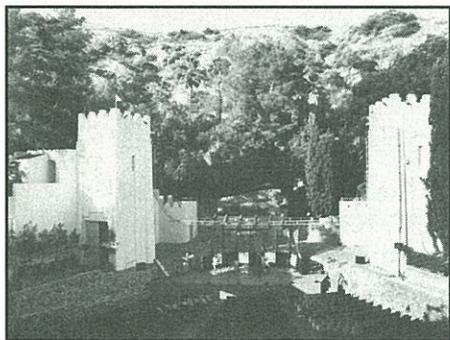
The theatre is one of the most un-

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## ...at 75

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usual performance spaces in Los Angeles. With seating no more than 96 feet from the stage, the space is considered intimate compared to other outdoor performance venues. The theatre has a romantic aura, enhanced by the hallmark crenellated towers that flank its stage. The towers are a souvenir of the *Pilgrimage Play* and represent the gates of Jerusalem.



**TODAY:** A view from inside the historic Ford. Another footnote from history -- during World War II, the theatre structure was converted into dormitories for U.S. servicemen. In 1943, the land was deeded over to the County.

An added piece of important County trivia for the record -- at the June 24, 1995 opening evening performance, the Ford's stage was named for Retired Supervisor Ed Edelman, whose vision inspired the "Summer Nights" series in 1993.

## Change

(continued from page one)

your skills or hobbies that may be used to develop self-employment. Explore leads from friends and family. Check with the Employment Development Department.

Our **social support** may come from coworkers and friends, through caring relationships with loved ones, through a psychotherapist, religious affiliations, or simply someone you know, like and trust. With active support from 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:

**Assessor:** Isidro R. Delgado, Donald R. Harris, Marguerite L. Williams

**Children and Family Services:** Alfred Kelley, Michael Schruben

**District Attorney:** Eldon Pritikin

**Fire:** Lyle S. Andersen, Charles H. Gayles

**Health Services:** Fred Auerbach, Chhaganbhai Bhakta, Dorothy Brown, Lydia H. Contreras, Raymond L. Jackson, Donnie R. Jenkins, Bobbie L. Johnson, Julius C. Johnson, Gloria M. Jones, Ruby J. Moore, Marlene Rafter, Norbert Sigur, Bessie Smith, Laverne O. Taylor, Elizabeth J. Williams

**Internal Services:** Richard M. Andino, John S. Bederio, Frank Cervantes, Boyd W. Pinnell, Virginia Tuttle

**Parks and Recreation:** Robert Turner, Jr.

**Public Social Services:** Raymond L. Garcia, Gerald F. Moyer, Dorothy M. Shepard

**Public Works:** Zvi Eckerling, Talman H. Edwards, George Hanno, Robert D. MacNaught

**Registrar-Recorder/County Clerk:** Beatriz E. Valdez

**Sheriff:** Barton E. Sangren, Kenneth J. Strathman, Richard N. Walls

**Superior Court:** William L. Acker, Raquel G. Samudio

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

**Assessor:** Robert M. Mize

**Children and Family Services:** Gladys Moore, Gerald J. Suk, James J. Walsh, Evelyn Ross

**District Attorney:** Pearl J. Fonseca, Clifton H. Garrott, Brenda J. White-Vital

**Fire:** Michael P. Conti

**Health Services:** Kathleen Byrne, George M. Davenport, Charlotte A. Gowland, Priscilla A. Johnson, Dora L. Jordan, Alice M. King, Patricia A. Leeson, Marie E. Long, Lupe Y. Lugo, Lois M. Norman, Irene Stamos, Lillie Stoudemire, Betty Sugihara, Veyra L. Villalaz, Dorothea A. Walden

**Internal Services:** Richard A. Forrest

**Municipal Court:** Carol J. Kukuk

**Parks and Recreation:** Kenneth Kane

**Probation:** Barbara R. Cooper, David C. Martinez

**Public Defender:** Joan W. Garrott

**Public Social Services:** Frances M. Anthony, Elvid V. Candelario, Ricardo G. Carbajal, Martin Cohen, Asela M. Garcia, Ruth M. Mitchell

**Public Works:** Charles A. Castro, Edley G. Watson

**Sheriff:** Lloyd Blackmore, Jr., Ronald W. Johnson, Merinio A. Labio, William A. Neumann, Harold D. Phelps, Alexander P. Sandoval, Richard M. Verner, Mary L. Waggoner, Charles W. Weathers

**Treasurer and Tax Collector:** Herman J. Augustine

you feel you are not alone when you experience a crisis or significant change in your life.

**Self care** means taking better care of yourself.

- **Exercise.** Develop an exercise program that suits your health status and interests. Whether you take walks, practice yoga, or join an aerobics class, exercise is an important way to release stress and build stamina.

- **Nutrition.** Be sure to eat a balanced diet. Limit sweets and avoid alcohol and drugs.

- **Relaxation.** Learn relaxation tech-

niques and use them regularly. Deep breathing, listening to music and playing relaxation tapes are just a few available relaxation methods that people find helpful.

Remember, your Employee Assistance Program is an additional source of emotional and informational support during times of change. For free, confidential counseling at any of three locations, call (213) 887-5300.

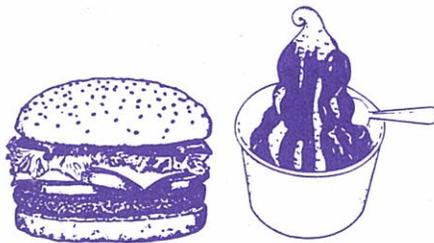
# Get Healthy... Change Your Diet

It was more than 10 years ago when Supervisor Mike Antonovich recommended the formation of the County's Task Force on Nutrition to provide nutritional guidance and education for all County residents, particularly youths in juvenile detention camps and centers.

The first step in getting healthier is losing weight. One way is to cut down on total fat intake, include a variety of fresh vegetables and fruits in the daily diet, and eat more high-fiber foods, such as whole grain cereals and bread, as well as fiber-rich fruits and vegetables.

Avoid high-fat foods like vegetable oils, cheeses, butter, cream and most meats. Processed foods like potato chips, most baked goods and cold cuts, have lots of fat added to them and it is best to avoid them.

The County's Nutrition Task Force is a voluntary group of health and nutrition professionals appointed by the Board of Supervisors. Look for more nutrition tips in future issues of the County DIGEST.



## Election Reminder

Safety members of the Los Angeles County Employees Retirement Association (LACERA) are reminded to vote in the current election for the Fourth Member, Board of Investments, and the Seventh and Alternate Members of the Board of Retirement.

Ballots will be mailed by the Registrar-Recorder/County Clerk on Tuesday, October 17, 1995. Eligible Safety members who do not receive a ballot via U.S. mail by Tuesday, October 31, 1995, may submit a written request for a duplicate ballot to their departmental election coordinator no later than Tuesday, November 7, 1995, in order to vote in this election.

## TANDOG

(continued from page one)

patient transportation costs; the coordination of the Up-front Cash Collection System, generating over one million dollars in revenue; the Lost Medical Records Retrieval Project, resulting in the retrieval of billable MediCal/Medicare records, and scores of others. In 1984, the County's Chief Administrative Office recruited him to develop a fixed assets inventory system to meet the State's compliance regulations.

Currently serving as the director of telecommunications for the Medical Center and the Northeast Cluster's comprehensive health centers, Tandog's outstanding decision-making abilities and good ideas are largely responsible for helping to bring the outdated, 1930's-era hospital into the 90's when it comes to communication. Tandog successfully fought for the establishment of a fiber-optics cabling system throughout many hospitals and clinics in Health Services. Today's e-mail systems, network management and technology services at LAC+USC Medical Center are all outgrowths of Tandog's stewardship.

Tandog even met the recent challenge of staff cutbacks in his own department with an innovative solution.

"After going from a staff of 26 to 12, I was determined to keep up with the growing need for telephone operator services. I decided to automate the Medical Center's telephone operations with a personal computer-operated answering service called 'Startel,' working with Pacific Bell, one of our largest vendors," he explains.

Although Tandog is soon eligible to retire, he's not ready.

"The time to help is now. I'm very grateful to the County for keeping me employed, and I want to help them prepare for the future," he says.

## Upcoming Job Fairs

The Los Angeles Daily News will sponsor a job fair on Wednesday, October 18, 1995, from 9 a.m. to 6 p.m., in Universal City at the Sheraton Universal Hotel. For more information, call 1-800-735-0578.

Jobs for Progress, Inc./SER South Bay will also sponsor a job fair on Thursday, November 30, 1995, from 10 a.m. to 3 p.m., in downtown Los Angeles at the Hyatt Hotel, located at the corner of Seventh and Flower Streets.

The DIGEST will continue to provide ongoing information about upcoming job fairs each month as it becomes available.

## Nordstrom Winner Named

Congratulations to **ROBBIE GREGORY**, an employee in the human resources section of the Health Services Department, for being selected as the winner of the \$50 Nordstrom's gift certificate. The contest was published in the September issue of the County DIGEST. Have fun shopping, Robbie!

## 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

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