

County DIGEST



APRIL 15, 1996

COUNTY OF LOS ANGELES

Meet Conny McCormack, New Registrar-Recorder/ County Clerk

When asked by the Board of Supervisors during her job interview whether or not she really wanted the job, Conny McCormack replied, "Do you know any other candidates who flew 8,000 miles for an interview?"

After all, she was living in Moscow, Russia, at the time, working as an advisor to the Russian government's Central Election Commission on preparations for their first democratic parliamentary election last December, while on leave from her job as San Diego's Registrar.

Moving around the globe is easy now for McCormack, the daughter of an Air Force officer and former military nurse, after attending three high schools in England and two U.S. colleges before entering the world of local government in Dallas' County courts system in 1978. "While growing up it was horrifying to move constantly, but now I realize that it was character-building," she says.

Following problems with the 1980 Presidential election, Dallas officials decided to put McCormack in charge of the County's election process in 1981. They were impressed with her management style and administrative experience, but she recalls her reception as "less than warm" from a conference room filled with her new employees.

"I was honest with them, telling the staff that I knew nothing about elections," remembers McCormack. "We have two choices — succeed or fail. I



Conny B. McCormack

need your help to succeed," she told them.

For six years, McCormack built and ran a successful election operation until 1987, when she decided to move to California to accept an offer as San Diego's new Registrar of Voters, a position she held for seven years and planned to return to. But after spending last year in Russia, the lure of excitement and the need for a new challenge surfaced and she set her sights on the Los Angeles County Registrar-Recorder/County Clerk position shortly after learning that Beatriz Valdez was planning to retire.

The Board unanimously selected McCormack during a closed-door session last October. She immediately flew back to Moscow to complete her work there. McCormack's first day on the job came just days before Christ-

(see "McCormack," page three)

Join The Network

Senior Los Angeles County women managers are encouraged to support and join The Network by becoming members in 1996. The Network serves to enhance professional development and effectiveness by fostering communication among the top women managers in Los Angeles County; providing a forum and support for a manager's network; providing educational presentations of interest to women managers; and giving managers an opportunity to exchange information and ideas about County programs with each other as well as with private sector entrepreneurs and managers.

If you are not a senior woman manager, but would like to participate in their activities, you are still invited to join as an associate member. The Network also accepts County men into its membership. Annual dues of \$15 cover the costs of providing guest speakers with lunch and a small gift of appreciation for their presentations.

Monthly luncheon meetings showcase a speaker and topic of interest, along with a two-minute autobiography to help employees get to know their County managers better.

Interested employees should send a check for \$15 made payable to The Network, to Toni Franklin, Information Systems Division, Department of Public Works, 900 South Fremont Avenue, Alhambra, CA 91801. Please include your name, title, department, work mailing address and phone number, with your dues payment.

Coming up: On April 25, Network members are invited to attend the "Spring Garden Tour and Luncheon" at the Descanso Gardens in La Canada/Flintridge. Join today!

Radford "Jerry" White, Jr.: A Voice for the Animals

For the past 14 years, a crisp, dry-cleaned uniform hung in his closet without being worn even once. It survived four house moves and still hung in its plastic bag, waiting. Finally, it was called out for duty on the morning of March 19, 1996, when its owner, Radford "Jerry" White, Jr., Animal Control Officer at the County's Castaic Animal Care Shelter, wore it as the Board of Supervisors honored him as the March 1996 County Employee of the Month.

It was an odd experience for White, who much prefers to be in the company of animals than people. "I'm not one for pomp and circumstance," he laughed, "and it was a battle fitting into that uniform after all these years."

White, a 21-year employee of the Department of Animal Care and Control, has spent more than two decades caring for, protecting and serving the animals of Los Angeles County's Santa Clarita Valley area. In his position, he serves in three different capacities — as Field Supervisor, Humane Investigator and as Training Officer. He has his hands in everything from dangerous or barking dog complaints, filing animal abuse cases in the local courts and the District Attorney's Office, to vehicle safety and maintenance checks. But his one true love is an animal — any shape, size or kind.

"I was given some wisdom by an elderly County veterinarian who once stopped me from hitting an abusive horse owner," says White. "The vet calmly told me not to do anything except to remember that I was the 'animal's voice in court.' That always stuck with me."

Most of his friends are "old cowboys and horsemen," he says, which prompted him to bring his friends together to form the Department's Emergency Volunteer Rescue Team (EVRT) in the late 1980's, a group of 35-40 people who own horse trailers and possess the handling experience needed

Officer Radford "Jerry" White, Jr., is presented with a scroll of commendation from Board Chairman Michael D. Antonovich.



to quickly transport all types of animals out of dangerous environments, such as raging fires or floods. This project is considered to be White's largest productivity improvement effort to Department operations.

"We can move 125 horses at one time," says White, adding that he's got plenty of "dog people, cat people and bird people" to make additional rescues. "I can even get an elephant trailer if I need it."

Except for Margo, his wife of 15 years, and their children, White says, "I'll always choose animals. In fact, the more people I meet, the more I love animals."



Hearing All Jobs: TTY Machines Installed

The Department of Human Resources has installed two TTY machines for the hearing impaired to access the County's 24-hour-a-day Job Information Hotline. The numbers are (213) 974-2394 (Hall of Administration headquarters) and (213) 887-6356 Employment Information Services Office (EISO).

April Retirees

Congratulations to the following employees who are joining the ranks of the retired, after 30 or more years of service to the people of Los Angeles County.

Agricultural: Sterling V. Fosberg
Assessor: Arnold L. Cabrera, John H. Hammerot, Estelle B. Moore
Auditor-Controller: Beverly J. Robertson
Board of Supervisors: Theresa M. Greene
Fire: Thomas S. Benton, Stephen Chase, John W. Ireland, Vance R. Tracy
Health Services: Ralph M. Beal, Bessie M. Bean, Geraldine Bullock, B.P. Citron, Marilyn C. Edwards, Ulysses Gallimore, Norman Groom, James Heflin, Shirley A. Jackson, Lureta Johnson, Dorothy E. LaMothe, Leroy Mabrie, Renaldo C. McLaughlin, Pollyanna B. Moore, William G. Moore, Hugh M. Prentice, Jr., Charles Roberson, Robert Smith, Robert Snow, Judith C. Wilander, Blanche Williams
Internal Services: Robert H. Harrison,

James O. Lynn, Kenneth Noernberg, James H. Olds, Jr., Jackie M. Savage, Terry L. Schlador, Alfred Smith, Clifford H. Thompson, William J. Truver
LACERA: Jerald D. Hampton
Mental Health: Gloria O. Jackson
Probation: Kathryn M. Bell, Ernest J. Butler, Bonnie L. Radford
Public Social Services: Roberta J. Browning, Bernice Burns, Marda C. Chow, Nancy L. Evans, Leonard Rosenberg, William K. Woodry
Public Works: Harvey Ambers, Brady L. Jones, Charles G. Sudduth
Sheriff: Artie C. Belcher, Queen E. Brown, Wayne M. Chambers, Archie E. Cross, Jr., Stephen A. Deponte, Patrick O. Devaney, Paul R. George, Gunars Heine, Barbara J. Hodges, David H. Kading, Mary E. Marez, John L. Matthews, Vincent V. Montes, Jr., Ronald L. Morgon, Kenneth H. Ostling, William E. Raisty, Edwin J. Thatcher, Robert S. Young, Jr.,
Superior Court: Barbara S. Jackson, Marguerite G. McKinney, Josephine Williams

Treasurer/Tax Collector: Thelma C. Armstrong

Congratulations to the following employees who retired after serving the County for 25-30 years:

Assessor: Charles H. Anderson
Auditor-Controller: Elaine Barton, Elsie T. Okamura
Chief Administrative Office: Etsuko J. Mura, Helene L. Patton
Children and Family Services: Anita M. Alexander, Katherine H. Huffstetler, Magdalena B. Kadir, Caroline L. Vassallo
Community and Senior Services: Ralph G. Molinar
County Counsel: Anna M. Mason
District Attorney: Edward W. Saxton, John E. Erlinger
Fire: William L. Hickman, Larry L. Lockett
Health Services: Dorothy Breakfield, Hortensia Carter, Dorothy M. Henry, Doris Jones, Frances R. Montano, Thelma A. Obfenda, Lillian M. Payan, Mattie Randolph, Mary E. Robison, Bernice E. Smith, Peter P. Varga, Irwin Weinstein, Gertrude H. Williams
Internal Services: Donald W. Ceragioli, Ernest Gomez
Parks and Recreation: Phillip Aguilar, Jr.
Probation: Frank J. Mannina, Melville C. Perry, Aaron Piggee, Jr., Christine A. White
Public Defender: Daniel Blum, Nadene Shubin
Public Library: Audrey B. Thomas
Public Social Services: Esther Arvizo, Lizzie M. Barnes, Nora Middleton, Paz S. Ochoa, Martha J. Roberson, Gloria D. Vaughn
Public Works: Anselmo I. Perales, Balwinder S. Sukhija
Sheriff: Lawrence D. Brademeyer, Grace M. Colleran, Charles M. Heminway, Joseph C. Hornback, Ocie J. Jefferson, Ted E. Kirby, Marsha A. Middleton, Jr., Keith A. Mohagen, William E. Roman, Jerrie A. Taylor, Robert L. Vannaman
Superior Court: Donald R. Alexander, Patricia A. Welch

McCormack *(continued from page one)*

mas, on December 21, 1995. Her plans are many, some of which are already in the works.

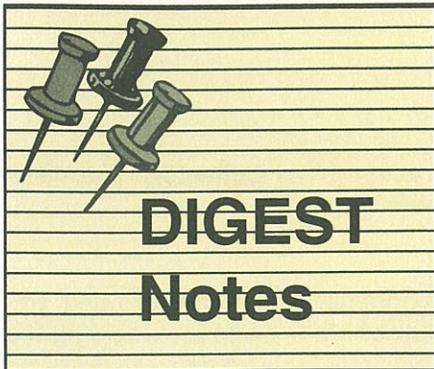
McCormack plans numerous cost-saving ideas, including greater consolidation of precincts which will affect voters. At the same time, she plans increased communication at polling sites about pending changes in the voting system. "If voters see simple signs explaining why we are making changes, it will help them understand the reasons for the changes. The public has a right to know what's going on and why," she says.

Real-time election results on the Internet and using the blank pages included in the sample ballots to provide information on other County services are just two other ways McCormack has already begun to make changes.

With regard to the Recorder's operations, "We are still using an antiquated system for the millions of documents processed and filed," says McCormack, vowing to eventually upgrade to a computerized imaging system which can be easily accessed by her staff and the general public. "Such a system will also facilitate full-service at branch offices."

With 7,000-10,000 filings a day, only the Pentagon and the nation's Social Security Administration have more records than the County's 100 million records in storage at its sprawling Norwalk facility.

To improve morale, she calls all employees on their birthdays. With 738 employees, that's a lot of calls, but McCormack says she like the sense of connection and wants to avoid isolation. "I want every employee to know how much they are valued as a part of our team," she says.



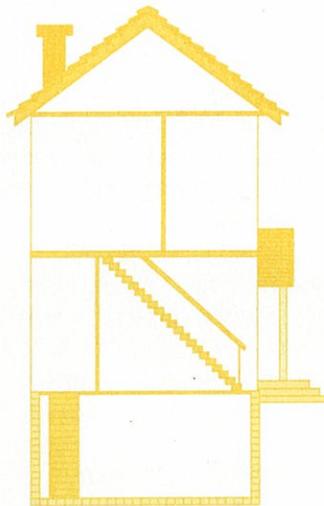
Learn How to Eat Right

The Los Angeles County Task Force on Nutrition invites all County employees to attend its 1996 Nutrition Symposium on Thursday, May 9, 1996, 9 a.m. to 3:30 p.m., at the County Arboretum in Arcadia. This diverse educational forum will feature well-known nutrition specialists, including Earl Mindell, Ph.D., best-selling author of the "Vitamin Bible." Attendees will receive a natural foods breakfast and lunch.



Artist Selected for County Directory

The Internal Services Department is pleased to announce that Loren Clapp, senior graphic artist in the Chief Administrative Office, is the winner of the contest, "Looking for a New Look for the County Directory." His winning illustration depicts the view from his seventh-story graphics studio in the Kenneth Hahn Hall of Administration and will appear on the cover of the next issue of the County Directory — all 35,000 copies of it! Thanks to all who entered the contest, says Frances Gonzales, organizer.



You're On Your Own! What Now?

You might very well be in this situation following a major earthquake in the greater Los Angeles area. Are you prepared to survive on your own for a week or more without any outside assistance? Now is the time to take the steps you need to get your family, friends and neighborhood prepared to be self-sufficient. Keep emergency supplies, such as water, food, first aid kit and manual, flashlight, radio, extra batteries, fire extinguisher, tools and cash at home, in your car and at your workplace. Don't wait 'til it's too late! Reduce your risk in 1996. For more information, contact Joyce Harris in the County's Office of Emergency Management at (213) 974-1166.

Consumer Affairs Turns 20

On tax deadline day in 1976, County residents soothed their taxpayer blues by celebrating the opening of the County's Consumer Affairs Office. Since then, this small department has assisted more than three million people in consumer protection, small claims advice, mediation and cable television franchising programs. Recently, the Department's investigation of over 400 complaints led to the uncovering and subsequent prosecution of one of the largest land fraud cases in the County's history. Under the leadership of Consumer Affairs Director Pastor Herrera, Jr., services are offered to the public through award-winning volunteers and dedicated staff, in both English and Spanish. For more information, call (213) 974-1452.

Celebrate Public Service Recognition Week May 6-12, 1996

Each year, the National Public Employees Roundtable, a Washington, D.C.-based organization, encourages governments across the nation to celebrate Public Service Recognition Week. This year, the County will be celebrating Public Service Recognition Week from May 6-12, 1996. During this week, County departments are encouraged to plan activities to recognize outstanding programs or performance. **NOW IS THE TIME TO HONOR EXCELLENCE IN COUNTY GOVERNMENT!**

For ideas on how to celebrate Public Service Recognition Week, contact your departmental coordinator or Countywide Coordinator Nancy Eiser at (213) 974-2637.

County DIGEST

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Commuter Connection

Spring 1996

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Telecommuting Works

John Coyle, Human Services Administrator with the Department of Community and Senior Services, starts work each Monday at 7:30 a.m. by going through his incoming mail, checking his voice mail messages and returning telephone calls to fellow workers and other colleagues.

The trip to his worksite takes him just a few steps to the work area set up in his bedroom. Outfitted with a desk, laptop computer, printer,



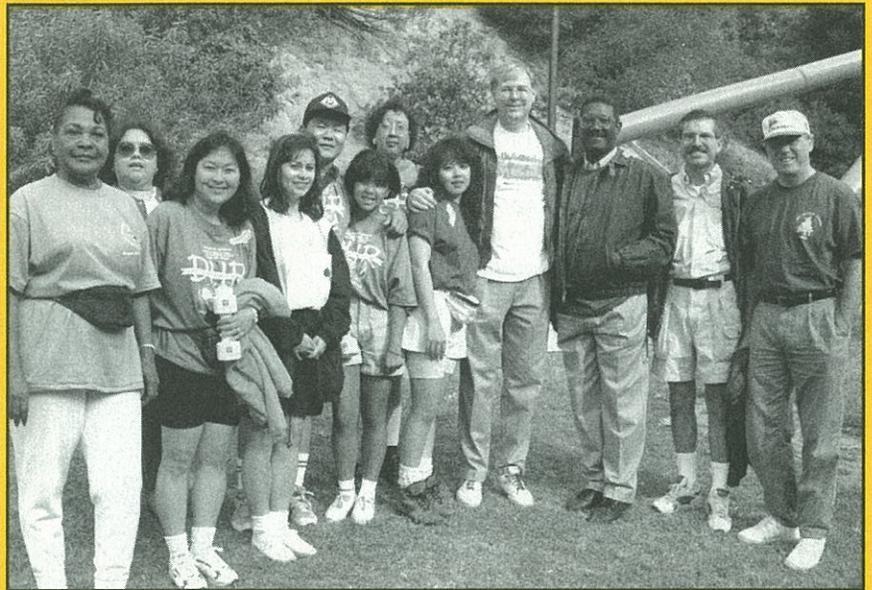
GETTING THE JOB DONE: John Coyle, Department of Community & Senior Services telecommuter, reports on work efficiencies.

telephone and fax machine, Coyle's work tools even include a listing of all of his assignments which he updates almost everyday, and a directory of frequently called telephone numbers. Yes, Coyle is a home-based telecommuter on Mondays and every other Friday.

Much of Coyle's work focuses on the prevention of elder abuse, neglect and financial exploitation. His responsibilities include legislative analysis, the designing of special elder

(continued on page two)

Walk for Someone You Love



1996 WalkAmerica Chair, Supervisor Mike Antonovich and County walkers hope to see you at this year's walk. See story on page four.

Santa Clarita Sheriff's Station Passes Inspection

Recently, Michael Shedd, Employee Transportation Coordinator at the Santa Clarita Valley Sheriff's Station, received a congratulatory letter from the South Coast Air Quality Management District (SCAQMD) on their facility's achievement of its air quality goal.

While their goal-achieving trip reduction plan continued to feature rideshare strategies, Shedd credits a compressed workweek schedule as the most successful rideshare option in their plan, with

telecommuting a strong alternative. But the real test came when the station took a calculated risk and agreed to submit the station to a SCAQMD "no-fault inspection" which could potentially save the cost of required filing fees. The decision paid off. The Santa Clarita station not only passed the inspection with flying colors, they also were granted the SCAQMD filing fee waiver which saved the County

(continued on page two)

Telecommuting

(continued from page one)

abuse prevention projects provided by the department, earthquake response assignments, program development and writing Board letters, reports and other correspondence.

Coyle states that he is more focused, less stressed and more productive on the days he telecommutes. He also likes eliminating the 20-mile round-trip to work required on his nontelecommuting days.

Coyle has found that the most productive telecommute days are those that involve a combination of work activities, including reading and analysis, telephone work and development of a written product. Due to the quiet atmosphere and absence of interruptions, Coyle states that he can also "focus much better at home than in the office on assignments that require thought and concentration, such as legislative analysis and other reading assignments."

Fine-tuning his own telecommuting skills, Coyle states, "Telecommuters need to organize their work assignments and work flow because normal support systems, co-worker assistance and support staff are not as accessible. You learn to be self-sufficient and well organized. Some of his work efficiencies include:

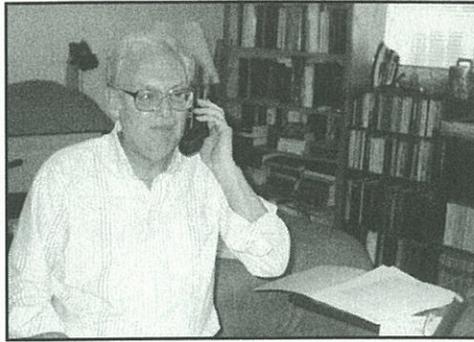
1. Maintaining a list of all assignments that need to be completed, along with the dates of completion. This helps you to quickly identify ahead of time the assignments that need to be worked on while telecommuting.

2. Keeping all assignments in separate folders. This helps to ensure that you take home each assignment that needs to be worked on, along with its related background documents.

3. Maintaining a directory of all frequently called telephone numbers, keeping a copy both at home and at the office. This helps you contact people as conveniently from home as from the office.

4. Programming your telephone to automatically dial numbers, such as Compass access codes and voice mail access numbers. This can save hours of time over the course of a year.

5. Maintaining a listing of telephone prefixes that are considered local calls from your home, usually listed in your telephone book. Such a listing enables you to save time by not using your Compass card and the extra dialing required when dialing these numbers.



Coyle says that "organizing your work is key to successful telecommuting."

6. Programming your computer to print departmental letterhead. This eliminates the need to keep supplies of letterhead at home.

7. Enjoying the extra time gained through telecommuting and not having to be on the freeway by exercising, meditating or whatever else helps you start your day on an upbeat mode.

Coyle also credits his progressive-thinking department head, Lynn Bayer, for her strong support of the County's Telecommuting Program. He says, "With a diverse range of work assignments and the need for quiet time (thinking time), telecommuting just makes good sense. I'm glad that Lynn also views it this way."

Sheriff's Station (continued from page one)



Chief Paul Myron, Michael Shedd and Captain Michael Quinn

dollars and set an example for other worksite coordinators to follow.

Station administrators, Captain Michael Quinn, Operations Lieutenant Robert Elson and Chief Paul Myron were also major players in this success story. "Achieving our clean air goals for the first time was great," says Shedd. "The hardest hurdle to overcome was the 'that's the way we've always done it' mindset. My advice to other coordinators is not to be afraid to experiment with new ideas."

The County's Commuter Connection salutes Shedd and the Santa Clarita Sheriff's Station personnel on a job well done!

Children Count

As more and more families travel longer distances to work, the location of a child care center can be the deciding factor when trying to find a convenient child care facility. Fortunately for Nancy and Alec Imperial, the Rancho Los Amigos Child Care Center, located 10 miles from Nancy's office and near husband Frank's office, provides convenient and outstanding child care services.

Son Alec has spent almost four years of his life at the Rancho Center and that's a long time when you're a young man of seven. The Center, open from 6:30 a.m. to 6 p.m., is a great convenience for Alec and his mom, a Probation Department employee.



A family that counts: Nancy, Alec and Frank Imperial

Rancho Center, whose primary concern is the child's welfare, also features curriculum on environmental issues. As part of the Center's learning experiences, Alec recently had his first "green" lesson on the importance of ridesharing and how it can reduce air pollution. The Center's focus was a "traveling around the world" exercise which took the children on an imaginary trip to other countries. Demonstrating the Center's concern for air quality, the children held their own "Tour de France" on tricycles.

Then, on their visit to South America, the children discovered the significant role a rain forest plays in our environment. On their carpool ride home one night, Alec reported that the "rain forest is very important because it is home to many different animals and its trees give us the oxygen that we breathe."

Nancy added, "I'm his captive audience when we rideshare and he constantly tells me that people should stop putting trash into the ground and smog into the air."

Meet the Carpooling Coopers

The Cooper family, Steven, Nedra, Kym (11 years old) and Korin (10 years old), have been a carpooling family for eight years. Nedra is a 20-year Probation Department employee and Steven is a 21-year veteran with the Internal Services Department (ISD). This family's commitment to fighting air pollution has been a daily practice as they rideshare 25 miles from their Pomona home to Downey.

Recently, daughters Kym and Korin artistically demonstrated their concern for the environment by entering a rideshare poster drawing contest sponsored by ISD. While Korin won second prize in her age group, Kym, an honor student at Downey's South Middle School, won the Grand Prize, complimentary passes to Sea World.

Experiencing different rideshare benefits, Steven states that the "practical side of carpooling" benefits the family through lower maintenance costs for the family car, while Nedra points out that "conversation time with Mom and Dad" provides the family with special time with each other.

Daughter Kim sees the benefits of ridesharing as being able to finish her homework in the car and then having additional play time when she gets home. Korin likes the social benefits, saying "If you rideshare you can go in the carpool lane and wave to people as you pass them."

The children also like meeting their parent's coworkers. Kym states that she appreciates "meeting and making new friends who look out for them." Her message to everyone is that "we all need to work together to make the world pollution-free."



Steven, Nedra, Kym and Korin Cooper



Fueling the Way to Cleaner Air

The County is making great strides in fueling its way to cleaner air. Building on the first steps taken by Supervisor Mike Antonovich in mid-1994 with the official opening of the first Compressed Natural Gas (CNG) fueling stations at the Internal Services Department headquarters at 1100 North Eastern Avenue in Los Angeles, the purchase of clean fuel vehicles is a County priority.

The CNG fueling station, made possible through a public-private partnership with the Southern California Gas Company, has enabled the County to expand its use of CNG fleet vehicles. In fact, over 180 additional fleet vehicles that either use Methanol, CNG or Propane have been added as replacement vehicles.

These clean fuel vehicles have provided a safe and clean alternative to smog-producing diesel and regular gasoline fueled vehicles. The County's bonus under the SCAQMD new Rule 2202 is that employer clean fuel vehicles are now eligible for "work trip" credits (work-related trips conducted during the work day).

Will the future County fleet include electric vehicles? Stay tuned.



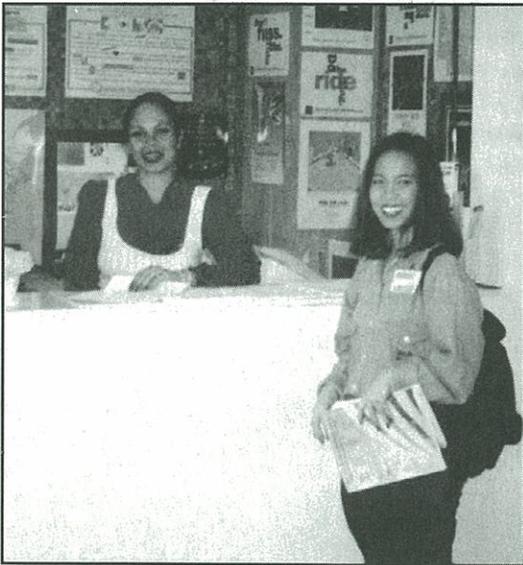
Commuter Corner

California Bike Commute 1996

On Thursday, May 16, 1996, organizers expect roughly 25,000 cyclists to commute to work by bicycle. This event is sponsored by the American Lung Association, Caltrans and private corporations. For more information, call Kasey Butler at 1-800-679-2453.

Fast Lane Contest

If you have a funny, romantic or outrageous carpool or vanpool story, you may want to enter the "Tales from the Fast Lane" Contest. To be eligible to win a trip for two anywhere Continental Airlines flies in the U.S., Mexico or the Caribbean, a \$1,000 spending spree, courtesy of Bank of America and Pacific Bell, a six-month Family Fitness Center membership and other prizes, call 1-800-COMMUTE, select option "3" and request a contest entry form.



Dondi St. Lewis provides rideshare information daily from the County's Commuter Service Center located in the Kenneth Hahn Hall of Administration.

March of Dimes Walk

(story from page one)

County employees will "Walk for someone they love" on Saturday, April 27, 1996, as part of this year's March of Dimes WalkAmerica event. During a recent WalkAmerica breakfast, Supervisor Mike Antonovich commended department heads and coordinators for raising almost one million dollars over the last 10 years to help fight birth defects.

Saluting the County's top team, Supervisor Antonovich congratulated Eddy Tanaka, director of Public Social Services, on the recent birth of twin granddaughters, Katie and Kristi. They were born prematurely, but are healthy little girls, now at home with their parents. Tanaka commented, "Our family is grateful for all the research conducted by the March of Dimes. This year's walk has a special meaning for us."

If you'd like to "walk" for someone special, just contact your departmental coordinator or call the March of Dimes at (818) 972-9449. If you'd like to volunteer at the County's registration tables, contact Mary Sherman-Jones at (310) 908-8412.

Pooling Saves Time

On their way to work, County vanpoolers have more time to read the newspaper, have more time to snooze, and have more time to listen to music or just relax.

Vanpoolers who commute more than 40 miles one-way can arrive at work on time, relaxed and ready to start the day on a positive note. Karyl Burt, a Palmdale vanpool passenger, says, "The reason I vanpool is to save myself the stress of long-distance driving, plus to eliminate the wear and tear on my own car."

For more information on forming or joining a vanpool, call the County Commuter Service Center at (213) 893-1290, or contact the County's Vanpool Program Manager Ruben Rivero at (213) 974-1182.



Palmdale Van members (L to R): John Sunshine, Debra Smith, Caroline Marchese, Maria Perez, Etefania Albano, driver Ben Martinez, and Laura Cor-Dova.



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