

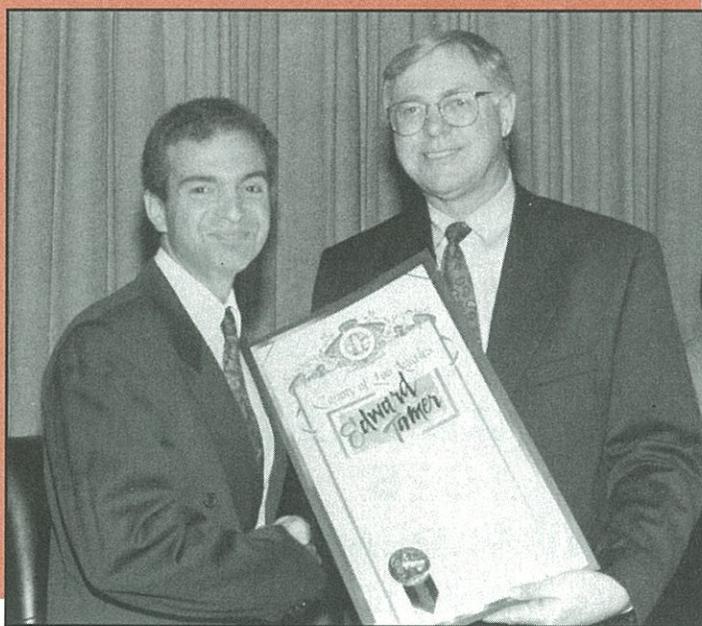
County DIGEST



OCTOBER 1996

COUNTY OF LOS ANGELES

EMPLOYEE OF THE MONTH EDWARD TAMER



EDWARD TAMER IS CONGRATULATED BY BOARD CHAIRMAN MICHAEL D. ANTONOVICH FOR HIS DEDICATED SERVICE TO THE PUBLIC.

On the morning of September 17, 1996, Health Services employee Edward Tamer was headed to the Board of Supervisors hearing room when the driver of a truck cut over into the next lane of the freeway and clipped the front bumper of his car. Already a little nervous, the accident just heightened his anxiety level.

But it was no accident later that morning when the Board honored Tamer with the distinction of September County Employee of the Month. His many contributions to the Department of Health Services for more than 20 years deserve special recognition.

Tamer works as a Data Systems Ana-

lyst II in the Information Management Services Division of LAC+USC Medical Center. He is responsible for the implementation and maintenance of the Compucare Hospital Information System which links the Medical Center with three comprehensive health centers in Health Services' North/East Cluster. With only three weeks' notice, Tamer and one of his co-workers were given the assignment to install 100 personal computer systems and network wiring linking all of them back to the Medical Center's Compucare main processing unit.

In 1993, after three physicians were shot at close range by a disgruntled

patient in the Medical Center's 1050 Walk-In Emergency Admitting area, major security improvements were quickly put into place, including a protective bullet-proof wall dividing patients from hospital staff. Tamer worked tirelessly over an entire weekend, coring through ceilings and walls, to reroute computer cables around the new divider wall. On Monday, the new system was up and running.

"We were not told until Friday morning that the project needed to be finished by the following Monday, when the clinic was to reopen," said Tamer. "In order to install the cabling, we had to crawl through the ceilings. It was a challenge."

Tamer feels very appreciated for his dedication and long hours, which has not gone unrecognized by his supervisor, Debbie Berlin.

"Because of our limited resources, Ed is on pager and is beeped at all hours by our user community," she says. "And because of his commitment to our mission, he returns every page, even during his personal hours and on vacation. He takes care of business and never tells us 'no.' He never seeks recognition for himself, and that's why we're all so proud that he was selected."

Tamer's computer solutions have improved the information systems productivity of the Medical Center through the timely updating of medical records data for the millions of patients served by the Cluster facilities. His active participation in the implementation of the Compucare System led to the Medical Center's receipt of a 1994 achievement award by the National Association of Counties. In that project, Tamer helped install the communications network serving over 900 workstations, printers, and related

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ALCOHOL AND THE FAMILY



Estimates of the cost of alcoholism exceed well over \$100 billion yearly in losses such as medical costs and lost work days. While the toll on the alcoholic is often apparent, the impact on other family members may tend to be overshadowed. In fact, the difficulties that a family member goes through as a spouse, parent, or child of an alcoholic take their own toll on physical and emotional well-being, as well as the ability to be effective and productive in work, school and other daily interactions.

Personal acknowledgment of the drinking problem of a loved one is not a simple matter. The family of an alcoholic typically goes through many stages of denial before recognizing that the problem is very serious and may warrant outside help. In the early stages, the family may be embarrassed at a party or picnic because one family member drinks too much. The drinker may promise to control it better next time. All is well for awhile until another episode occurs.

As the drinking continues, the family begins to become isolated. The spouse tries to control the drinking by avoiding gatherings with friends. Invitations begin to decline as others are bothered by the drinking behaviors, such as loud talk, staggering, or arguments. The family tries to cover up the problem while the alcoholic continues to get worse. The spouse of the alcoholic makes excuses to the employer, explains to the children that daddy or mommy is sick. Arguments become more frequent, each party blaming the other for the problems.

The self-esteem of the non-drinking spouse begins to deteriorate. When the alcoholic attempts to excuse his or her behavior, the spouse becomes a convenient target. "If you were a better housekeeper (or nicer, richer, prettier, more affectionate, etc.), I wouldn't drink."

There may be times of abstinence when everything seems wonderful. The alcoholic treats the spouse royally as if

going through a second honeymoon. This period is followed by another drinking episode complete with family arguments and despair.

As the disease progresses, family friction increases, not uncommonly reaching the level of physical altercations; other problems intensify, such as increasing indebtedness. Family members often believe it is their fault. Children may think they're doing something to cause the problem. The wife may think that if she were different or better in some way all would be well. The husband of an alcoholic often believes that if he were a higher wage-earner or a better lover, his wife wouldn't drink.

An important positive step for the family member to take is to stop making

excuses for anyone who drinks too much. Covering up or denying will not resolve the problem. As difficult as these situations may be, there are resources available to help. Support groups such as Alanon is one resource for learning more about the disease and how to keep life moving in a positive direction.

County employees have an additional resource for confidential assistance and referral, and are encouraged to call the Employee Assistance Program at (213) 887-5300.



Asian Pacific
Community Fund



Earth Share
OF CALIFORNIA



Brotherhood Crusade
Black United Fund, Inc.



Combined Health Appeal

COUNTY OF LOS ANGELES 1996 WORKPLACE GIVING CAMPAIGN: IT'S YOUR CHOICE



United Latino Fund



Los Angeles Women's
Foundation



United Way of Greater
Los Angeles



Local Independent
Charities

DON'T FORGET TO PURCHASE YOUR ENTERTAINMENT BOOKS AND SAVE 50% ON FINE AND CASUAL DINING, TRAVEL, AND MUCH MORE! SEE YOUR DEPARTMENTAL CAMPAIGN COORDINATOR.



DPSS EMPLOYEES ALONZO RIVERA AND ANGELO CALAMERA Poured hours of creativity into this little room in the Glendale office lobby. Instead of running around and distracting their parents, children take a break and have some fun with volunteers.

A CHILD'S HAVEN

That's what the children's play and video room is to the many applicants and recipients of the Department of Public Social Services (DPSS) Glendale Assistance Payments District office at 225 E. Broadway in Glendale.

With limited space and resources, DPSS employees built this haven within its reception area to entertain the children of applicants and recipients. Donations of carpeting, videos and the volunteer labor of carpenter Jesse Sanchez (brother of Eligibility Supervisor Laura Cerda), together with the artistic talents of DPSS employees Alonzo Rivera and Angelo Calamera, helped to complete the 140-square-foot room. The room now contains video equipment, child-size chairs and handcrafted, life-size, 3-D wooden animals.

While their parents attend to business without distraction, the children are educated and entertained. Supervision is provided by adult volunteers or GAIN Prep workers. This small room is another example of how the County strives to provide the best possible service to the public.

TAMER

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hardware and software.

Born in Egypt and raised in Lebanon, Tamer emigrated with his family to California as a teenager. He entered County service in 1976 and quickly promoted to a supervisor in the medical records department of John Wesley Hospital, now known as the H. Claude Hudson Comprehensive Health Center. In 1980, he was promoted to Patient Financial Services Worker and steadily advanced to his current position.

Tamer is actively seeking the completion of a bachelor's degree in information systems and always focuses on the next accomplishment.

"Over the years, you just develop an attitude — either negative or positive," he said. "I always had a positive attitude."

DEMOCRACY IN ACTION

Have you ever wondered how the ballots are counted on election night? Would you like to be a part of democracy in action? The County Registrar-Recorder/County Clerk's headquarters office in Norwalk needs volunteers to assist their Election Volunteer Program for the November 5, 1996, Presidential General Election. Volunteers will work from 6 p.m. to after midnight, removing ballots from sealed boxes, inspecting them, and preparing them for their journey into the computer room for tabulation. To be part of this exciting evening of volunteerism, call Jim Peterson, election volunteer coordinator, at (310) 462-2282, or fax him at (310) 462-2295.



DECADE OF DIVERSITY

OCTOBER IS CULTURAL DIVERSITY MONTH

During the past decade, there has been enormous change in the racial, religious, and cultural population of Los Angeles County. We now have larger numbers of different peoples than any place in the world. This presents us with great opportunities for economic growth and cultural enrichment, but it also creates great problems of increasing prejudice and intergroup tension.

These changes led the the Board of Supervisors to establish October as Cultural Diversity Month. In 1986, the Board of Supervisors made this designation to give all of us in the County an occasion to celebrate the different experiences, traditions and creative talents of the diverse peoples who live here. In December 1995, the Board adopted its official Policy on Diversity to create "an inclusive workplace environment in which each person is valued for his/her unique gifts and talents; to capitalize on the innovation inherent in diverse work groups; and to assure that each person is valued based on individual characteristics rather than on stereotypes or assumptions."

During October, let's focus on the ways in which we can learn from each other and build a common community based on our shared goals and values.

LET'S LEARN FROM EACH OTHER

OCTOBER 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:

CHILDREN AND FAMILY SERVICES:

Frederick R. Knoth, Marilee Thompson

DISTRICT ATTORNEY: Anthony G. Patchett

FIRE: John A. Maleta, Thomas W. Robertson, Ruben Sandoval, Franklin A. Wall, Jr.

HEALTH SERVICES: Barbara DeGreve, Rita M. Dora, Ruth E. Evans, James J. Garot, Francis P. Greco, Diane Harvey, Winnie Ho, Gloria Martin, Martin Powe

INTERNAL SERVICES: Ruth E. Vadai

MENTAL HEALTH: Inez E. Redd

MUNICIPAL COURT: Charlotte S. Meek

PROBATION: Henry M. Simmons

PUBLIC SOCIAL SERVICES: Ruthel Caldwell, Thomas C. Carney, Ed Linzev, Estelle Stubblefield

PUBLIC WORKS: Charles Gray, Joel R. Lopez, James L. Snyder, Terry H. Zahn

REGIONAL PLANNING: Raymond P. Ristic

SHERIFF: Richard C. Adams, Ernest Brown, Willie C. Holling, Eileen T. Kelly, John L. Mathews, Jerry W. Maxwell, George J. Rodriguez, Ernest T. Roop,

Russell A. Uloth

SUPERIOR COURT: Julian Garcia, Alvin Henry, Herbert S. Mann

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

ASSESSOR: Michael J. Bailey

CHILDREN AND FAMILY SERVICES: Iraidia T. Cano, Jessie M. Fisher, Mary J. Schan

DISTRICT ATTORNEY: Dennis S. Choate

FIRE: Philip D. Gibbs, Ronald B. Gordon, John R. Kolesar, Dane L. Prall

HEALTH SERVICES: Carlito Aguba, Rosalie Brush, Irene S. Castillo, Ruth L. Hughes, Talleis D. Johnson, Jeannie M. Jones, Diana L. McIntyre, Leonard Mullins, Elmira Robinson, Allen R. Spierer

MENTAL HEALTH: Kahlila D. Long

MUNICIPAL COURT: Dorothy L. DaRoza

PUBLIC SOCIAL SERVICES: Bernard Bagish, Shirley J. Dennis, Merridy L. Mishkin, Regina I. Russo, Henry Summers

PUBLIC WORKS: Lloyd C. Good, Donna E. Miani, Willie J. Williams

SHERIFF: Brian K. Billing, Tyrone B. Kehrer, Edward T. Pena, Barbara J. Sablier, Jack L. Strong, Lee E. Taylor, Gabriel Velasquez



ELECTION REMINDER

General members of the Los Angeles County Employees Retirement Association are reminded to vote in the current election for the Second Members, Board of Investments and the Board of Retirement. Ballots will be mailed by the Registrar-Recorder/County Clerk on Tuesday, October 29, 1996. Eligible General members who do not receive a ballot via U.S. mail by Tuesday, November 5, 1996 may submit a written request for a duplicate ballot to their departmental election coordinator no later than Tuesday, November 12, 1996 in order to vote in this election. All ballots must be received by the Registrar-Recorder/County Clerk by 5 p.m., on Tuesday, December 10, 1996, to be eligible for counting.



Members of the Board

Michael D. Antonovich
Chairman
Fifth District

Gloria Molina
First District

Yvonne Brathwaite Burke
Second District

Zev Yaroslavsky
Third District

Deane Dana
Fourth District

Michael J. Henry
Director of Personnel

Sandra A. Hoodye
Community Liaison/Ombudsman

Kristina T. Hajjar
Managing Editor
Department of Human Resources
Kenneth Hahn Hall of Administration
500 West Temple Street, Room 375
Los Angeles, CA 90012
(213) 974-1767
fax (213) 613-4789



A CALL TO ARTISTS

The newly-formed Los Angeles County Employees Art Association is seeking County employees who are also artists, musicians, performers, crafters, etc., who are interested in exhibiting, performing and selling their work at an upcoming Holiday season event. The deadline for the Holiday show registration is October 28, 1996 for an early December event. For more information, contact Aydee Lopez-Martinez at (213) 974-1444 or Grace Rodriguez at (213) 974-5113