

County DIGEST



MAY 1999

COUNTY OF LOS ANGELES

Richard N. Shumsky Chief Probation Officer

Richard Shumsky has just completed his first year as Chief of Los Angeles County's Probation Department and he makes it clear that he would rather discuss his Department's accomplishments during that time than his own background. However, it is equally evident that understanding his perspective is key to understanding his vision for the Department, one of the largest departments of its kind in the world.

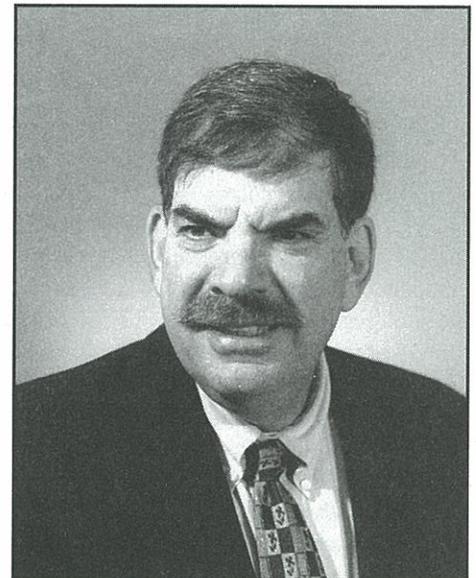
Shumsky began his career with the Probation Department 30 years ago as a counselor in juvenile hall. Since then, he has held a variety of positions within the Department involving increasing responsibilities. Prior to his appointment to the position of Chief Probation Officer on May 4, 1998, he was responsible for advocating measures in the California Legislature to assure funding for the Department, assisting in the securing of Federal funding made available as a result of Welfare Reform, developing programs in support of the Department's goals and mission and providing operational leadership.

However, for 16 years, Shumsky served as President of Local 685 AFSCME, the Deputy Probation Officers Union, where he established a reputation as a tough negotiator, a skillful strategist and a strong leader. As President, he directed Union operations and sponsored a number of legislative initiatives aimed at securing funding vital to the Department and the County. He played a particularly critical role in obtaining State funding to maintain

probation camps when financial constraints threatened their existence. He worked with the Department's management and County officials to promote productive communications and negotiations aimed at ensuring job security for employees and the continuation of public services during a period of fiscal constraints. His involvement at the State and local levels during this period afforded him the opportunity to develop the knowledge, skills, experience and relationships that he considers essential in managing the Department.

Shumsky has not confined his County activities to Probation matters. He is the elected Chair of the Board of Investments, which is responsible for making decisions in fiduciary matters, including asset allocation plans for its \$26 billion. He also serves as an Elected Trustee of the Los Angeles County Retirement Board, which is responsible for assuring the equitable and effective administration of retirement, disability, survivor and health benefits of 120,000 active and retired members. He feels that these commitments represent an extension of his work on behalf of the County family.

Shumsky was born in Newark, New Jersey. He holds a degree in journalism from San Diego State University. He is married to a judge with the Los Angeles Municipal Court. They have two children. Their son is a second year law student at the University of Southern California while their daughter is a sophomore at Columbia University. He is a



devoted father who, despite his demanding professional commitments, has always actively supported his children in their endeavors.

Having worked on behalf of children throughout his career, Shumsky continues to demonstrate that care in weekend visits to the Department's juvenile halls and camps. He shows a similar concern for families and children in his relationship with colleagues and staff. He takes a personal interest in all the people he meets, from student workers to legislators, inquires about their families and remembers what he has learned when he meets them again. He loves sports and occasionally attends sports events in which the child of a staff member is participating. Despite his reputation as a strong leader, the Chief has an engaging personality, an infectious sense of humor,

see Shumsky on back page

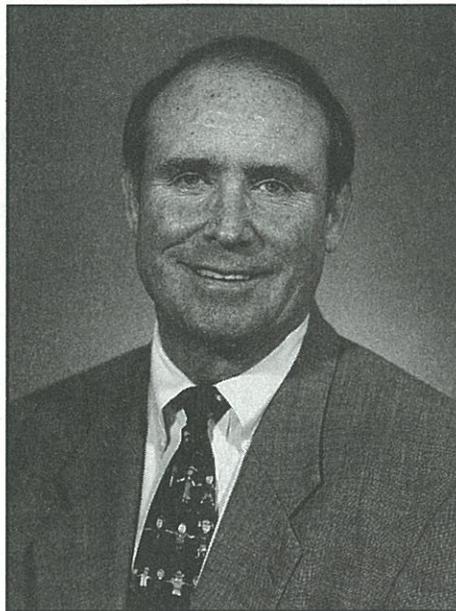
The County of LA is Y2K OK

"Los Angeles County will be ready for Year 2000," stated Chief Information Officer Jon Fullinwider in a Year 2000 Status report before the Board of Supervisors earlier this year. However, just a few years ago, most of the nation and the world were not even aware of the magnitude of work that would be needed to make our computer systems Y2K compliant.

They are now. Using the Chief Information Office (CIO) as a bully pulpit, Fullinwider has brought focus to the County's Year 2000 effort. With the recognition of the significance of the Year 2000 computer challenge, both the Board of Supervisors and department heads have mobilized necessary staff and resources to bring all conventional computer systems into full compliance. However, the County's Year 2000 activities do not stop there. Work is still in progress on replacing embedded chip systems which control, monitor, regulate or operate medical equipment, security systems and environmental systems, as well as remediating computer system interfaces. Many County computer systems send and receive data from state and federal entities. Each interchange of data poses a threat either that the data itself has been corrupted by a non-compliant system or that it will be misinterpreted by a non-compliant system.

In addition, the CIO is also conducting business continuity and emergency preparedness planning with departments to assure continued operation in the event of critical service or system failure or unforeseen supply chain interruptions. The CIO is working with the County's Emergency Operations Center to stage a scenario-based emergency response exercise in November 1999 to test the County's ability to respond to Year 2000-related problems.

The Year 2000 problem touches every government entity and private sector organization that employ technology in the County of Los Angeles. The CIO is committed to assisting the County's 88 cities and businesses to achieve a successful outcome to their Year 2000 remediation efforts. In May 1998, the County and City of Los Angeles and Government Technology Magazine co-hosted a *Southern California Regional Summit on Year 2000*. More than 200 attendees from



county and city governments heard presentations by experts from government and private industry who are in the front lines of the Year 2000 remediation. The CIO continues to conduct an aggressive outreach program to promote awareness of the problem and set-up a common Internet website for up-to-date information. You can visit the site at <http://www.co.la.ca.us/y2k/default.htm>.

While the total impact of the Year 2000 to the County of Los Angeles cannot be known until the turn of the century, the County has seized the opportunity to be proactive in ensuring the delivery of essential services and to positively influence citizen confidence on January 1, 2000.

MAY 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 COMMISSIONER/WEIGHTS & MEASURES: Ira L. Knostman
ASSESSOR: Peter C. Menotti
BEACHES & HARBORS: Myra L. Harewood

CHILDREN & FAMILY SERVICES: Marie H. Bragg, Antonio Ceron

DISTRICT ATTORNEY: Ronald H. Carroll, Betty D. Richard, Matthew M. Oghigian

FIRE: George Huisken, Gary R. Dewhirst, Clete R. Knowlton, James R. Lyall, James W. Pruitt, Douglas R. Silgen, Kenneth D. Sodoma

HEALTH SERVICES: Florence Curiel, Norma B. Jacobs, Herbert Y. Kapetan, Anthony Lawrence, Clifford R. Leake, Felisa Leda, Marlene A. Schooler, Edward Valenzuela, James McCluskey

INTERNAL SERVICES: Sharon Broderick, Walter C. Hays, Terrence J. Howard

PROBATION: David D. Barrette, James A. McAfee

PUBLIC SOCIAL SERVICES: Donna Bracey, Daniel V. Crockett, Betty J. Gauff

PUBLIC WORKS: Lupe Garcia, Richard J. Moore, Douglas P. Nelson, Manuel H. Vera

REGISTRAR-RECORDER/COUNTY CLERK: Alfonso J. Torrez, Margaret H. Madison

SHERIFF: Terry R. Black, Rodney D. Johnson, Jackson W. Miller, Jr., Ronald A. Moya, Sr., Ricardo Gonzalez, Huey P. Jones

SUPERIOR COURTS: Carlos Levario
TREASURER & TAX COLLECTOR: Joan A. Walker

Congratulations to the following employees who are retiring after serving the people of the County of Los Angeles for more than 25 years:

FIRE: Roger D. Smith

HEALTH SERVICES: Joanne A. Conner, Carmen M. Ferrer, Laynetta Justice, Maximina Macalma, Flor D. Mascarenas, Drew J. Nicol, Nonio Savellano, Keller Stephens, Elsa A. Tampuyas

INTERNAL SERVICES: Narver L. Gibson, Pearl Ferrell

MUNICIPAL COURTS: Allan B. Lasher

PROBATION: Mentle Williams, Jr.

PUBLIC DEFENDER: Mark R. Frazin

PUBLIC SOCIAL SERVICES: Joan B. Baldwin, James Ford, William Ivery, Elaine C. Metz

PUBLIC WORKS: Ruben Moreno, Robert Velez

REGISTRAR-RECORDER/COUNTY CLERK: Mary D. Mahoney, Bessie Quintero

SHERIFF: Clifford E. Busick, Sandra S. Crawford, Roger P. Francis, Jerry W. Clark, Elizabeth R. Frescas, Fay A. Lewis

TREASURER & TAX COLLECTOR: Michael C. Barton

Calendar of Events

EMPLOYEE OF THE MONTH

Josefina B. Reyes

Modest and Hard Working

Petersen Automotive Museum
(323) 930-CARS
www.petersen.org

*Treasures of the Vault: Cars from the
Permanent Collection*
April 10 through December 31, 1999

Los Angeles County Museum of Art
(323) 857-6000
www.lacma.org

Eleanor Antin
May 23 through August 23, 1999

Diego Rivera: Art and Revolution
May 30 through August 16, 1999

Natural History Museum of Los Angeles
County
(213) 763-DINO
www.nhm.org

Butterflies in Living Color
May 29 through September 6, 1999

The Arboretum of Los Angeles County
(626) 821-3222

Daylily Show and Plant Sale
June 5 through 12, 1999
12 noon to 4:30 p.m.

Los Angeles County Secretarial Council
(562) 908-8402

Tour of the J. Paul Getty Museum
June 19, 1999

Sheriff's Academy
(888) 661-6601
www.lasd.org

*Community Job Fair '99 in Partnership
with Private Industry**
June 26, 1999
10:00 a.m. to 3:00 p.m.

*Sponsored by the Sheriff's Department
and Supervisor Don Knabe

She has been featured in a variety of publications for her efforts in making reading enjoyable and accessible. The many programs she has started illustrate her love of reading, reading for all ages. In spite of her outspoken zeal for literacy, she was quite nervous but poised as she ascended the dais to receive an accolade, this time from the County of Los Angeles' Board of Supervisors.

Josefina B. Reyes, a County employee for 15 years, was honored as the April 1999 County Employee of the Month and received a scroll from Chairman Don Knabe. She is a Librarian V in the Public Service Division of the Public Library and acts as the Community Library Manager of the Valencia Public Library.

"The most rewarding experience is to be able to make a difference in people's lives," Reyes said. And indeed, she has.

She has co-founded the Santa Clarita Interlibrary Network composed of eight school libraries, three County libraries, the College of the Canyons, the California Institute of the Arts and The Master's College where local residents can visit any of the member libraries and use their facilities and resources for free.

She wrote a proposal for the establishment of a Homework Support Center in the Children's Section and was able to secure \$10,000 in grant funds to secure books and other materials necessary for parents and their children to borrow for assignment purposes.

She continues to work with the Service Center of the City of Santa Clarita and the Office of Supervisor Michael D. Antonovich in providing at the library free immunizations for children through Project Immunization.

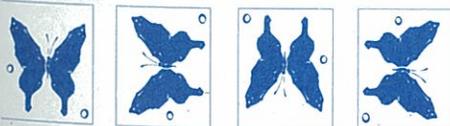
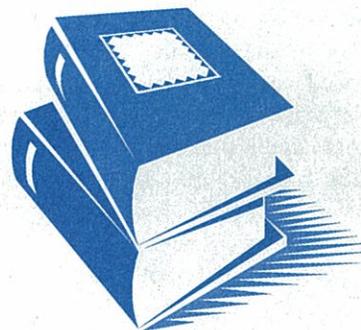
Since Reyes' arrival at the library, circulation has risen; adult programming has exceeded expectations; and children and their parents have continued to enjoy reading, crafts and songs.

In spite of her many accomplishments, she continues to be bashful.



"My staff was very happy for me but I was equally happy for them because if it were not for their hard work and efficiency, I would not be able to accomplish all the achievements that were attributed to me," Reyes said upon learning of her selection.

Making crafts, baking and cooking are a few of her hobbies. Reading is obviously a favorite. She is married for 23 years and has two daughters. She received a Master of Library Science from the University of the Philippines and Certificates in Information Science and Government Documents from the University of California at Los Angeles.



Shumsky

continued from page one

and the ability to divert attention from himself to the concerns of others.

While his current job has required him to adjust his priorities and perspective, he says that his commitments remain the same: ensuring community safety, providing quality service in every area of departmental responsibility and developing a working environment that supports staff and allows them to flourish in their work. He wants to see the Department, which has experienced the effects of poor economic conditions in the past, reestablish itself as the preeminent probation department in the nation.

A self-effacing individual, Shumsky is quick to praise others for his Department's successes. He attributes much of the progress made during the past year to the assistance of the Board of Supervisors and the Chief Administrative Officer (CAO).

"Because of their support, we have been able to make substantial progress in addressing the primary issues facing the Department," Shumsky said. "The resources they have made available have been key to our success."

Shumsky also credits his staff and managers for the successes of the past year.

"Their dedication and hard work on behalf of the community are reflected in the improvements that have been made."

Shumsky noted that, in a relatively short time, the Department has reduced overtime by 62% and juvenile hall crowding by almost 6%; has increased the collection of delinquent accounts by 19%; has implemented a \$12 million infrastructure repair plan; and has obtained a \$23.5 million grant from the State to help rebuild Central Juvenile Hall and an \$8.9 million grant for a new juvenile intervention program.

In addition, the Department has expanded an investigation program that expedites the processing of certain criminal cases and has developed a multi-step program to expedite court report delivery. It has also initiated development of an automated probationer report-in system; has expanded a pilot program that improved the supervision of cases on

bank caseloads and increased collections by 30%; has implemented an information sharing system that provides police in the field with automated information concerning juveniles on probation; and has initiated the development of two school/day treatment programs to meet the needs of female minors on probation and minors on probation who are academically advantaged.

While he expresses his pride in what the Department has done, he noted that it is only the beginning. He is confident, however, that with continued support from the Board and the CAO and the continuing commitment of staff, progress will continue. He is looking forward to the challenges of his second year as Chief with optimism and enthusiasm.



All secretaries employed by the County at the level of Secretary I or higher, including legal and medical secretaries, are encouraged to join the Los Angeles County Secretarial Council (LACSC).

The Council provides opportunities for an exchange of information, experiences and views among County secretaries. In many aspects, it fulfills the role of spokesperson for all County secretaries and elevates secretarial standards by means of continuing education and in fostering programs for personal and professional growth and development.

If you do not currently hold a secretarial title but perform the duties of a secretary and would like to participate in Council events, you are still eligible to join as an associate member.

Among the events are the annual Boss-Secretary Luncheon, ongoing training seminars and an annual all-day seminar. All members, associate members and non-members are welcome to attend. LACSC also publishes a quarterly newsletter.

For more information, contact Membership Chair Sherilyn Davis at (562) 908-8402. Annual dues are \$12 for members and \$15 for associate members.

County DIGEST

Department of
Human Resources
500 W. Temple Street,
Room 375
Los Angeles, CA 90012
(213) 974-1765
(213) 613-4789 FAX

hr.co.la.ca.us

Mailing Address Change

If you have changed your mailing address, please notify your Personnel Office immediately.



Members of the Board

Don Knabe
Chairman
Fourth District

Gloria Molina
First District

Yvonne Brathwaite Burke
Second District

Zev Yaroslavsky
Third District

Michael D. Antonovich
Fifth District

Michael J. Henry
Director of Personnel

Sandra A. Hoodye
Ombudsman/Community Liaison

John S. Mina
Staff