



CEO's Message



County Reaches Agreement With All OCEA Bargaining Units

I am pleased to announce that the Board of Supervisors unanimously approved the new labor agreements with each of the Orange County Employees Associations' eight bargaining units on July 31, 2007. These bargaining units represent most of our County workforce – about 13,000 employees across all County departments in hundreds of job classifications. The agreements are for two years – June 2007 through June 2009, and represent the conclusion of negotiations which occurred over several months between the County and OCEA.

The agreements achieve some significant accomplishments for the County and its employees. General salary increases are in place for each of the two years of the agreements, there are some changes to our health plans which will take effect in January 2008, the Educational and Professional reimbursement

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Strategic Focus Sets New Blueprint

It was a most unusual Board meeting. The combined Board meeting and Strategic Focus Summit on Wednesday, Aug. 7th, at the Santa Ana Police Community Center had a few items of regular business, but the main purpose was to select the County-wide Strategic Initiatives for the Balanced Scorecard.

Balanced Scorecard is a performance and measurement tool that allows an organization to go from vision into action with measurable results. It also cascades information about department services and mission to every employee in the organization. The Strategic Initiatives identify what is important to measure building on our mission, vision and values.

During the day, all five Board members, department heads, graduates of the Leadership Academy, and others went through several exercises to identify what is important to us and our customers. After these exercises, the focus was narrowed to identify three or four broad County-wide Strategic Initiatives for scorecard development, implementation and alignment.

Listed below are the recommended Strategic Initiatives that came out of the summit:

1. Promoting a Healthy Community (Health & Social Services)

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Chair Chris Norby addresses participants of the Strategic Focus Summit held on Aug. 7th.

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was increased from \$2000 to \$3000 per fiscal year, some special premium pays were increased and some new ones established. The Board of Supervisors also unanimously approved some special market adjustments for several classifications in the OCEA units and the Craft and Plant Unit on July 31, 2007.

The general salary increases are structured differently than in the past. It was important to the Board of Supervisors that the general salary increases be market-based, but also considerate of cost of living and inflation. A comprehensive Benchmark Compensation Study was done for the County by the same consulting firm who conducted a similar study for the County in 1996. Based on the results of the new 2007 Benchmark Compensation Study, the salary increases range from 2.5 percent to 5 percent, depending on how far above or below the market a classification compared to other public and private employers.

This new and innovative approach to general salary increases is in place for each year of the two-year agreements. The combination of a range of general salary increases depending on market placement together with the special market adjustments approved by the Board will enable the County to continue to be a high quality employer, to retain one of our most valuable resources – the employees, and to attract the best and the brightest in the years to come.

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Sheriff Opens Regional Training Facility for Recruits



The grand opening of the Sheriff's Regional Training Facility on Sept. 11th will mark the department's vigilance towards law enforcement training.

The 52,000 square foot building is nestled among the prime real estate land that was once the Tustin Marine Corps Air Station (MCAS). The pair of still-standing blimp hangars from the MCAS days sits outside the facility grounds, but in prominent view of the law enforcement recruits as they climb over cement walls, pull through monkey bars and run laps around the parking lot perimeter.

More than 40 local law enforcement agencies, from as far away as Torrance, plan to send their recruits to the new Sheriff's Regional Training Academy to receive basic training that well exceeds the California Commission on Peace Officer Standards and Training (POST) requirements.

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2. Building for the Future of Our Community (Vibrancy & Sustainability)
3. Protecting Our Community (Safety & Security)

The next steps include developing action plans, rolling out the balanced scorecard initiatives to pilot agencies/ departments and developing practices and parameters for preparation of balanced scorecards for all County agencies/ departments. A critical component of this is to align the entire County to a set of easy-to-

understand, customer-centered strategic initiatives. The County-wide scorecard serves as a guidepost that reveals performance synergies across agency lines.

"We are strongly committed to this ground-breaking effort that will guide the County to a new direction," said CEO Tom Mauk. "The enthusiasm and energy of the group meeting on Aug. 7th was truly impressive and I look forward to rolling out this new tool that will help us better serve the public."

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We continue to face some remaining labor relations challenges, including the pension and retiree medical unfunded liabilities, and outstanding negotiations with some of our other labor groups. We are working on these issues and hope to resolve them soon. As a large and complex governmental organization, we will always be facing difficult challenges of some kind.

In the meantime, I want to take this opportunity to thank the Board of Supervisors for their support throughout the negotiations with OCEA, and their continuing support as we work through other labor relations issues.

I also want to acknowledge and thank all of you for contributing every day to the County's success as a valuable service provider to the community. You make it happen.

Sincerely,

Thomas G. Mauk
County Executive Officer



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"This is a discipline Academy," said 22-year department veteran Lieutenant Mark Billings. "We focus on a strenuous curriculum that equally builds academic, psychological and physical abilities. You can't get through here by only being an academic or only an athlete. We also focus considerable effort on community based policing concepts and training police officers to work



A new recruit jumps through a window to finish the obstacle course at the newly built Sheriff's Regional Training Facility.

with the communities they serve."

After decades of dreaming of a location that could hold an expansive training academy with classrooms, obstacles courses, a gymnasium and offices; the opportunity to seize property in central Orange County presented itself with the MCAS base closures. It has then taken nearly six years to move through everything from bidding on the property to

next month's grand opening ceremony.

"The grand opening of the Orange County Sheriff's Regional Training Academy serves as a great reminder of the importance we place on training our law enforcement officers," said Sheriff Carona. "The men and women who graduate from our academy are among the finest in the nation and it is our duty to ensure we fully prepare them for the dangers they will encounter while keeping Orange County safe."

The opening dedication ceremony will be held on Sept. 11th, as a symbol of the commitment and vigilance to the training of local law enforcement in today's era.

The extensive task of designing and creating the new training facility was a joint collaboration between the Sheriff-Coroner's Department, the Rancho Santiago Community College District and the City of Tustin. The Academy is an accredited college course, which allows the recruits to earn college credit while also earning their POST certification prior to entering their peace officer career.

The well-built facility is more than three times the size of the previous academy location that was housed in a cramped commercial business area of Garden Grove. The upgraded location allows

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John Wayne Airport Unveils Personal Transporters

John Wayne Airport (JWA) this month introduced two new cutting edge tools that will enhance the overall safety and security for the traveling community. The Segway PT and the T3 “personal transporters” are operated by the Sheriff’s Department who provide Airport Police services for JWA. These transporters will provide increased mobility and improved visibility for the officers during their patrols around the Thomas F. Riley Terminal complex.



Sheriff Special Officer Charles Volkel (left) responds to a call for assistance on the newly acquired T3 Motion with Special Officer Benjamin Quintero at his side on the Segway PT.

“We spent a significant amount of time researching these vehicles and believe they are a sound investment,” said Alan L. Murphy, Airport Director. “We will see improved efficiency not only within the safety and security arena, but also environmentally as these operate on lithium batteries and produce zero emissions.”

The Segway PT and T3 will be used for routine patrols and traffic control on the upper and lower roadways, in the parking structures and inside the Riley Terminal. Both vehicles are easy to maneuver, extremely compact and have a zero turn radius to stop on a dime, if needed.

“These vehicles improve our response time to emergencies and allow our officers to arrive on the scene fresh and ready to take appropriate action,” said Captain Dennis DeMaio, Orange County Sheriff’s Department/Airport Operations Division. “These vehicles will greatly improve our officer’s visibility around the Airport and allow them to cover more area in less time.”

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the Academy to now operate at a capacity of almost 800 recruits per year – a vast improvement over the 300 recruits the old facility could train yearly.

An all-inclusive weight room, indoor and outdoor dining areas, on-site graduation, modern classrooms and two obstacle courses are elements of the new facility.

“The Sheriff’s Regional Training Academy was specifically designed to produce public servants,” said Lt. Billings. “This is the only location in Orange County that we’re aware of that is 100% designed and dedicated for the training of entry level law enforcement officers.”

The new training facility primarily focuses on training newly hired basic academy recruits who will become deputy sheriffs and police officers; however, additional training, including the Sheriff’s Special Officer and Reserve Officer Academies will soon be implemented at the new location as well.

This week marks the first basic academy session, Academy Class 182, which will start and culminate their training at the new Sheriff’s Regional Training Academy.

New Slogan Debuts



Four simple words. One big message. When the Board of Supervisors approved the County's new slogan on June 26th -- "OC: Our Community/Our Commitment" -- there was a world of meaning behind it.

The motto was born during a "Lunch and Learn" session of Orange County Leadership Academy alumni. The Academy trains managers to hone their leadership skills and connect with peers. The "Lunch and Learn" topic that day was "appreciative inquiry," a way of looking at organizational issues using a positive approach, such as what's working rather than what isn't.

Jill Howery (Department of Child Support Services) shared the slogan, which sprung from discussion at her table group. Heads immediately nodded in hearty agreement, said Barbara Mizerek (Department of Child Support Services).

"Everyone felt that the slogan spoke to who we are and what we do as County employees," Mizerek said. "It just felt right to us."

Chairman Chris Norby enhanced the motto at the June 26th Board meeting by adding "OC" to clearly link it to Orange County.

"It's OC cubed," agreed Supervisor Bill Campbell.

Get The 411 On OC District Attorney's Office

- The Orange County District Attorney (OCDA) represents the People of the State of California in the justice system. Performing this duty requires initiating criminal prosecutions and some civil cases.
- The Office is comprised of 747 employees, which includes 243 deputy district attorneys, management, investigative, and administrative staff. It is supported by an additional 173 volunteers and contract personnel.
- The OCDA prosecutes more than 70,000 cases each year from its main Santa Ana office, five branch courts and the Juvenile Justice Center. The department maintains a felony conviction rate of over 90 percent for crimes ranging from white collar offenses to assaults and homicides.
- Since District Attorney Tony Rackauckas first took office in 1999, gang membership in Orange County has decreased by approximately 8,500 members – a reduction of 45 percent.

To get more of the 411, visit: <http://www.orangecountyda.com>

County Workers Greet Visitors at the Fair

Cowabunga! The Year of Herefords, Surfers and Sand drew in more than one million visitors to the Orange County Fair to jump aboard heart-thumping rides, check out work from local artists and pet the livestock – herefords included.



Daisy Whitehead (left) and Antonia Toledo (right) discuss assistance the Social Services Agency provides to community members while working at the Fair.

Among the family attractions, 16 County groups were nestled in the Orange County Building to eagerly discuss the vast services the County provides its residents. Employees from Assessor, Clerk-Recorder, Health Care Agency, Housing & Community Services, Integrated Waste Management, John Wayne Airport, Probation, Public Library, Registrar of Voters, Sheriff-Coroner and Social Services attentively greeted Fair guests from July 13th – Aug. 5th.



Officer Walt Bruyn (left) and Deputy Lionel Luna greet Fair visitors at the Orange County Building. The Sheriff's Department booth won Best of Show as well as second place for interactive staff and third place in theme.

Ribbons were also awarded to County booths in the OC building for the Government Agency competition. The Assessor's Office placed first for the overall government agency and theme. Probation took home the first place ribbon for educational content, while the Sheriff's Department once again took top prize in Best of Show. Also awarded to the Sheriff's Department was second place in interactive staff and third place in theme.



Janet Upodaca (left) and Lisa Tafua work at the Probation Department Fair booth. The booth won first place for educational content during the judging process.



The Cowabunga-themed quilt hung in the Orange County Building during the Fair. The quilt was created by the 2007 RDMD Lunch Bunch Quilters: Laurie Pepper, Sallie Jones, Lien Bui, Alicia Campbell and Theresa Niksch.

Employee Recognition



Graduates from the Orange County Leadership Academy's seventh session were congratulated by Chairman Norby and CEO Tom Mauk (far right, respectively) at an employee recognition ceremony on July 24th.

Leadership Academy VII Participants

Marilyn Greene

Assessor

Larry Chanda

Auditor-Controller

Claire Moynihan

Auditor-Controller

Matt Petteruto

Board of Supervisors, 3rd District

Jessica O'Hare

Board of Supervisors, 4th District

Kim Evans

Child Support Services

Laura Sipa

Clerk-Recorder

Jim Harvey

County Counsel

Tony Lucich

County Executive Office

Michelle Aguirre

County Executive Office

Rozanne Holbrooke

County Executive Office

Kim Dinh

District Attorney

Sheryl Curl

Health Care Agency

Marie Vu

Housing & Community Services

Bart Bartlett

Human Resources

Dori Malloy

Integrated Waste Management

Rochelle Carpenter

Integrated Waste Management

Winnie Keung

Internal Audit

Don Arthur

John Wayne Airport

Paula Bruce

Public Library

Suzanne Jenike

OCERS

Steve Sentman

Probation

Lala Ragen

Probation

Bruce Peotter

Public Administrator/
Public Guardian

David Dworakowski

Public Defender

Brenda Erlinger

Registrar of Voters

Sonia Nasser

Resources & Development
Management

Mark Denny

Resources & Development
Management

Brent Giudice

Sheriff-Coroner

Dottie Ronan

Sheriff-Coroner

Phyllis Watanabe

Social Services Agency

Kamal Singh

Treasurer-Tax Collector

United Way Kicks Off for a Better Tomorrow



United Way Chair Ingrid Harita (left) pulls the winning opportunity drawing ticket for a Raiders football basket. All items were donated by Monique Ruelas of the Social Services Agency (right) and her husband.

This year's United Way campaign is well under way and the theme has been declared. "United for a Better Tomorrow" reflects the driving force behind the annual employee giving campaign, to assist the less fortunate of our community and build a better future.

The Campaign Chair Ingrid Harita, Director of the Social Services Agency, will work with Co-Chair District Attorney Tony Rackauckas to plan an inspiring campaign. The goal of the campaign aims to exceed last year's campaign results of more than \$770,000 – and the two departments have even set their sights on reaching one million dollars.

"We are pleased to lead this year's campaign,"

said Harita. "With County teamwork, this year's theme, 'United for a Better Tomorrow', can become a reality. Together we can implement new and previously successful fundraising ideas for a triumphant campaign."

Mark Your Calendars

Sept. 26th – Leadership Breakfast

Phoenix Club, Anaheim

7 a.m. – 9 a.m.

Contact Stella Perez at 714.245.6002

Oct. 3rd – Grand Ave. Kick-Off

1300 S. Grand Ave., Santa Ana

11:30 a.m. – 1:30 p.m.

Contact Andrew Munoz at 714.567.7370

Oct. 8th – Golf Tournament

Green River Golf Course, Corona

7 a.m. Check-in

Contact Gabriela Thatcher at 714.704.8849

Oct. 10th – Civic Center Kick-Off

Civic Center Plaza, Downtown Santa Ana

11:30 a.m. – 1:30 p.m.

Contact Pat Martinez at 714.834.2331

Oct. 24th – Lamoreaux Justice Center Mini-Rally

Lamoreaux Justice Center, Orange

11:30 a.m. – 1:30 p.m.

Contact Tom Starnes at 714.569.2142

To view a calendar of all upcoming United Way events and for more information on this year's campaign, visit <http://ocintranet.ocgov.com/unitedway/>.

Donate Blood and Save Lives

The Health Care Agency and American Red Cross invite you to save lives this summer by giving blood.

The next blood drive is scheduled for Aug. 29th at the Social Services Agency facility located at 115 Columbia, Aliso Viejo.

To schedule an appointment, visit www.givelife.org and enter Sponsor Code: OC1. To set up a blood drive at your work site, call 714.697.5491. Donors will have their names placed in a drawing for the chance to win a \$500 gas gift card!



30 Years

Ronald Cooper
Assessor

Beatrice Payan
Health Care Agency

Judi Fejdasz-Lenn
Probation

Don Ronaldson
Public Defender

Susan Becannon
Clerk-Recorder

Marco Fernandez
Social Services Agency

Gloria Vasquez
Social Services Agency

25 Years

Kim Frohling
Assessor

David Love
Assessor

Frank R. Zelarney
Health Care Agency

Fred Gaggioli
Health Care Agency

Patty Wiedeman
Health Care Agency

Karen Lyons
Sheriff-Coroner

James Bau
Sheriff-Coroner

Joseph McGraw
Sheriff-Coroner

Sheryle Ford
Social Services Agency

20 Years

Carmen Latuska
Assessor

Georgina Brewer
District Attorney

Roberta Jaimes Ramirez
Child Support Services

Mitra Mazaheri
Health Care Agency

Anita Duplessis
Health Care Agency

Bixby Heflin
Sheriff-Coroner

Darryl M. Troncoso
Sheriff-Coroner

Elizabeth Villa
Probation

Sean Barry
Probation

Alejandro Ceja
Probation

Irma Rico-Alicea
Public Defender

Marian Robertson
Sherriff-Coroner

Karen Andelin
Sherriff-Coroner

Mary Lopez
Sherriff-Coroner

Ronald Vance
Sherriff-Coroner

Leticia P. Gomez
Social Services Agency

Diane Smyth
Social Services Agency

May Joves
Social Services Agency

Rick Bazant
Social Services Agency

Vanessa Chavez
Resources & Development
Management Department

Nicholas Bebek
Resources & Development
Management Department

Elie Nasr
Resources & Development
Management Department

Thomas Johnston
Resources & Development
Management Department

Salvador Y. Ley
Resources & Development
Management Department

Anita M. Tellez
Sheriff-Coroner

Kevin Fincher
Housing & Community Services

Susan Amirhosseini
Integrated Waste
Management Department

Soheil Binaei
Resources & Development
Management Department

Carol Murray
Resources & Development
Management Department

County Connection

County Connection is distributed monthly by the County Executive Officer Thomas G. Mauk. The newsletter is published by CEO Community/Media Relations. Call 714.834.6203 or e-mail ask.the.ceo@ocgov.com with any suggestions and comments.

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