



Ask the CEO



Q. With many professional agencies around the world using Succession Management techniques and strategies, when will the County of Orange begin? With so many of our older and more experienced employees retiring, it seems logical to utilize economical tactics such as:

- Mentoring
- Shadowing
- Job Sharing
- Ride-alongs
- (And more)

These techniques will go a long way toward smoother work transitions, fewer public complaints and long-range cost savings for the taxpayers.

A. Thank you for asking such a good question. You're right; we are losing a number of our more seasoned employees. Although we will miss their contributions, that also provides opportunities for other employees to move up in the

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Sheriff Honors Exemplary Employees

At the end of last month, 33 men and women from the Sheriff's Department were presented with some of the highest honors which can be conferred by the Department. Twenty-one of those honorees were recognized for a single, record-setting incident.

A report last July of found illegal explosives in an Anaheim storage yard resulted in the largest amount of high and low grade explosives ever seized by the Orange County Bomb Squad. The owners of the storage yard were in the process of taking possession of the semi-truck due to non-payment of storage fees, but when they opened the trailer they discovered what they believed to be dangerous explosives and they called the Anaheim Police Department which, in turn, contacted the Sheriff's Department Bomb Squad.

A coordinated effort was initiated with the Anaheim Fire Department Haz-Mat Unit and the Anaheim Police Department, and the area was evacuated. The July heat added to the potential danger of the situation. Over the course of the next



three days, numerous members of the Bomb Squad were required to work around the clock with overlapping shifts of at least 12 hours. Nearly 900 man-hours were logged during the 72-hour operation.

Because of explosive and inhalation dangers, personnel were required to wear blast vests, helmets with face shields, breathing apparatus and filtration masks.

The contents of the semi included 800 pounds of illegal

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organization. We have asked County agency/department heads to take a good look at succession planning within their organizations. Here are some of the things we've done.

We are now in the fifth class of the Orange County Leadership Academy which we co-sponsor with Chapman University. During each session, 30-plus County managers are nominated by their department heads to participate in this intensive course that explores leadership theory, communication and team-building. Participants have come away from the experience saying that they received information and skills that they could immediately put to use in their workdays.

Department heads were also asked about two years ago to develop a succession plan for their departments and to identify promotable individuals as well as outline training experiences for them.

We have our eyes to the future, and we're actively trying to "build the bench" with talented, dedicated men and women who are ready to step into leadership roles in County government.



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fireworks, 220 pounds of high explosives, 200 pounds of low explosives, 150 pounds of pyrotechnics powders, and more than 1,100 blasting caps, several hundred squibs, six large pipe bombs and Napalm.

The following men and women received medals at a March 17 luncheon at the Hyatt Regency.

Medal of Merit

Lieutenant William Tressler
Sergeant Randall Sterett
Deputy Ronnie Harrell
Senior Program Coordinator
Denise Bundy
Audio-Visual Specialist Robert Smith

Medal for Lifesaving

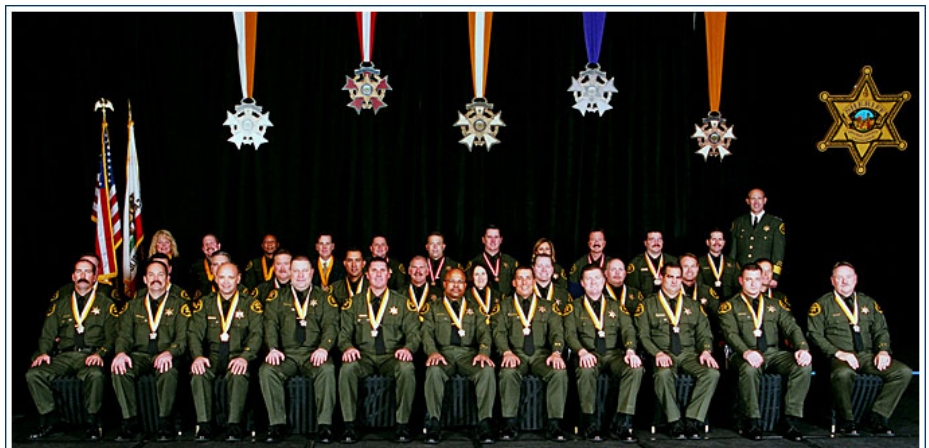
Deputy John Barbour
Deputy Russell Endsley
Deputy Diane Honicker
Deputy Morley Kwaschnefski
Deputy Todd Schmaltz

Medal for Lifesaving and Medal of Courage

Deputy Timothy Cullen

Medal of Courage

Sergeant Ronald Hodges
Sergeant Aaron Richard
Investigator Leon Bennigsdorf
Investigator Thomas Dominguez
Investigator Steven Garrison
Investigator Robert Mann
Investigator Kent McBride
Investigator Keith Prinzing
Deputy Robert Finn
Deputy Kim Haight
Deputy Gregory Jensen
Deputy Leonard Letze
Deputy Daniel Meyers
Deputy Kevin Nadeau
Deputy Scott Ostash
Deputy Chet Parker
Deputy Timmothy Pusztai
Deputy David Ray
Deputy Lynn Ridenour
Deputy Terry Stepp
Deputy Bradley Valentine



Sheriff Mike Carona (back right) presented Medals of Merit, Lifesaving and Courage to 33 of the Department's finest at a recent recognition ceremony.

Volunteers Give More Than One Million Hours of Service

Last year the County reaped the benefits of more than 25,400 willing volunteers who contributed an overwhelming one million hours of service. This combined effort resulted in more than \$23 million in avoided costs to the County.

To credit these volunteers for their significant efforts, 37 individuals, two groups and one corporate partner will be honored at the tenth annual volunteer recognition event at 8:30 a.m. on April 21 in the Board Hearing Room of the Hall of Administration. A reception will precede the ceremony at 7:45 a.m. The event is scheduled in conjunction with National Volunteer Recognition Week, which is celebrated from April 23 through April 29.

Each one of the 25,400 volunteers has a story about their experience. Here are three stories that highlight the volunteer spirit. To read profiles of all the honorees at this year's Volunteer Recognition, visit the following web site:

<http://www.ocgov.com/hr/volunteer/volunteerrecognition06.asp>.

Patty Murray



Patty Murray, volunteer tour guide for John Wayne Airport, provides interesting facts and information to her young audience.

This year marks the 16th anniversary for John Wayne Airport's (JWA) Tour Program, just as Patty Murray completes her 16 years as a volunteer tour guide at JWA.

As an accomplished pilot herself, Murray leads tours through the airport to educate community members about the airport's history and the many interesting aspects of the terminal. Her aviation background adds hands on information and a pilot's flare to the informative tours she leads.

Going above and beyond her regular guided tours, Murray also recently hosted an event at JWA for dozens of local Girl Scouts. This event offered several activities and programs to provide the opportunity for the girls to complete the needed requirements for their aviation badge.

Murray received her pilot's license in 1966 and has nearly 3,000 hours of total flying time. She is among the elite few to hold an Airline Transport Pilot license, of which only five percent are women.

In addition to being among the few women to hold this license, Murray is also a member and past chair of the local chapter of the Ninety Nines (an international organization of women pilots). She has also flown in several air races and participated in the Young Eagles Program.

Mike Barboza

When a large brush fire broke out in Irvine Regional Park in June 2004, Harbors, Beaches & Parks was fortunate enough to have Reserve Park Ranger Mike Barboza on duty. While the fire

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quickly burned, Barboza provided critical leadership in directing fire crews and equipment to the correct area of the park and in organizing the evacuation of a large number of park visitors including several elderly people. With the help from Barboza's composed leadership throughout the emergency, the fire was quickly extinguished with minimal risk to visitors.

The County has benefited from Barboza's efforts since spring of 2003 when he started with the Orange County Park Ranger Reserve Program. Barboza has volunteered an impressive 1,000 hours of service over the last three years and Harbors, Beaches & Parks recently selected him as their 2005 Reserve Ranger of the Year.



Reserve Park Ranger Mike Barboza answers a call while on duty at Irvine Regional Park.

Barboza has continued to show his dedication to the Park Ranger Reserve Program by fulfilling an exhaustive training process in wildfire suppression that required him to give more hours of service than is normally expected of reserves.

In February, Barboza graduated from the Orange County Sheriff's Academy and earned his Peace Officer Standards and Training Level III certification.

Viktoria Ifju & Gabor Toth



Viktoria Ifju and Gabor Toth help prepare a resident of Probation's Youth Guidance Center to take her General Education Development test.

Many people would allow a move to a different state to hinder their commitments to volunteer programs. This obstacle, however, only proved to the Probation Department how devoted Viktoria Ifju and Gabor Toth are to the Volunteers in Probation program.

Every Sunday morning, the married couple climbs into their car and begins the long stretch of road connecting Nevada to Orange County. They arrive at Probation's Youth Guidance Center (YGC) for an evening tutoring session just before 6 p.m., stay in a local hotel overnight, and return home on Mondays.

At the YGC, Ifju and Toth tutor approximately 15 minors in subjects ranging from math to history. The couple's diligence helps prepare the YGC youths to take their General Education Development tests and California High School Exit Exams. The youths at YGC are considered at-risk for drug/alcohol-related problems, and the opportunity to earn the equivalent of a high school diploma is an essential step in turning their lives around.

As an added bonus to the minors, Ifju is also a professional hairstylist and offers haircuts in addition to tutoring. The haircuts are a great way to build confidence and self-esteem in young people. It also helps develop the bond between pupil and tutor.

Employees Encouraged As Election Volunteers

County employees can take part in the election process by volunteering as poll workers in the upcoming elections. Read the details below and sign up online. If you have questions, please contact Registrar of Voters' staff at 714.567.5106. To sign up, go to:

<http://pollworker.ocgov.com>

** Bilingual pool workers are especially needed **



Eligibility

- Must be registered to vote in California
- Must be able to read and speak English
- Must be able to work from 6 a.m. to 9 p.m. on Election Day
- Must complete training

What would you do?

- Assist with set-up and ad-

ministration of polling sites as a Clerk or Inspector

- Direct sign-in and verify signatures for voters
- Explain procedures and answer voters' questions
- Assist voters in operating the electronic eSlate voting machine, or applicable voting system
- Assist with closing the polls at the end of Election Day
- The ROV will attempt to place you close to your home in Orange County.

Training

- A training session is required for all poll workers. County employees may attend during the regular workday or after hours. ROV staff will contact you with scheduling options.
- County poll workers will receive the same training as other poll workers so that the training is consistent, and each poll worker is able to perform all tasks.

Compensation

In addition to your normal day's (eight hours) pay, you will receive:

- A stipend of \$20 to complete required training

- A stipend of \$50 to serve as a Clerk
- A stipend of \$70 to serve as an Inspector. Plus \$10 to pick up supplies
- A stipend of \$70 plus mileage to serve as a Coordinator or on the A-Team.

In compliance with the IRS, the Auditor's office will add your election service pay to your regular paycheck.

Deadlines

- County poll workers should sign up as soon as possible to ensure adequate time for training.
- The stipend will be on your paycheck four to six weeks after Election Day.

Personal Benefits

- A regular day's pay for service that helps ensure a successful election
- A strong sense of civic pride
- The gratification of supporting the democratic process

***Make a difference
Be a Poll Worker***

Social Workers Applauded in March

They help protect children from child abuse, assist frail adults and help others find jobs and self-sufficiency. They also provide adoption services, recruit and nurture foster care parents and provide case management. They are Social Workers, and they are celebrated nationwide during the month of March.

Among the several local celebrations, the month was highlighted by a reception at the Social Services Agency where Supervisor Chris Norby presented resolutions to various Social Worker divisions. The County has more than 1,000 Social Worker positions within the Social Services Agency and the Health Care Agency.

Earth Day Calls County Employees and Residents to Act

County employees and residents are drawn to local events held in recognition of Earth Day on Saturday, April 22. The following events offer ways to become involved.

- April 15 – 22: Look for Earth Day advertisements on pollution prevention and how to recognize pollution sources in local newspapers including Spanish and Vietnamese language publications. These ads were created from a partnership between the Resources and Development Management Department, Orange County Stormwater Program and several Orange County cities. To learn more, visit www.ocwatersheds.com.
- **April 15: Beach Clean-up Day at Doheny State Beach. Email vwiker@parks.ca.gov for more information.
- **April 22: Beach Clean-up at Aliso Creek Beach. Email bluewaterevents@yahoo.com for more information.
- **April 22: Beach Clean-up at Sunset Beach. Contact Ranger Sara Girard at 949.923.2252 (office) or 714.448.1942 (cell) for details.
- **April 22: Plant Restoration Day at Doheny State Beach. Email vwiker@parks.ca.gov for more information.
- April 22: Harbors, Beaches & Parks (HBP) will host an invasive plant removal day at Talbert Nature Preserve from 9 a.m. – noon. The address is 1299 Victoria Street in Costa Mesa. Convenient access is found off of Balboa Blvd. at the end of W. 19th St. Sunscreen, water, gloves and shovels are highly recommended. Contact Ranger Sara Girard at 949.923.2252 (office) or 714.448.1942 (cell) for more information. Street parking only.
- April 23: HBP's Newport Bay Naturalists & Friends will host an event at the Upper Newport Bay/ Peter and Mary Muth Interpretive Center from 11 a.m. – 4 p.m. The day will be full of scavenger hunts, discovery and craft booths, environmental exhibits, drawings, refreshments and live music. For more information, call 949.923.2296 or visit www.newportbay.org.

** The Aliso Creek Beach Clean-up, Sunset Beach Clean-up, Doheny State Beach Clean-up and Doheny State Beach Plant Restoration Day are part of the Take Pride in America® campaign in partnership with the Clean Beaches Council, County of Orange, State of California, Surfrider Foundation and Blue Water Group.

Take Pride in America® encourages individuals to take a more active role by improving our public parks, forests, grasslands, wildlife refuges, cultural and historical sites, and local playgrounds through volunteer service. This program is a national partnership established by the U.S. Department of the Interior and consists of governments from the local to the national level, as well as conservation, youth and recreation groups.

Public Library Receives Award From American Library Association

The Orange County Public Library will receive high honors in June from the American Library Association with the presentation the 2006 Dun & Bradstreet Award for Outstanding Service to Minority Business Communities.

The award comes after an extensive project to offer small business training and expertise to the community at large and Vietnamese small businesses in particular. The project was funded from a \$68,000 grant from the California State Library and provided eight workshops for small business own-

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ers covering a variety of business topics. One workshop on writing business plans drew a crowd of more than 150 people.

In addition to specific workshop topics, the participants became aware of the many resources available at public libraries to assist small business owners. Grant funds were also used to provide additional books, software and other items for small business owners.

"It is very gratifying to be recognized by the American Library Association for the great things Orange County is doing," said County Librarian John Adams.



Jim Miller
Manager of Engineering
and Permit Services for
the Resources and Development
Management
Department

County RDMD Manager Named ASCE Engineer of the Year

Jim Miller, Manager of Engineering and Permit Services for Resources & Development Management Department, was named recipient of the Government Engineer of the Year Award by the American Society of Civil Engineers (ASCE). The award winners were carefully selected by a panel of former ASCE presidents.

"I never dreamed I'd receive a recognition like this in my career," said Miller, who began his engineering path 33 years ago as a Junior Civil Engineer for the Orange County Flood Control District.

In addition to the Engineer of the Year Award, Miller has also recently received notable merit with the Outstanding Government Engineer Award from the Orange County Engineering Council.

Prior to his current position, Miller held several key roles over the years within the County's engineering and flood control sections including Chief of the Grading Section during the major growth of south Orange County in the 1980s and Chief of Flood Control Design.

OC Metro Names OCSD Captain "Woman of Power"

Captain Catherine Zurn of the Sheriff's Department was named an Orange County "Woman of Power" in a recent issue of OC Metro for her role as the division commander for the Orange County Sheriff's Department's Operations Support Division.

Unknown to Zurn, her name and biography were submitted to the biweekly magazine for consideration in the article. She was then selected as one of 10 honorees from more than 100 nominations.

"I was surprised at first," said Captain Zurn. "Then, once the magazine came out, I was very honored and impressed with the other women I was in company with." Professions of the 10 honorees range from founders of businesses and non-profit organizations to soccer coach and a psychotherapist.

Zurn has been with the Sheriff's Department for 26 years and oversees the operation of the County Emergency Operations Center, the Sheriff's Terrorism Early Warning Group and the Emergency Communications Bureau.



Captain Catherine Zurn
Operations Support
Division Commander



30 Years

Rita Jimenez

Child Support Services

Thomas Yee

Health Care Agency

Linda Hagthorp

Integrated Waste
Management Department

Steve Gonzales

Assessor

Buddy Coover

Resources & Development
Management Department

25 Years

Suzanne Lee

Auditor-Controller

Karen Rdon Rose

Registrar of Voters

Marlyn Lovell

Health Care Agency

Patricia Sterling

Health Care Agency

David Pierotti

Sheriff-Coroner's
Department

Karen Ford

Sheriff-Coroner's
Department

Mary Ann Valdez

District Attorney

Esperanza Saenz

Social Services Agency

Cherry Zeigler

Social Service Agency

Marylou Gomez

Social Services Agency

Huan Duc Nguyen

Social Services Agency

Hong-Ngoc Ton-That

Social Services Agency

Rachel Mendoza

Social Services Agency

Nancy Mc Bride

Social Services Agency

Lan Anh Nguyen

Treasurer-Tax Collector

Elsa Becker

Treasurer-Tax Collector

Vince Mead

Resources & Development
Management Department

Hong Pak

Resources & Development
Management Department

Ernie Gray

Resources & Development
Management Department

David Bruce

Housing & Community
Services



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