

KALEIDOSCOPE

Newsletters



Management Growth Thru Communication, Training and Personal Development

President's Message...by Christy Madden

For those of you who don't quite understand who is on the Management Council's Board of Directors for how they are selected, here's a little primer. A 15-member Board of Directors governs the Management Council, each serving three-year staggered terms. A minimum of five of these are Executive Committee members. At present, we find ourselves with five vacancies resulting from retirements or job reassignment of following members: Shelah Harris, Margot Miglins, Mark Novak, Mazie Chauvin, and Matthew Taylor. We are grateful for their commitment, dedication and service to our organization – it is due to the tireless energy of our Board of Directors and subcommittee members that we are able to provide the array of programs and services that strive to meet the needs of our members.

Per the terms of our Bylaws, a nominating committee forwarded recommendations of individuals believed suited to serving on our Board of Directors. The Committee selected those who have expressed an interest in serving on our Board, and those who bring a balance of

representation among both agencies and job classifications to the Board's composition. The following names were submitted to and ratified by the Board of Directors: Betty Huff, Diana Casey, Dennis Scamardo, Larry Kennedy and

**We welcome
your
participation,
and
encourage you to
get involved...**

Sandra Chance. You can read more about these individuals and what they hope to bring to our organization elsewhere in this newsletter.

Because the number of names is equal to the number of vacancies, the Board of Directors will consider this slate of nominees at the July meeting. Had there been more names than vacancies, a

mail ballot would have been conducted whereby dues-paying members would be eligible to cast votes to fill vacancies on the Board of Directors.

Opportunities also exist to participate on our subcommittees. Subcommittees include networking, membership, communication, and education committees. The specific roles of each are as follows:

Networking: This subcommittee is responsible for organizing social events, welcome/farewell receptions, trips and activities, and the annual holiday party. Periodic surveys are conducted to determine the types of events and activities that should be held each year, factoring in event cost, level of interest, breadth of participation within the organization, and other factors.

Membership: The membership subcommittee is responsible for member recruitment and recognition, planning of the annual membership meeting in consultation with the Council Board of Directors, and coordinating periodic membership surveys in consultation with other subcommittees to determine priorities and organizational goals.

continues on pg 2

Management Council Board of Directors

Board Officers

Christy Madden, *President* CEO
Vice-President
 Don Hansen, *Treasurer* Treasurer
 Roberta Rodriguez, *Secretary*... Clerk of the Board
 Gail Robinson, *Historian* BOS

Executive Committee Members

Tom Berg RMA
 Matt Carroll ISD
 Ron Coons PWA
 Bob Roper Fire

Board Members

Vickie Lemmon Public Health
 Virginia Randolph Retired
 Johnny Johnston, Ex-Officio CEO

In this Issue

President's Message	1,2
Award Program	2
Board Nominees	3
Members' BBQ	4
Saving Enough?	4
Cruise	5
Speak Up and Save these Dates	5
Nomination Form	6
Christy Madden	Editor

**MANAGEMENT COUNCIL AWARDS PROGRAM
NOMINATION FORM FOR 2005**

Nominee's Name: _____

Nominee's Department: _____

Award Category: _____

Please answer *all* of the following questions. Assume reviewer does not know the person being nominated. Keep your total answer to no more than two pages, using 12-point font.

1. JUSTIFICATION:

2. For example . . . (Please note a specific example that exemplifies the nominee's qualifications in this award category) -

3. In a word . . . (Please write a one sentence description that epitomizes the nominee) -

4. Reference: (Identify one other person [and his or her telephone] we may contact for additional references about the nominee's qualifications) -

Nominated by: _____

Department: _____

Telephone: _____

BROWN MAIL TO: Gail Robinson, L#1880

If asked may we tell the nominee that you nominated them.
 Yes Yes

For electronic copies of this form visit <http://www.vcmanagementcouncil.org>

6



Management Growth Thru Communication, Training and Personal Development

If you have a contribution or suggestion for an article you would like considered for inclusion in the next edition of Kaleidoscope, please contact the Editor, Christy Madden, at CEO Loc #1940, by FAX at 654-5106, by phone at 654-2679 or through the County e-mail system.

Communication: The Communication subcommittee is responsible for publishing the Kaleidoscope newsletter, maintaining the Management Council's web site, and monitoring and responding to e-mail communication with the Council. This subcommittee also coordinates the quarterly State of the County discussions with the CEO.

Education: The Education subcommittee is responsible for recommending programs and seminars of interest to our members and selecting curricula and/or classes that are consistent with the organization's objectives. This subcommittee is being re-energized to fill the void created by the reduction in County training opportunities.

If you are interested in being considered for future vacancies on our Board of Directors, or would like to volunteer for one of our re-energized subcommittees, please contact me and we'll add your name to our list. We welcome your participation, and encourage you to get involved to help shape the future of our organization. ♦

Purpose of Awards Program

One of the primary objectives of the Management Council is to recognize what's good in government – to celebrate successes, recognize qualities that epitomize excellent public service, and promote service within our community. To that end, the Council has developed a program whereby Management Council members nominate their peers for awards in a series of categories. An impartial panel of fellow managers reviews nominations and selects the top three candidates in

each category to participate in the Awards Ceremony. The Awards Ceremony takes place at, and is a central feature of, the Annual Holiday Party.

Runners up receive certificates of recognition and award winners receive handsome plaques delineating the award category, their name and date of award. It is quite an honor to receive such recognition – the Council firmly believes in the benefits associated with recognizing, promoting, and celebrating those individuals

that help to make this one of the greatest counties to work in!

This year's award categories include: integrity; superior public service; mentoring; innovation; and most thankless job. Descriptions of these categories, are detailed below.

Please take a moment to nominate one or more of your peers (form on page 6) – it takes only a few minutes. You can even done it online! Just visit the "nomination form" button under the Awards Program heading of our website!

This year's award categories, and associated criteria, are as follows:

INTEGRITY: Awarded to a person who is noted for his/her honesty, openness, forthrightness, doing the right thing, honoring commitments, etc. Winners might include such people as those who speak truth to power, who are willing to take unpopular but technical correct actions, and who error on the side of accuracy rather than political correctness.

SUPERIOR CUSTOMER SERVICE: Awarded to a person who is noted for his/her dedication to consistently high levels of service to stakeholders and clients, be they tax payers, citizens in general, fellow employees, etc. A winner of this award would be someone who meets and indeed exceeds client expectations consistently, with good humor and enthusiasm. Such managers consistently give government a good name.

MENTORING: Awarded to a person who is noted for his/her commitment to nurturing, supporting, guiding, and training of new team members (including new staff, encouraging their success in the art and career of public sector service. This person role models the ideal "team support-

ive" behaviors. This person is the kind of manager other managers hope to emulate and who employees hope to work for.

INNOVATION: Awarded to a person who is noted for his/her ability to "think outside the box," one who has developed new and/or creative solutions to work place problems and job demands, exudes creativity, and is successful in generating clever and insightful ways of doing things, etc. Given the current budget situation, innovation in the areas of cost savings and greater efficiency is particularly worthy of recognition. A typical winner would be someone who does more with less and/or someone who approaches a problem in a whole new (better!) way.

MOST THANKLESS JOB: Awarded to a person whose contribution to the County and the community is uniquely ignored, unknown, and/or unappreciated. Such a person makes a valuable, perhaps even essential, contribution, but his or her efforts are greatly undervalued and mostly ignored or taken for granted. Nominees for this award deserve to be recognized and acknowledged.

NOTE: Please nominate an individual for only one award category. ♦

Management Council Cruise – April 1, 2005...by Gail Robinson

Management Council members had fun on a four-day Carnival cruise to Ensenada.

Ten members brought their spouses and friends bringing the total ticket count to eighteen lucky cruisers.

As the sun set over the Palos Verdes hills the Paradise pulled away from the dock and the weekend party officially began. Once at sea we took advantage of all the ship had to offer. Some of us found the casino, others visited the gift shops, and still others just enjoyed the privacy of their staterooms until dinner-time. Paula Koch loved the window seat in her cabin. It was "big enough for two and with a great view."

The ship's staff sat us at two large adjacent tables for dinner meals. The food got mixed reviews: some raved while others thought it was so-so.

Live entertainment onboard varied from late night disco to a rock n' roll review to the usual R-rated comedian. What Sam McKinney liked the most about the cruise was the nightly entertainment; she says "the shows by the singers and dancers and comedians were all top notch."

The next day we arrived in Ensenada and several cruisers, who will remain anonymous, made a B-line to Papas & Beer for a taste of the worm. The less adventuresome chose the

ground tours offered by the ship. Valerie Barraza said the horseback riding in San Miguel, overlooking Ensenada and the Baja coast, was breathtaking. In her words, "the weather was perfect, the wildflowers were in bloom, and it was wonderful to see the horses unbridled and set free to frolic in the hillside after their work was done."

As some of us (oops!) staggered back to the ship, it was hard to ignore the many mothers and children lining the sidewalks selling wooden snakes and other such trinkets. Tom Womack's comment is, "what happened on the

ship and in Ensenada—STAYS on the ship and in Ensenada!

The cruise was slow and leisurely providing ample time for the Management Council members to share their experiences and thoughts about the cruise. Almost to a person, it was agreed that the cruise was fun and enjoyable. Bob Roper's comment: "I enjoyed visiting with my co-workers outside the usual work environment and also seeing another side of them."

Perhaps this succinct quote from Betty Huff sums it best: "Good food, great time, wonderful people." ♦



SPEAK UP!

Are you interested in getting promoted? Making more money? Surveys show that, even more than specific job skills, managers look for excellent communication and leadership skills. How do you get these skills? Through Toastmasters, an international, non-profit, public speaking organization. The County of Ventura has its own Toastmasters Club, which meets every Wednesday from 6:45 - 7:45 a.m. in the Pacific Conference Room (Hall of Justice). Come see for yourself. Guests are welcome, and there is no charge. ♦

For more information, call Kay Doyle at 654-0886.

Save these Dates!

Mark your calendar for the event of the year – the annual holiday party and awards ceremony will be held on December 8th at the Wedgewood Banquet Center! More information to follow . . .

The Council is planning another progressive dinner cruise in Channel Islands Harbor on September 10th – the last one was a smashing success and sold out early. Watch for the flyer and don't delay in signing up! ♦

Board Nominees

Hi, I'm Elizabeth Huff, better known as Betty. I am the Manager of the Community Services Section of the Environmental Health Division in RMA. My staff are the "health inspectors" of food facilities and public swimming pools. I am proud of the work my staff provides and that of all County employees. I have worked for Environmental Health for 23 years, as a Manager for 8 of those years. I have two young children so I imagine I will be here for another 15 years or so. I joined the Management Council as a Founding Member because I believe in its mission. I have enjoyed attending Management Council events and use them as opportunities to meet, learn from, and support the other Managers.



Hello. I am Diana Casey, an RN and Public Health Nurse. I currently hold the position of Nursing Manager for the Community Health Division of the Public Health Department. I began my career with the County 7 years ago having come from a background of acute and home care. I have a Bachelor of Science in Nursing (BSN) degree as well as a Masters Degree in Nursing Science (MSN, Education Option) from California State University Dominguez Hills. In my position at the Public Health Department I am privileged to offer the community a variety of public health nursing programs that target at-risk families, maternal child health, adolescents in the juveniles court system and seniors in Ventura County.



I have also been a Nursing Educator for over 20 years, teaching at California State University, Channel Islands and currently for California State University Dominguez Hills. I look forward to serving on the Board, using my background and education to help meet the mission of the Ventura County Management Council.

I am Dennis Scamardo, currently the Operations Manager of the Transportation / Heavy Equipment Division of General Services Agency Fleet Services. We are responsible for acquisition, repair and maintenance for all County vehicles within the County, with the exception of the Fire Department. I began my career with the County in July of 1999. Including my time with the County, I bring over 20 years of Fleet and Heavy Equipment Management experience to the County. I have a Bachelors of Science degree in Ag Engineering Technology from Texas A&M



University. My wife of 23 years and I are proud parents of two college age sons. I would like to be part of and become involved in Management Council issues and promote continuing education of the County's management community.



Greetings fellow County of Ventura managers. I am Larry Kennedy. You can find me working at the Human Services Agency. I have worked for the Business Employment Services Department since 1998. Just like you, we help people in need. My specialty is directing the Oxnard College Job & Career Center. We are part of a nationwide network of one-stop business and employment service offices.

In 1973 I left my aerospace position developing the F-14 fighter jet and joined the team helping people at the State Employment Office in Oxnard. Since 1978 I have managed offices throughout the County. I understand the diverse needs of our ten cities.

I earned Bachelors in Economics degree from the University of California, Santa Barbara. Lots of math! Later I stayed up late many nights successfully pursuing an MBA from California Lutheran University. This degree allowed me to start working in 1979 as an adjunct professor at Oxnard College helping working people earn units in Management and Economics.

I believe we are entering an era of unprecedented challenges for government. Federal and State governments are not raising taxes. A huge percentage of our population will be retiring from the labor force in the next ten years. We will have, in essence, the largest demands on our services when the funds are the least available.

This is an opportunity for County Managers to join together to advocate for our collective services. We can respond to Letters to the Editors as private citizens. We can create talking points for presentations to Rotary Clubs and Civic Groups. We should learn about each other's departments. We can educate the public about the value we add to the daily lives of our citizens. I do not think we have a choice. We need to start now.

Hi! I'm Sandra Chance, a County employee since 1988. My first job was as extra help in Probation's DUI unit, and then Alex Sheydayi took me under his wing in what was then the Design section of Public Works. I think at that time we had employees from 11 different countries ~ with all the ethnic food, our potlucks were the BEST! In 1989 I accepted a promotional opportunity with the Department of Airports and serve as the Management Assistant IV. Since I spring from a Naval aviation family, joining airports was simply going home. My outside interests involve two terrific sons, four grandchildren and singing, for 22 years now, with the outstanding, award-winning Channelaire Chorus. Over the past 16 years - way out here in the "boonies" - I've learned that many County employees aren't aware that the County owns not just one, but TWO airports. Wow! I'm interested in joining the Management Council to help put those airports on the map and to widen my own perspective of the County. I would also like to participate in the continuing efforts toward educational and social nourishment offered by this excellent Council. ♦



Members' Barbeque



On June 9, 2005 nearly 100 people enjoyed a fabulous luncheon of tri-tip, salad, beans, garlic bread and delicious cookies at the Freedom Center in Camarillo. Chief Bob Roper and Tom Womak did an outstanding job cooking the meat to perfection. Thank you also to Roberta Rodriguez and Gail Robinson who helped with setup and cleanup – the first to arrive and

the last to leave! We are also grateful to Paul Derse and Marty Robinson who jumped in to help out in serving up the food to a hungry crowd. Gail's husband, the mascot for the event, was the designated photographer, a few of his photos are included here.

If you missed out, or had so much fun you can't wait to do it again, mark your calendars for the next one tentively set for October 6th! ♦



Are You Saving Enough?

Karen Becker,

Deferred Compensation Program Manager

According to the Annuity 2000 Mortality Table, an American man who has reached age 65 in good health has a 50% chance of living 20 years, to age 85, and a one chance in four of living to 92. For a 65-year-old woman, there's a 50% chance of living to age 88 and a one chance in four of living to 94. Finally, the likelihood that at least one member of a 65-year-old couple will live to 92 is 50%. And, there's one chance in four that one member of that couple will live to 97.

Based on these findings, you'll want to consider planning for income into your 90s, which – for many – means 30+ years of post retirement income. In addition to increasing longevity, retiree health care costs are also increasing – sometimes significantly. For these reasons, it's more important than ever that you take charge of your financial future.

An easy way to do this is to participate in the County's 401(k) and 457 Plans. Did you know that in 2005 you can contribute \$14,000 to each Plan, for a total of \$28,000? If you're at least 50 in 2005, you can contribute

\$18,000 to each Plan, for a total of \$36,000? These limits will be even higher in 2006. To help you reach these limits, you can contribute up to 100% of your eligible salary on a biweekly basis. As an added benefit for Management employees, if you reach the contribution limit for the 401(k) Plan before the end of the year, you'll still receive the County match the remaining pay periods of that year.

For more information, contact the Deferred Compensation Program at 805/654-2620. ♦