

KALEIDOSCOPE

Newsletters



Management Growth Thru Communication, Training and Personal Development

President's Message . . . by Christy Madden

Wow, how time flies! Can you believe the year's almost over already?? It's time, once again, to not only celebrate the holidays but everything that's great about public employment. If the size of this year's nomination list is any indication, government is good (at least here at the County of Ventura, that is)! We have the largest number of nominations in recent memory, and a great party planned at which to celebrate these individuals' accomplishments!

As indicated in our recent e-mail, we're trying something new this year. In an effort to encourage more mingling, camaraderie and festivities, we're going to provide a buffet dinner (instead of just appetizers) before the awards ceremony, and then will follow-up with a jazz band for your listening and dancing pleasure. So whether you come to honor those who you know on our nomination list, enjoy the food, or stay for the entertainment, now you've got lots of reasons to attend the holiday party. And the best part is the price! A mere \$10 for you and a guest if you are a sustaining member, \$15 if you are a supporting member (your guests pay full fare) and \$20 for non-dues paying

members. Definitely a great deal! Our newly expanded Board has been busy organizing activities for the coming year so I'll share just a little information to whet your appetite. There will be more details to follow, but here's some of the things you can look forward to during the first half of 2007: With the changing political landscape,

"... we have the largest number of nominations in recent memory"

we're going to try bring you speakers to share both a local and national perspective – we hope to enlist Tim Gallagher from the Ventura County Star to address local politics and a gentleman named John Avlon, author of Independent Nation –How Centrists are Changing American Politics, for his interpretation of what's happening on the national scene. Mr. Avlon, whose presentation at the California League of

Cities conference was reportedly riveting, has agreed to do a book signing after the event. Although we have not yet booked a date for Mr. Avlon's presentation, we are trying to schedule Jim Bohannon, a member of the Radio Hall of Fame, for March. You may have heard his radio shows with include the nightly "Jim Bohannon Show", the news magazine "America in the Morning" and weekly feature magazine "America this Week".

Of course our Brown Bag events will continue the first Wednesday of each month and we'll sponsor the quarterly State of the County events with our CEO. Other fun things in the works include a guided trip to Santa Cruz Island in the Spring (see article elsewhere in this newsletter), another member's barbeque or two, and trip to Las Vegas or Laughlin. The Council is open to other ideas and welcomes volunteers to assist in coordinating other events or activities. If there's something you'd particularly like to see offered, just let us know.

In the meantime, don't forget to make your reservation for the Holiday Party – the December 7th deadline is rapidly approaching!! ▲

Management Council Board of Directors

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Christy Madden, *President* CEO
 Roberta Rodriguez, *Vice-Pres* . . . Clerk of the Board
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 Ron Coons, *Co-Secretary* PWA
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 Ron Coons PWA
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 Betty Huff RMA
 Johnny Johnston, Ex-Officio CEO
 Larry Kennedy HSA
 Sandra Chance Airports
 Jeff Bergh Probation
 Geoff Dean Sheriff

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Need a holiday gift with a personal touch? Demonstrate your pride in public service by visiting the online storefront at:

Visit: <http://www.companycasuals.com/efxcountyofvta/start.jsp>

Tired of waiting until the Corporate Games each year to get a sweatshirt with the County seal? Ever wish you could purchase a fleece jacket for yourself or shirts for your kids? Maybe a little appreciation gift for your staff or someone who's retiring?



Accessories

Now you can. The vendor who has printed our Corporate Games t-shirts and sweatshirts for the last three years has, at no cost to us, developed a website so you can do just that. Instead of having to wait for bulk orders, now you can select the item, style, size and color of your choice with an embroidered or screen printed County seal and order it online directly from EFX Designs.



Fleece



Headwear



Knit Shirts



Ladies Only



TShirts



Woven Shirts



Youth Only



**"Save the Date
* 2006
Holiday
Party
December
14th!"**



Don't Miss Judge Back's presentation entitled "Inside Juvenile Court" December 6th 11:30 a.m. in the Pacific Conference Room

Put the Future Brown Bag Dates on Your Calendar!
(First Wednesday of every month except for July)

NOMINEES



It's a big list – testament to the wonderful things happening here at the County. This year's nominees are:

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.

Bob Gallagher,
RMA Environmental Health Division

Chris Hooke,
PWA Engineering Services

Steve Nelles,
GSA Business Services

Jeff Pratt,
PWA Watershed Protection

Meloney Roy,
HCA Behavioral Health

Peter Sheydayi,
PWA Watershed Protection

Melvin Smith,
Fire Protection District

Sergio Vargas,
PWA Watershed Protection

Joyce Wilde,
Sheriff Crisis Intervention Team

Barry Zimmerman,
CEO Human Resources

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.

Elaine Augustine,
HCA Behavioral Health

Rosanna Bati,
CEO Fiscal Services

Joe Clark,
RMA Operations

Christopher Cooper,
PWA Engineering Services

Veronica Gonzalez,
HCA Administration

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

Susan Heller,
CEO Wellness Program

Masood Jilani,
PWA Watershed Protection

Tom Lagier,
PWA Watershed Protection

Tom Nikirk,
HSA BESD

Jack Phillips,
RMA Building & Safety

Judy Rivera,
HSA Adult, Children &
Family Services

MOST THANKLESS JOB: Awarded to a person who 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.

Nancy Bocovich,
CEO Community Development

Jackie Cohen,
CEO Risk Management

Kathleen Kellerhouse,
HCA VCMC

John Lagomarsino,
PWA Watershed

Chuck Pode,
CEO Risk Management

Jessie Prater,
CEO Human Resources

Karen Schneweis-Schmidt,
HCA VCHCP

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.

Norma Camacho,
CEO Budget & Finance

Laura Hernandez,
Sheriff OES

Pam Lindeman,
HCA VCHCP

Paul Lorenz,
HCA Ambulatory Clinics

Kirk Norman,
PWA Watershed Protection

Phil Settem,
PWA Transportation

Tom Nikirk,
HSA BESD



Spring Trip to Santa Cruz Island

by Virginia Randolph

The Management Council is pleased to be working with the Santa Barbara Botanic Garden (SBBG) in putting together a weekday trip (Mon.-Fri.) to Santa Cruz Island in Spring 2007. We will leave from Ventura Harbor at 8:30am aboard one of the Island Packer boats, returning at approximately 5:00pm. Our destination will be Scorpion Anchorage at the east end of Santa Cruz Island, which is

expected to be in full bloom with spring flowers including lupine, poppies and others. An added bonus – we'll probably see whales and other sea life as this is prime whale watching season too!

When we arrive Steve Junak, Herbarium Curator at SBBG, and Sally Isaacson, Director of Instruction & Curriculum, will offer guided plant/natural history walks in the morning and then head back to the beach. If people want to go kayaking, they will have to make their own

arrangements for kayaks and pay any fee for transporting the kayaks to the island.

We have been quoted a price of \$68.00 per person which includes SBBG guides and transportation by Island Packers.

SBBG is excited about the opportunity to reach a new audience in Ventura. We hope you will be able to join us on this great day. ▲

Mark your calendar for a conversation with our CEO at the next State of the County address. Pick one of these two locations as we discuss the Management MOA, upcoming budget cycles and what- ever else is on your mind.

December 7th at 2:00 p.m. in the Board of Supervisors' Hearing Room

December 13th at 10:00 a.m. at the Camarillo Airport Conference Room

Please join us in welcoming our newest members!

Denise Stanford, Public Works Agency

Marty Rouse, Sheriff

Bruce Macedo, Sheriff - Fillmore

Steve DeCesari, Sheriff's Central Patrol

Mark Ball, Sheriff's Department

Craig Husband, Sheriff

Bruce Norris, Sheriff

Christopher Godfrey, Sheriff

Boyd Donavon, GSA - Procurement

Kim Rodriguez, RMA - Planning

Rose Elliott, HCA

Richard Laperrière, HCA - BHD

Retirement Seminar Session

by Bob Roper, Fire Chief

On Monday, November 13th, the Management Council sponsored a very well attended general retirement planning workshop in the Board Hearing room. With 140 members present, Ventura County Employee Retirement Association (VCERA) representative, Brenda Cummings provided a great overview of retirement benefits and the process. Brenda covered such topics as; how the

retirement compensation is calculated, how to transfer vested time from one system to another, and how to maximize your benefits.

This educational seminar was designed to give interested Council members a brief overview of the retirement process and not replace the four-hour, more in-depth workshops. Those workshops are extended to those employees nearing retirement age (usually within the last five years of service) or upon request, space permitting.

VCERA works for all of us and the staff always greets you with a smile. If you ever have questions, please contact VCERA at 339-4250.

The Management Council provides ongoing educational sessions/seminars to meet the needs of our members. Please review our website at: <http://vcmanagementcouncil.org/> and provide us feedback on future educational topics. ▲