

# KALEIDOSCOPE

Newsletters



**Management Growth Thru Communication, Training and Personal Development**

## President's Message...by Christy Madden

**O**h dear! I'm guilty as charged . . . I've been traveling for pleasure, enjoying the company of distant relatives, and playing on the slopes of Mammoth and therefore have been remiss in my duties of getting this newsletter out to all of you. There's much to share, as we haven't published an issue since mid-October!

Among the news items to share: we held our tremendously successful holiday party and awards celebration honoring some very deserving individuals, learned of the pending retirement of our fabulous CEO and the announcement of his very capable replacement, and recruited 17 new members. For the coming year we're organizing some exciting events too: look for announcements elsewhere in this newsletter about forming a book club with directed readings for County

managers, an opportunity for our members to participate in Segue – an outreach program where impressionable high school students learn about the virtues of public employment, a barbeque to welcome our new CEO and give a big send-off to our retiring CEO,

**“welcome our new CEO and give a big send-off to our retiring CEO”**

announcement of the next State of the County, and finally – a reminder that the corporate games are right around the corner!

As you can see, there's much going on in our organization. As always, we need volunteers to participate on subcommittees. I know I've pleaded with you

before, but our Board is making a commitment to give our subcommittees a shot in the arm with regular meetings and set goals and objectives for the year. If you've ever wanted to get involved with your peers from other agencies, departments, classifications, and locations, now would be the time. Simply send us an e-mail ([management.council@ventura.org](mailto:management.council@ventura.org)) expressing your interest – whether it be communications (newsletter & website), education (brown bags and seminars), membership (recruitment & recognition) or networking (social events), we've got an opening for you!

We look forward to an exciting and dynamic year and sincerely hope you will be an active participant – either directly through on of our subcommittees, or by attending our many events. See you there! ▲

### Management Council Board of Directors

#### Board Officers

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

#### Executive Committee Members

Matt Carroll . . . . . ITS  
 Bob Roper . . . . . Fire  
 Mike Powers . . . . . HCA

#### Board Members

Dennis Scamardo . . . . . GSA  
 Betty Huff . . . . . RMA  
 Johnny Johnston, Ex-Officio . . . . . CEO  
 Larry Kennedy . . . . . HSA  
 Jeff Burgh . . . . . Probation  
 Geoff Dean . . . . . Sheriff

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 Christy Madden . . . . . Editor

## WHAT IS SEGUE? WHY SHOULD YOU CARE?

**M**any of us have been concerned about it for some time – where are our successors going to come from? How can we attract people to the life of public service as perceptions of government continue to decline? While efforts are made within many agencies and departments to promote mentoring as one tool in promoting succession planning, we must be concerned about attracting individuals to the life of public service in the first place. One method, proven very effective in reducing the number of high school dropouts, presents us with an opportunity to both.

In the Segue Program members of the community attend assemblies with high school students to share information about their career paths, education, and life experience. This system is proving to be very effective in reaching students who often “tune out” their parents, educators and other authority figures. Often members of the communi-

ty have stories to share about the lessons they learned along the way – things they might have approached differently, classes they might have taken more seriously, or areas of study they wished they’d pursued to streamline their careers.

Our members can also strive to dispel some of the myths about public employment by sharing real-life information about their work and the impact we have on the communities in which we live. It is surprising how little most people know (let alone high school students) about local government – how it works, the diversity of employment options, and career path opportunities. For many, myself included, the path to public service wasn’t deliberate or even anticipated, but is now tremendously rewarding.

In addition to facilitating recruitment of new public servants, volunteering for Segue helps to reduce societal costs associated with high school drop-

outs. Did you know that a Rand Corp study found that “each high school dropout costs society \$243,000 to \$388,000, and a career criminal costs \$1.3 million to \$1.5 million.” UC Berkeley estimated that “if high school graduation rates were just 1% higher, there would be 100,000 fewer crimes in the United States annually, including 400 murders, and the savings would be \$1.4 Billion.

To hear about Segue’s success and learn how to participate, plan to attend the Brown Bag luncheon on February 6<sup>th</sup> at 11:30 in the Pacific Conference Room in the Hall of Justice. Jerry Beckerman, the Executive Director and Founder of Segue, will share more in depth information about the program, the outcomes, and opportunities for you to serve as a guest speaker.



## 2007 MANAGEMENT COUNCIL AWARDS PROGRAM NOMINEES AND AWARD RECIPIENTS

Here we recognize all of our nominees for the 2007 Management Council Awards program and provide a brief description for the award recipients.

### SUPERIOR CUSTOMER SERVICE

#### Nominees:

Theresa Bucci – Risk Analyst CEO  
 Chris Hackleman – Facility Manager GSA  
 Melissa Livingston – HSA Deputy Director  
 Dan McClure – Manager ITS  
 Steve Morgan – Chief Deputy Director GSA  
 Letitia Rodriguez – Outpatient Orthopedic Surgery Clinic Manager  
 Philip Schmit – Clerk Recorder  
 Mary Walker – MA III, EAP  
 Daryl Woodward – Personnel Services Manager HSA



*Steve Morgan Receiving Superior Customer Service Award from Jeff Burgh*

#### Award Recipient:

Steve Morgan - By seeking out customers' perspectives, Steve has earned a stellar reputation in providing document storage, security, landscaping, janitorial and other services to our County agencies and departments. Steve has a rare combination of intelligence, technical competence, innovative thinking, and a genuine concern for others.

### MENTORING

#### Nominees

Valerie Barraza – Financial Analyst III Auditor-Controller:  
 Deborah Frahm – Assistant Director Child Support Services  
 Dennis Horne – Deputy Director Engineering Services PWA  
 Mark Varela - Division Manager Probation  
 Steve Wantz - Fiscal/Admin Manager IV CEO

#### Award Recipient:

Steve Wantz- Steve is a mentor and role model with positive values and good ethics, who is much respected by his staff. His good-natured spirit, infectious sense of humor, sharp wit, and encouraging attitude contribute to his exceptional leadership.



*Steve Wantz Receiving Mentoring Award from Dennis Scamardo*

## 2007 MANAGEMENT COUNCIL AWARDS PROGRAM NOMINEES AND AWARD RECIPIENTS

### INNOVATION

#### Nominees:

Garrett Anestos – Manager Systems & Desktop Support ITS  
 Greg Bergman – Fiscal Manager IV GSA  
 Geoff Dean – Chief Deputy Sheriff's Department  
 Ben Emami – Engineering Manager PWA  
 Lauri Flack – Deputy Director BESD HSA  
 Linda Gertson – Behavioral Health Manager HCA  
 Keith Gurrola – Battalion Chief  
 Sue Hughes – Legislative Analyst CEO  
 Reddy Pakala – Deputy Director Water & Sanitation PWA  
 Kim Rodriguez – Planning Director  
 Tom Underwood – Facilities Manager HCA



*Tom Underwood Receiving the Innovation Award from Matt Carroll*

#### Award Recipient

Tom Underwood - Tom explores all options and comes up with usable alternatives, which helps to enhance HCA's decision-making process. Tom uses his knowledge and creativity to find innovative solutions to complex problems and to save precious dollars at the same time. In one instance Tom was able to save over a half million dollars in the renovation of one of HCA's clinics!

### MOST THANKLESS JOB

#### Nominees:

Carlotta Barnes – Medical Records Manager SPH HCA  
 Rosa Cenicerros – Purchasing Services Manager GSA  
 Rosalind Harris – Facility Manager GSA  
 Mike Winton – Deputy Assessor Assessor's Office

#### Award Recipient

Rosa Cenicerros- Rosa may be the County's best kept secret. Under her management, Ventura County is one of only several counties to have won eight consecutive National Institute of Governmental Purchasing Achievement of Excellence Awards. Rosa is a dedicated employee whose contribution to County operations is essential in maintaining the public trust.



*Chris Hackelman Receiving the Most Thankless Job Award for Rosa Cenicerros from Mike Powers*

## 2007 MANAGEMENT COUNCIL AWARDS PROGRAM NOMINEES AND AWARD RECIPIENTS

### INTEGRITY

#### Nominees:

Else Childs – Management Assistant IV Tax Collector  
 Tony Dominguez – Manager Loss Prevention & HMAP CEO  
 Debbie Lopez – Administrative Assistant Sheriff  
 Huiling Tanouye – Deputy Assessor Assessor's Office

#### Award Recipient

Debbie Lopez - Debbie exemplifies politeness, humility, and professionalism in her dealings with all those who contact the Sheriff. She is respectful and honest with everyone she deals with regardless of title or position. Debbie has been a long term asset in the Sheriff's Department.



*Debbie Lopez Receiving the the Integrity Award Geoff Dean*

### THE GOOD GOVERNMENT AWARD

Roberta Rodriguez, Chief Deputy Clerk of the Board -  
 The recipient of the 2007 Good Government Award was Roberta. Roberta has, in addition to other things, worked diligently in the automation of the functions and services provided through her office thus resources and enhancing access to public records.



*Roberta Rodrigues Receiving Johnny's Good Government Award*

### THE RED JACKET AWARD

John F. Johnston - This year, the Ventura County Management Council recognized our CEO, Johnny Johnston, as he attended his last holiday party in that position. The Council honored him with a handsome award in recognition of his support of our organization as our mentor, champion and exemplary leader.



*Johnny Johnston Receiving his Red Jacket Award from the Council*

# IT'S CORPORATE GAMES TIME AGAIN!

The 2008 Corporate Games are rapidly approaching, and once again the Management Council has agreed to pay the registration fee for the County of Ventura. The Games will take place from April 9<sup>th</sup> – May 17<sup>th</sup>. Events are similar to previous years with the addition of kickball and the addition of paintball. A complete list of events follows:

### Competitive Events:

- Basketball
- Badminton
- Beach Volleyball
- Billiards
- Bowling
- Coed Softball
- Darts
- Dodgeball
- Table Games
- Frisbee Golf
- Golf (fee applies)
- Horseshoes
- Indoor Volleyball
- Kickball
- Lazertag
- Men's Softball
- Miniature Golf
- Six A Side Soccer
- Surfing
- Table Tennis
- Team Tennis
- Team Biathlon
- Women's Basketball (3 on 3)
- 5K and 10K
- Tug-of War (mandatory)



### Spirit Events:

- T-Shirt Contest
- Run/Jog/Walk (opening ceremonies)
- Sand Sculpture
- Paintball (fee will apply)

### Community Service:

- Habitat for Humanity

Watch your e-mail box for opportunities to volunteer and/or participate! If you want more information about events including rules and approximate event schedules, visit the City's website at [http://www.cityofventura.net/Corp\\_Games/2008/](http://www.cityofventura.net/Corp_Games/2008/)

# New Members

- Jeffrey Bennett . . . . . District Attorney
- Carolyn Briggs . . . . . HCA - Behavioral Health
- Myra Chavez . . . . . Human Services Agency
- Elese Childs . . . . . Treasurer-Tax Collector
- Dee Emami . . . . . CEO/HR
- Rosalind Harris . . . . . General Services Agency
- Linda Henderson . . . . . HCA -Public Health
- Daniel Hicks . . . . . HCA-Alcohol Drug  
Program
- Jo Anna Kiel . . . . . CEO Admin
- Donna Kuonen . . . . . HSA - Children &  
Family Services
- Shannon Leslie . . . . . CEO - Ind. Relations
- Phil Molina . . . . . Human Services Agency
- Bill Nash . . . . . Fire Protection District
- Nancy Nazario . . . . . GSA Admin
- Karl Novak . . . . . PWA
- Tracy Sewell . . . . . CEO/HR
- Rebecca Willhite . . . . . Probation Agency

# MARK YOUR CALENDARS!



<u>When</u>	<u>Where</u>	<u>What</u>
2/6/2008 at 11:30	Pacific Conference Room Segue Program	Brown Bag
2/14/2008 at 10:00	Board of Supervisors Hearing Room	State of the County
3/5/08 at 11:30	Pacific Conference Room Reading Club	Brown Bag
3/17/08 at 11:00	Freedom Center Farewell Johnny & Welcome Marty	Membership BBQ