



CEO's Message



I am sure everyone is paying attention to the issues related to the operations of the Orange County Jail system as revealed by the Grand Jury Report released on April 7, 2008. I believe I can speak for the Board, the Acting Sheriff and the Management Team when I say we are shocked and disappointed by the revelations. But it is also important to recognize that these are management and leadership issues, as well as performance behavior matters. In that regard, I am proud of Acting Sheriff Jack Anderson for taking immediate action as rules and procedures permit and for initiating a thorough investigation as to the entire series of ongoing events. For all of us, both management and the entire workforce, attention to day-to-day details is key to avoiding these kinds of crises and problems. We have all heard the expression "What's measured counts," and that is true. It is also true that employees and managers must walk the shop, visit remote facilities, call your own office occasionally and talk to people that are actually in the field and on the line. Some of those principles were not applied here and should have been. The Board of Supervisors is paying

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Employee Salaries are Public Information

The California State Supreme Court recently ruled that public employee salary information, regardless of position or salary amount, is public information and may be accessed by any member of the public.

A local newspaper, the *Orange County Register*, requested the base salaries, overtime, premium and other pay amounts for all current and former County employees who received compensation during the 2007 calendar year. The request was reviewed with County Counsel and it was determined that the information requested is generally public and must be disclosed.

A draft of the responsive salary information was generated and is currently being reviewed by Agency/Department Heads for any possible redactions. For example, employees who work in undercover law enforcement operations were removed from the responsive reports as the release of their identities would jeopardize their safety and directly impair their ability to perform their jobs.

If you believe your personal information should be removed from the report due to a risk to your safety or some other legally recognized basis, notify your internal human resources department immediately. The deadline to submit requests for redaction is today.

We are concerned about the release of this data to the media. While we will address legitimate safety or legal concerns, case law dictates our obligation to provide this information. As such, we will redact information where possible.

Once the employee salary information is released, it is possible that it may be published either in the paper and/or on the paper's web site.

To view frequently asked questions about the public records disclosure, visit:
<http://ocintranet.ocgov.com/Docs/EmployeeSalaryDisclosureFAQ.pdf>

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close attention and is working with the Acting Sheriff to implement corrective action and certainly the new Office of Independent Review will help.

Thank you to each of you who do pay attention to details and day-to-day matters. The Board and this office understand that because of you and your efforts, many issues are properly dealt with and do not become problems.

These principles, by the way, are the basis behind the recent Board of Supervisors' reorganization of departments. Somewhat smaller and "quicker" is better and gives us a better opportunity, as Chairman Moorlach has said on occasion to "let managers manage". There are good people involved. We are just changing structures and formats for improved results. I appreciate the support and assistance of those quality people that are affected and involved. So, for all of you, look forward with me to the future success of the new departments of OC Community Resources and OC Public Works. Also, we are making some personnel changes in connection with the reorganization and a few that are not related. This gives an opportunity for new challenges and "fresh eyes" on County operations. Again, quality people are involved. Please give them your full support as they help us to be even more successful.

In all of this and more ... keep it going. Our daily successes sometimes get overshadowed by our occasional crisis. The Board understands the quality and accomplishments resulting from your day-to-day efforts.

Thomas G. Mauk
County Executive Officer



Acting Sheriff Jack Anderson presented Medals of Merit, Lifesaving, Courage, Valor and Purple Heart to 38 of the department's finest at the 20th Annual Medal of Valor ceremony.

Awards of Heroism Presented to Sheriff's Employees

March 21st marked the 20th Annual Medal of Valor ceremony, an awards recognition for men and women of the Sheriff's Department who performed courageous acts while serving the community. At the esteemed event, 38 employees and one civilian received some of the highest honors which can be presented from the department. Nineteen of the medals awarded were for incidents involving the use of critical lifesaving techniques under demanding and tense situations.

"The Orange County Sheriff's Department has never had a shortage of heroes," said Acting Sheriff Jack Anderson. "Our 119-year history is filled with stories of brave men and women running toward harm's way while others are running away. These people are living examples of our department's mission: 'To provide professional, responsive, and caring law enforcement services to the residents, visitors and businesses of Orange County.'"

One of the medals for lifesaving was presented to Deputy Spencer Muir who worked to save the life

of an unconscious driver. While driving off-duty with his family in Anaheim, Deputy Muir encountered a terrible traffic accident. As a result of street racing, a car rolled three times before crashing into a pole and becoming engulfed in flames.

Deputy Muir ran to the vehicle and assisted an Anaheim police officer remove the unconscious driver trapped inside the passenger compartment. Sadly, the driver later succumbed to his injuries at the hospital; however, the selfless actions of Deputy Muir prevented the man from dying in the fire and gave him the opportunity at medical treatment.

The event's highest honor was presented to Deputy Jon Tomer, who received the Medal of Valor and a Purple Heart Medal for his response to an incident during a fight at an Aliso Viejo resident's home.

The following individuals received medals at a March 21st

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ceremony at the Hyatt Regency in Irvine:

Medal for Lifesaving - awarded for conspicuous actions while effecting, or attempting to effect, a lifesaving rescue.

- Deputy Richard Reyes
- Deputy David Lee
- Deputy Craig Nelson
- Deputy Shannon Meier
- Deputy Owen Hall
- Deputy Gilbert Torrez
- Deputy John McCulloch
- Sheriff's Special Officer Denise Hertsch
- Deputy Ramiro Trujillo
- Sheriff's Special Officer Lynne Baker
- Sheriff's Special Officer Darren Patrick
- Sheriff's Special Officer Michael Baker
- Sheriff's Special Officer Ryan Vincent
- Sergeant Russ Moore

- Deputy Daniel Douthitt
- Deputy Daniel Flores
- Deputy Spencer Muir
- Sergeant Rob Gunzel
- Deputy Richard Johnson

Plaque for Lifesaving

- Robert S. LaNier

Medal of Merit - awarded for conspicuous performance of duties, which brings significant status or recognition to the department.

- Deputy Craig Lang
- Deputy Joe Sandoval
- Captain Tim Board
- Captain Roland Chacon
- Lieutenant Lee Trujillo
- Sergeant Mark Daigle
- Sergeant Jason Stothers
- Investigator Hector Huerta

Medal of Courage - awarded for the display of bravery or heroism above and beyond the normal

demands of law enforcement service in response to a situation involving extreme danger to a lesser degree than the Medal of Valor.

- Deputy David Leathers
- Deputy Ash Abdelmuti
- Deputy Mike Thalken
- Sergeant John Carpenter
- Deputy Brett Gardner
- Deputy Chris Ledbetter
- Deputy Frank Smith
- Deputy Owen Hall
- Deputy Adam Koliha

Purple Heart Medal (awarded for serious injury or death) **and Medal of Valor** - awarded for conspicuous bravery or heroism above and beyond the normal demands of law enforcement service in response to criminal situations involving extreme danger to the officer.

- Deputy Jon Tomer

County Librarian Begins New Role

Helen Fried was appointed County Librarian this month, having served as Acting County Librarian since March of 2007. Fried was working for a public library as an undergraduate student studying psychology when a supervisor suggested she pursue a Masters Degree in Library Science and Information Management. Fried humorously recalls that, given the impetuosity of youth, she immediately replied that she wouldn't be caught dead in such a boring field. But with experience, her feelings soon changed.

Fried was employed by the Long Beach Public Library for more than 15 years in a number of administrative capacities before joining OC Public Libraries (OCPL) in 2002. While head of OCPL's Bibliographic Services division, she was appointed to the position of Assistant County Librarian in 2005 where she managed the introduction of downloadable audio books and initiated the Literary Orange festival.

"My staff is what I love about my job," Fried said. "It would be hard to find a more collaborate atmosphere filled with such a dedicated, committed, hardworking and funny group of people. When we talk about OC Public Libraries, accomplishments are not the direct impact of one person, but of many."

Fried earned her Masters in Library Science and Information Management from the University of Southern California and is also a graduate of Orange County's Leadership Academy. She enjoys flying a Piper Arrow aircraft with her husband and hiking to unusual locations.



Helen Fried settles into her new role as County Librarian.

Employees Encouraged As Election Volunteers

County employees, especially those with bilingual Chinese, Korean, Spanish and Vietnamese speaking abilities, are needed to help staff and manage 1,118 polling places for the June 3 Primary Election.

To learn more, please read the details below. For additional information, contact the Registrar of Voters' office by calling (714) 567-7575.

Eligibility

- 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 be registered to vote in California
- Must complete training

Compensation

In addition to your normal day's (8 hours) pay, you will receive:

- A stipend of \$20 to complete required training
- A stipend of \$75 to serve as a Clerk
- A stipend of \$100 to serve as an Inspector, plus \$10 to pick up supplies
- A stipend of \$100 plus mileage to serve as a Coordinator or on A-Team

Duties

- Set-up and administer designated Polling Place
- Direct voters to sign-in and verify signature
- Assist voters to operate the electronic voting machine or applicable system
- Answer voters' procedural questions
- Close polls at the end of the Election Day

How To Apply

1. Sign up online at <http://www.ocvote.com/volunteer/>
2. Your application will automatically be forwarded to your Supervisor
3. Supervisor will approve or disapprove your application for each election selected
4. If approved, you will be assigned to a polling place or a position
5. If disapproved by your Supervisor, you will be notified via email



Driver Safety: New Wireless Telephone Laws Go Into Effect July 1

Two new laws dealing with the use of cell phones while driving go into effect July 1, and may impact the way employees use their County-issued vehicles and BlackBerry devices.

Beginning July 1, a driver may only use a cell phone if it is equipped with hands-free listening and speaking devices. Push-to-talk systems, such as those made by Nextel, are exempt from the hands-free requirement. Drivers under the age of 18, however, will be prohibited from using any communication devices while behind the wheel.

The laws make an exception for drivers in emergency situations. Cell phones may be used without hands-free equipment when calling law enforcement, medical providers and the fire department.

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It is vital to follow all traffic regulations and vehicle codes when driving in County-issued vehicles. Violators ticketed for either offense will be subject to a base fine of \$20 (at least \$70 after penalties are added) for a first offense and \$50 (at least \$175 after penalties are added) for subsequent offenses.

County Safety Officer Vernon Goad has provided the following tips to help you stay out of harm's way on the road:

- Follow all posted traffic laws and obey all speed limits.
- Driving requires your full attention, so only use your cell phone when absolutely necessary. Make sure you are familiar with its features beforehand.
- Secure your cell phone in the vehicle so it doesn't become a projectile should an accident occur.
- Ask a passenger in the car to place a call for you, if possible. If you must make the call yourself, hold the phone at eye level when dialing and inform the person you're calling that you are speaking from the car.
- Never read or write text messages while driving, as taking your eyes off the road for even a second can result in a collision. If you must text message, pull over to the side of the road in a safe location and lock your doors.
- Make sure 911 is programmed into your phone's memory should you need to report an accident or other emergency.



Get The 411 On OC OC Waste & Recycling

- OC Waste & Recycling converts methane gas from its three landfills into enough electricity to power more than 15,000 Orange County homes.
- To minimize impacts to public health, safety and the environment, OC Waste & Recycling has restored 405 acres of natural habitat at its landfills.
- Some of the critters that OC Waste & Recycling hopes to entice into taking up residence in its restored habitats include: blackbirds, western spadefoot toads, California gnatcatchers, woodpeckers, hummingbirds, California quails, finches and hawks.
- The department disposes of 6.8 pounds of waste per resident every day, totaling 3.8 million tons annually.

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



35 Years

Laura Morales
District Attorney

Martha Rodriguez
Child Support Services

30 Years

Raymond Stephens
Auditor-Controller

Richard Lucio
Sheriff-Coroner

David Cherman
Sheriff-Coroner

Beatrice Carswell
OC Community Resources

Robert Bennett
John Wayne Airport

25 Years

Judi Crumly
OC Community Resources

Steven Franks
Health Care Agency

Robin Robison
Probation

Vivian Daniel
Probation

Carolee Condon
OC Public Works

Maria Barriga
OC Community Resources

20 Years

Debra McCormick
Auditor-Controller

Cynthia Magallanes
Child Support Services

Mitchell Cherness
Health Care Agency

Brandon Page
Health Care Agency

Carolyn Rock
Health Care Agency

Margaret Stebbins
Health Care Agency

Elvira Cardenas
Health Care Agency

Bernice Day
Sheriff-Coroner

Yolanda Morales
Probation

Christina La Morte
Probation

Dolores Yost
Public Defender

Eric Hatch
Sheriff-Coroner

Kurt Murine
Sheriff-Coroner

Lisa Winter
Sheriff-Coroner

Irma Ambriz
Sheriff-Coroner

Donna Turner
Social Services Agency

Dianne Breault
Social Services Agency

Anne Baird
Social Services Agency

Dianne Martinez
OC Public Works

Richard Spangler
OC Public Works

Chau Le
OC Public Works

Laree Brommer
OC Public Works

Patricia Seraballs
OC Public Works

Michael Eshraghian
OC Public Works

David Lomicka
OC Public Works

Sandra McCoy
OC Community Resources

Devereau Sellin
OC Community Resources

Santa Murphy
OC Community Resources

Alexander Orrock
OC Community Resources

Jimmy Chan
OC Waste & Recycling

Rosie Gonzales
OC Community Resources

Adrian Cano
OC Waste & Recycling

County Connection

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