



# Mono County Employee Newsletter

WINTER 2012

## Coffee with the CAO

I enjoyed my first coffee with the employees on January 23 & 24. We had about 70 employees attend both sessions. I plan to do these on a regular basis and again wish to invite ALL employees.

Some of the issues discussed and questions raised were:

1. Is Mono County planning on laying off employees? We are doing the mid-year budget review on February 22nd. We anticipate a continued balanced budget with no drastic cuts. At this time we do not know revenues and expenses for the next fiscal year but we will do our best to avoid layoffs by cutting in other areas when possible.

2. The County has hired Fitch & Associates to evaluate the Paramedic program, has the CAO and Board already made up their minds about the future of this program? The County has hired Fitch & Associates because of



their experience in California and their past work in this area. The Board and the CAO want to hear their professional opinion concerning this program. The final recommendation will go to

the Board of Supervisors and they will then make a decision concerning this program. The Paramedic program costs the Mono County General Fund over \$3 million annually, it's the second most costly general fund program next to the Sheriff's Department. We feel it's important to evaluate this program to ensure quality and cost efficiencies. Fitch & Associates are in the early stages of this evaluation and NO decisions have been made.

CONTINUED on page 6

### INSIDE THIS ISSUE:

Holiday Potluck Photos	2
New Employee Introductions	3/4
New GIS and ParcelViewer	5
Supervisor Johnston receives Award	5
Continued Articles	6

## 75210: Simple Steps to Better Health

You may have heard rumblings about 75210 or seen a bookmark or posters with health messages related to these numbers, but what is 75210 all about? 75210: Simple Steps to Better Health is the newest outreach endeavor from Mono County Health Department's Nutrition and Physical Activity Taskforce (NPAT).

The goal of the 75210 campaign is to educate Mono County's children and families about 5 evidenced-based methods to reduce obesity. While some may say that obesity is not a problem

in Mono County, the numbers tell us otherwise. The 2009 Maternal, Child & Adolescent Health 5 Year Needs Assessment and the 2009 California Physical Fitness Testing Data show us that obesity is a county-wide problem with one third of school-aged children being overweight or obese. So why is obesity such a concern?

As highlighted by the National Let's Move Campaign ([www.letsmove.gov](http://www.letsmove.gov)): "Over the past three decades, childhood obesity rates in Amer-

ica have tripled, and today, nearly one in three children in America are overweight or obese. The numbers are even higher in African American and Hispanic communities, where nearly 40% of the children are overweight or obese. If we don't solve this problem, one third of all children born in 2000 or later will suffer from diabetes at some point in their lives. Many others will face chronic obesity-related health problems like heart disease, high blood pressure, cancer, and asthma."

CONTINUED on page 6

# Upcoming Events

- February 20 - President's Day Holiday
- March 11 - Daylight Saving Time Begins
- March 20 - First day of Spring
- April 23/24 - Coffee with the CAO



**Happy Valentine's Day !**

# Holiday Luncheon Photos



# HR Corner - We are in the Eye of the Storm

We are all in the eye of the storm of change. How can we cope with unanticipated challenges, events and crises? The fundamental problem with bringing about change is that people want things to stay exactly as they were. Many of us approach change with the attitude that if we ignore the change, it will go away. Faced with the fact that problems do not go away, we become frustrated.

Leadership must create a work environment that will survive crisis and the disruptive changes. Because change is here to stay, we have to accept that fact. As we take time to gather information, it may help to communicate and share

our feelings and fears as we learn new skills. We know best where we are and where we want to be; now we have to develop a plan and manage on how we are going to get there. Fly into the eye of the storm. It is your opportunity to gather new information, and participate in making the changes that will help to develop you and your department.

“The key to our success in dealing with change—at an individual and at an organizational level—lies in our willingness to accept change and to respond at lightning speed to the demands placed by our environment. It is normal to want to resist change: to try bargaining and nego-

tiating things back to the way they were; and to feel frustrated when the change inevitably continues. It is equally important to understand that these feelings are within the leader as well as all team members and must be dealt with if the organization is to grow as a cohesive group. In order to survive in a globalised society and in a universe that is constantly changing, we need to see change for what it is: the natural order of things!”

ATCA

Please take a moment to meet our new employees.

Teresa Neely



Jeff Simpson  
Economic Development Intern - Temporary  
Economic Development  
Start Date: 11/29/11



Teri Jo Dunaway  
Public Works  
Equipment Mechanic - Temporary  
Start Date: 11/21/11



Richard Bonneau  
Mental Health  
Drug & Alcohol Counselor - Temporary  
Start Date: 12/20/11

## Retirements

12/31/2011 David O'Hara 21+ years

2/1/2012 Ann Gimpel 10 years

Not Pictured  
Krystal Belcher  
Sheriff's Department  
Public Safety Officer  
Start Date: 12/21/11

Not Pictured  
Arleen Mills  
Sheriff's Department  
Public Safety Officer  
Start Date: 12/21/11

# HR Corner - Welcome New Employees



Laura Cortez Barrientos  
Social Services  
Office Assistant  
Start Date: 1/24/12

Michael Sharrar  
EMS  
Emergency Medical Technician  
Start Date: 1/23/12



Cory Gonzales  
Public Works  
Maintenance Worker  
Start Date: 2/6/12

Lisa Vetter  
Probation  
Deputy Probation Officer - Temporary  
Start Date: 2/1/12



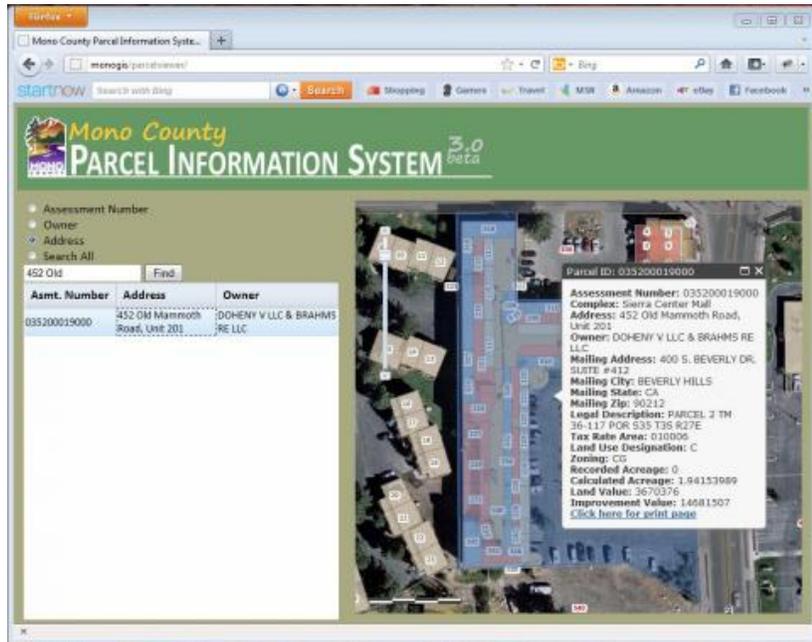
Safety is everyone's responsibility. Are you looking out for your own safety as well as that of your co-workers?



"Sorry, your mind isn't on safety.  
You'll have to go out  
and come in again."

# New GIS Portal and ParcelViewer

Earlier this month the IT Department unveiled a new version of the Mono County GIS web portal and Parcel Viewer application for County staff and the general public. This release features a re-designed website that provides users with easier access to GIS information, including web applications, pre-built maps, help resources, and more. The 3.0 version of the County's Parcel Information System was built by our GIS Technician, Peter Kobylarz, and features simplified navigation, more robust search, a variety of print & export options, and a more streamlined and better performing application which is also compatible with most mobile devices. There are also a number of other web-based GIS tools which can be accessed through the Applications area of the website.



For questions about the County's GIS program, services we can provide, or to get help with the resources mentioned above contact Nate Greenberg at x1819.

County staff can access the GIS portal through the link <http://monogis>, and the public through <http://gis.mono.ca.gov>.

# Supervisor Johnston Receives CSAC Award



Supervisor Johnston was recognized at the California State Association of Counties (CSAC) Annual meeting this past December. He received a certificate of completion from the CSAC Institute for Excellence in County Government and is now a "California Credentialed County Supervisor." Congratulations!

Coffee with the CAO  
CONTINUED from page 1

3. Are we still looking at how medical transports (5150) are going to be accomplished in Mono County? 5150 transports are done when there is a need to transport someone who is a harm to themselves or others. We are looking at how this could be done at the lowest possible cost while still ensuring the safety of both those doing the transport and the patient. We are concerned that using our Paramedics to do these transports takes them out of the County for long periods of time. This is an ongoing concern and something we will continue to research.

4. The Union and Management employees have recently been required to take cuts in pay and benefits to help balance the budget. Is it true that the CAO is spending all that money on his own projects? Anyone who has followed the National and State economy is aware that both California and Nevada were the top two States hit by the latest recession. The State of California found itself with a huge deficit and that filtered down to the Cities and Counties. Many municipalities have cut their workforces by 30-50%. Many put their employees

on furlough days. Many cut pay and benefits. This started with most municipalities 3 years ago. Mono County planned and had a reserve fund that protected them for several years. The reality now is that our bank account is running extremely low and the County CAN NOT continue as if nothing has happened. We were forced to cut \$2 million out of last year's budget and I'm anticipating another \$1-\$1.5 million reduction this upcoming year. Projects that are being done right now are to help in our goal of reducing costs. Replacing windows in Annex 1 this year, upgrading the HVAC (heating & ventilation) system, plans to shut down the old hospital building, are all energy issues. Upgrades at Community Centers are usually ADA (Americans with Disabilities Act) projects or projects that were funded long ago. We are watching what we spend very closely.

5. Can employees make suggestions on cost cutting measures? Certainly! I have extended the offer to those who attended. I have also requested that all our managers think out of the box and look for means to reduce our costs. It will be extremely important that we work together as a team to resolve our financial issues.

6. We like to be kept updated, do you plan on doing these meetings again? YES!!! When



I started these meetings my plan was to do them on a quarterly basis. I might move those dates so we can encompass major issues, like the budget, but we will have them at least several times annually. I look forward to meeting with our employees. I also, welcome employees stopping in to see me. It's best to make an appointment to ensure which office I'll be in that day.

Since I have limited space here I will continue in future additions to give you information about Mono County. Once again, I appreciate your dedication to this great County and look forward to speaking to each of you.

Jim Arkens, CAO

## Simple Steps \*75210\* to Better Health

CONTINUED from page 1

So what can we do about childhood obesity? The first step is to raise awareness regarding this local problem. In the fall of 2010, NPAT sponsored Screen Turnoff Week in schools throughout the County, which proved to reduce participating student's time in front of the TV, computer, video games, etc. by 29%. The success of Screen Turnoff Week highlighted the importance of

providing information to children and families on easy ways to improve health and reduce obesity. The 75210: Simple Steps to Better Health campaign not only built on NPAT's work to reduce screen time, but also coordinated with WIC's Re-Think Your Drink campaign and First 5 California's Potter the Otter Drinks Water campaign.

So what is 75210? The **7-5-2-1** and **0** stand for the following:

- Eat a healthy breakfast **7** days a week
- Eat **5** fruits and vegetables every day
- Limit screen time to **2** hours or less every day
- Be active for at least **1** hour every day
- Drink **0** sugar-sweetened beverages

Pretty simple steps, right? Take the challenge and see if you can incorporate one of these practices into your normal

routine for a week. Once the practice has become habit, try implementing a new one! With every small change you or your family makes, you are one step closer to better health!

For more information, please contact Sandra Pearce, PHN at the Mono County Health Department.