



Mono County Employee Newsletter

SUMMER 2012

Coffee with the CAO

My ongoing Coffee with the Employees was held on July 23 & 24. We had about 90 employees attend both sessions. I plan to do these on a regular basis and again I invite ALL employees. Some of the issues discussed and questions raised were:

1. Misconception of CAO salary/benefits Since taking over as CAO, I have retained the role of Director of Human Resources, and also Acting Public Works Director. I am paid ONE salary for the role of CAO, it is the base salary that our former CAO received. I utilize a County vehicle and receive NO auto allowance, and I recently turned down the Board offer of Performance Pay because of economic situations.

2. What reserves does Mono County have in the bank? A few years ago the Board of Supervisors decided it was important to establish reserves (a bank account for emergencies). They saved approximately \$7.5 million in that account. During recent years with dropping tax revenues and increasing expenses the Board has utilized that account to pay for improvements. At the mid-year budget review the Board decided that revenues from an increase in the Mammoth Mountain assessment be placed in our cash reserves. Our reserves at that point stood at \$1.2 million and the Board added another \$500,000. So we presently have \$1.7 million. The County budget last year was over \$66 million.

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CalPERS Retirement & Employee Benefits Fair

Mono County is proud to announce some new employee benefits that have been provided to us by our Life Insurance provider ING/ReliaStar Life Insurance Company.

These new benefits include; Funeral Planning and Concierge Services, Travel Assistance Programs, EAP—Employee Assistance Program, ComPsych—Guidance Resource, Estate Planning Resource, Financial Benefits and Legal Benefits. Please note that these benefits are in addition to any other benefits we already have (such as the EAP through Trindel). To access these bene-

fits start here—
www.guidanceresources.com—
your company Web ID: MY5848i.

ING/ReliaStar Life Insurance is also getting ready to offer a one-time open enrollment for “Supplemental Life” Insurance, so keep an eye out for this valuable offer. More details will be coming in your email about this offer.

Please remember, if you need help accessing any of these benefits, Becky and I, would be more than happy to get you in touch with the right people.

I also wanted to take this opportunity to tell you a little more about the upcoming CalPERS Retirement Fair we are holding in conjunction with an Employee Benefits Fair. This is taking place during the 2013 Health Open Enrollment, so it is your chance to enroll in benefits for the 2013 plan year and to meet some of our vendors. We are encouraging employees to attend and bring their spouses; this is your chance to get answers about your Retirement eligibility without having to drive all the way to Sacramento.

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Upcoming Events

- September 3 - Labor Day Holiday
- September 5 - Hearing Testing - Bridgeport
- September 6 - Hearing Testing - Mammoth
- September 26 & 27 - Ethics Training
- October 8 - Columbus Day Holiday
- October 3 - CalPERS Retirement/Benefits Fair - Bridgeport
- October 4 - CalPERS Retirement/Benefits Fair - Mammoth



Bridgeport Main Street Revitalization Project

Design Fair Workshops

County employees in Bridgeport are not only government staff, but also local residents who contribute to the vitality and success of the community. We are asking these Bridgeport staff to wear their "other hat" as residents to help enhance the community experience and sense of vitality, refine the balance between a community main street and state highway, and create a sustainable "sense of place" for travelers and visitors alike by participating in the Main Street Revitalization Project coming in late August.

The project will help develop a Main Street Revitalization Plan for US 395 through Bridgeport that addresses design solutions to improve pedestrian and motorist safety, increase economic opportunity, serve tourist travelers passing through Bridgeport, and enhance historical character within the downtown area. Hosted by the Bridgeport Valley Regional Planning Advisory Committee (RPAC) in collaboration with Caltrans, all Bridgeport residents (including County staff!) are invited to join a community conversation about the future of Main Street and how to better meet community needs. Together we will identify issues and explore design solutions through interactive Design Fair workshops.



"I'm excited about where this project could take our community and that it's finally happening," stated Benny Romero, RPAC chairman and local business owner. "It's an opportunity for us to re-create Main Street into a safe and beautiful town center."

A design team consisting of the Local Government Commission, nationally known walkability expert Dan Burden, a traffic engineering consultant, a design and architecture firm, and an economist will visit the community to conduct the Design Fair and develop the final plan. The design team will first facilitate and listen to the public, and then distill a common vision and design solution.

"Based on public input from the workshop exercises and focus groups, the design team will prepare a plan with detailed recommendations for public infrastructure improvements, including small and feasible enhancements that the community can implement in the short term," said Tony Leonard, a project manager with the Local Government Commission.

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What Do you Like Most About Your Job?

Think back to a situation where you felt that you were at peak performance--a situation where your output was among the highest and best it's ever been. I'm willing to bet that you were working at something that made you happy...something you loved doing.

There is a clear link between happiness at work and productivity. This only leaves the question: Does being productive make us happy or does being happy make us productive? It has been proven the link goes both ways. Want to be more productive? Start by liking what you do. The single most efficient way to increase your productivity is to **be happy at work.**

Top 10 reasons why employees love their jobs...

1. Pride in Mono County, its mission and its services in the community
2. Meaningful work and making a difference
3. Exciting work and challenge
4. Supportive management/good boss
5. Being recognized, valued, respected
6. Career growth, learning and development
7. Working with great people
8. Fair Pay
9. Benefits
10. Great work environment and culture

All of these are important but **the most essential ingredient between manager and employee is trust.** "When people honor each other, there is a trust established that leads to synergy, interdependence, and deep

respect. Both parties makes decisions and choices based on what is right, what is best, and what is valued most highly." – Blaine Lee

Happy people are more productive, creative, motivated and have more energy and are more optimistic. Happy people fix problems instead of complaining about them and are sick less often. They also learn faster and make fewer mistakes and make better decisions.

So how do you get to be happy at work? Get happy in the job you have.

Please take a moment to meet our new employees.

Teresa Neely, HR Generalist



Vianey Contreras
Project Manager
Public Works
Start Date: 6/11/12



Diann Bitzberger
Program Manager
Public Health
Start Date: 7/2/12



David Anderson
Deputy District Attorney
District Attorney
Start Date: 7/9/12

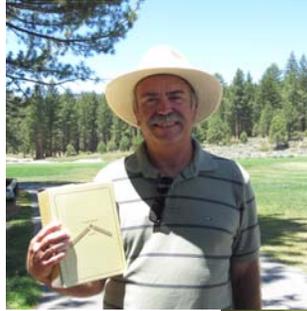


Lance Mayhugh
Equipment Mechanic
Public Works
Start Date: 7/24/12



Jazmin Puga-Sosa
Deputy Probation Officer
Probation
Start Date: 7/30/12

Events around the County



CalPERS Retirement & Employee Benefits Fair
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These Retirement Fairs are designed for employees who have recently become vested, are in the middle of their careers or getting ready to retire—something for everyone!! There will also be a drawing for a grand prize gift basket that includes a Nook Color by Barnes and Noble.

Becky and I will be at both fairs all day, so please feel free to talk to either of us regarding any questions/concerns you have about Mono County Employee Benefits.

Stacey Westerlund, Payroll & Benefits Manager

Wednesday—October 3, 2012
Bridgeport Memorial Hall
CalPERS Retirement Workshop
1:30 pm – 4:00 pm
Benefits Fair
8:00 am – 4:00 pm

Thursday—October 4, 2012
Sierra Center Mall
CalPERS Retirement Workshop
9:30 am – 12:00 noon
Benefits Fair
9:00 am – 4:00 pm

Confirmed Vendors:

- Legal Shield
- CalPERS
- The Hartford
- Valic
- Oram & Kaylor Strategic Asset Management
- Nationwide
- Aflac
- Ogden Benefits Administration (Dental)
- VSP (Vision)
- The Body Shop Gym
- California Law Enforcement Association
- Eastern Sierra Community Bank
- Mono County Paramedics
- Financial Center Credit Union
- IUOE - Local 39
- Mono County Health Department – free blood pressure checks
- Caremark

New Mono County Website

Mono County is looking forward to a modernized web site with a completely new design and better integration of the information from all of our different departments. The site development is being done by a consultant who specializes in local government web development and is being coordinated by the IT Department, with the support and input of a handful of County employees who have been serving on a web design committee for over a year. Some of the new features will be a consistent design theme across all our pages, an improved search engine, and the ability for people to subscribe to email notifications for meeting agendas. The new site will also be much easier for county staff to post and maintain content.

We have completed the design phase, and are currently working with the vendor to implement our design and customizations. Training for Mono County staff on maintaining the new site is scheduled for the end of August, and our goal is to have it ready for the public by October 1, 2012.

For more information, or to get involved, contact Kirk Hartstrom.



Coffee with the CAO
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3. Town Bankruptcy and June Mountain closure; what affects will these have on the County? I'm sure you're all aware that Mono County economy is based on tourism and that Mammoth Lakes is our major property tax base. I had Teresa send out an email I received from the Town of Mammoth Lakes with numerous frequently asked questions. Right now, we anticipate the impact, to be approximately \$100,000. June Mountain is still being discussed and the full impact can be discussed when we have more details.

4. Why is Mono County negotiating changes/reductions in wages/benefits? 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 the county for several years. The reality now is that our bank account is running extremely low and the County CAN NOT continue as nothing has happened. We were forced to cut

\$2 million out of last year's budget. 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 Disability Act) projects or projects that were funded long ago. We are watching what we spend very closely.

5. Status of Solid Waste? Tony Dublino has accepted the position of Solid Waste Superintendent. We are extremely fortunate to have someone with his drive and background to take over this very important program. We have already worked out an arrangement with the Town of Mammoth Lakes to utilize Tony's skills to coordinate Solid Waste on a County wide basis. Solid Waste is an extremely important issue to Mono County. It's an extremely expensive issue!

6. Upcoming County Budget? The County Department heads have been busy working with the Finance Department and myself to formulate a new fiscal budget. The Board of Supervisors will meet August 27-28-29 to review the preliminary budget and make modifications if necessary. I want to THANK everyone for their hard work. ALL COUNTY employees have done an excellent job watching expenditures and I'm encouraged that our budget will be balanced going



into the hearings. 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 with each of you.

Jim Arkens, CAO

**EMPLOYEE APPRECIATION PICNIC
JUNE 10 & 11, 2013**
Please contact the HR Department with any suggestions for the picnic.



Main Street Revitalization
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"Community participation is vital, and I hope all Bridgeport residents will be a part of this," said Steve Noble, RPAC member and local business owner. "It's a chance to directly address safety concerns for children and residents crossing the highway, and to strengthen our local economy."

The project is in collaboration with Caltrans District 9 and is funded by a Caltrans Community-based Transportation Planning Grant. For more information, contact Wendy Sugimura, Mono County Community Development Department, at 760.924.1814 or wsugimura@mono.ca.gov.

This is an exciting opportunity to have a direct impact in your community! See you there!

Design Fair Events at Bridgeport Memorial Hall

Opening Community Workshop:
Thursday, August 23, 7-9 pm

Walking Tour and Design Workshop:
Saturday, August 25, 9 am - 1 pm
followed by a BBQ in the park!

Board of Supervisors Presentation:
Monday, August 27, approx. 3 pm

Presentation of Initial Recommendations:
Tuesday, August 28, 7-9 pm