



# Mono County Employee Newsletter

WINTER 2013

## Limited Density Ordinance

On Tuesday, December 18, 2012, the Mono County Board of Supervisors passed Ordinance Number ORD12-06 to be added to the Mono County Code to allow Limited Density Owner Built Rural Dwellings to be lawfully constructed in Mono County.

The 2010 California Residential Code and Title 25 of the California Code of Regulations contain special provisions for the legal construction of seasonally or permanently occupied residential dwellings located in rural areas and that are solely occupied as the residence of the owner or the owner's family. The residential structures which are permitted to be constructed under these legal provisions are known as "Limited Density Owner Built Rural Dwellings", and are

restricted in application given certain geographical conditions. Residential dwellings constructed in accordance with these standards need not necessarily conform with the construction requirements prescribed by the latest applicable editions of the California Building Standards Codes, but must conform with nationally accepted technical and scientific principals relating to design, materials, methods of construction, and structural requirements, with the California Building Standards Codes being the basis for approval.

The concept of Limited Density is to allow some flexibility for remote, isolated pieces of land, allowing owners to construct

small habitable structures that do not meet strict compliance with the California Building Code.

The ordinance defines a Limited Density parcel as a "single parcel in-holding, completely surrounded by federally owned lands, is at no point nearer than 1 mile from a paved road, and is at least 10 acres in size." There are approximately 100 parcels that meet this description within the county.

Any person interested in this new ordinance may obtain details by contacting the Building Department at (760) 932-5433 or (760) 924-1809.

### INSIDE THIS ISSUE:

Events around the County	2
Sheriff's Office News and Happenings	3
HR Corner & New Employee Introductions	4
Antelope Valley Wellness Center Community Garden	7
IT Department working to improve County parcel data	8
Who Should I Contact	9

## 75210 Outreach Travels Throughout Mono County

75210: Simple Steps to Better Health is a county-wide outreach campaign that was initiated in 2011 by the Health Department's Nutrition and Physical Activity Taskforce (NPAT). The goal of this endeavor is to educate Mono County's children and families about 5 evidenced-based methods to reduce obesity.

75210 outreach has been provided via a number of community partnerships, health fairs, and education programs. For example, preschool students throughout Mono County learned about 75210 in conjunction with Altrusa's Readers' Theater program in the spring of 2011 and 2012. The preschoolers were introduced to the character Nutro-

Mouse, who teaches the children about the importance about eating fruits and vegetables, a healthy breakfast, being active, and maintaining good oral health. This spring, preschool students will learn about eating fruits and vegetables that match all the colors of the rainbow each day.

The 75210 concepts and their personal meaning were integrated into the Healthy Minds & Bodies summer camps hosted by the Mono County Office of Education during the summer of 2012. These camps were offered to middle school students in Mammoth Lakes and Lee Vining and to elementary school students in June Lake. In a



circle, students discussed each of the 5 topics focusing on how they influenced their wellness, and if there were particular changes they wanted to integrate into their lives. Afterwards, students created posters using magazine clippings and poster board to display how they personalized these ideas.

CONTINUED on page 9

# Upcoming Events

- February 18 - President's Day Holiday
- March 10 - Daylight Saving Time Begins
- April 24 - Administrative Professional's Day
- May 27 - Memorial Day Holiday



# Events Around the County



# Mono County Sheriff's Office News and Happenings

With the recent retirement of Sheriff Rick Scholl, the Mono County Sheriff's Office has gone through some organizational changes. On December 11, 2012, the Mono County Board of Supervisors unanimously appointed Ralph Obenberger to the seat of Sheriff-Coroner effective as of December 21, 2012. Sheriff Obenberger has been in law enforcement for over 27 years and looks forward to his new role. Sheriff Obenberger has a new Administrative team under his leadership: Robert Weber, Undersheriff and Phil West, Lieutenant. Some other personnel changes amongst the ranks include the promotion of Rick Hahn from Deputy Sheriff to Sergeant; the promotion of Wesley Hoskin from Public Safety Officer to Deputy Sheriff; and the introduction of three new lateral Deputy Sheriff's – Marty Thompson, Daniel Casabian, and David Scobie. Sheriff Obenberger is confident that with his staff and employees anything can and will be accomplished.

In other MCSO news, the department has a new member to the Mono Narcotics Enforcement Team (MONET). "Tara" is a 4-year old Belgian Malinois who is trained in narcotic odor detection, specifically of marijuana, heroin, cocaine, ecstasy, methamphetamine, and their derivatives. She is trained to alert to the presence of narcotic odor. Her alert consists of a noticeable change in behavior with a final response of barking, biting, or scratching at the location of the odor. The Mono County Sheriff's Office is pleased to welcome "Tara" as the newest member of our team.



Tara, a 4-year old Belgian Malinois and the newest member of the MONET



Sheriff Obenberger and Deputy Hoskin at his graduation ceremony

Finally, the Mono County Sheriff's Office would like to congratulate our newest Deputy Sheriff, Wesley Hoskin, on his successful graduation from the Riverside County Sheriff's Academy held in Riverside, CA. Deputy Hoskin graduated from the academy on Thursday, January 17, 2013, at the very top of his class. He is currently starting his field training program to learn the ins and outs of his new position. The department is proud of Wesley for his academic achievements and representing the Mono County Sheriff's Office throughout his academy journey.

Submitted by: Jennifer Hansen, Public Information Officer

## Importance of Teamwork in the Workplace

Creating a team at work is very easy. One will just have to put a few people together and a team is formed. However, the real work is to create teamwork. When people work together in an atmosphere of accountability and trust toward a common goal, they put aside differences and politics and focus on the tasks to be done. This focus of resources overcomes barriers and helps to identify new opportunities and builds synergy that leads to benefits: 1) better problem-solving; 2) greater productivity and 3) more effective use of resources.

Unless you build a sense of teamwork among employees, they will have no shared performance goals, no joint work efforts, no accountability that greatly enhances the workplace and

creates productivity. The softer benefits of teamwork: 1) People enjoy working together 2) Working together helps people grow and develop new skills 3) Working together toward a common goal helps to provide job satisfaction.

Productive teams share a common purpose each member is committed to. They stay involved until the task or goal is completed. Team members care about each other; and, they are concerned about how their attitudes and actions affect each other. They listen and respect each other. Their leaders encourage everyone's participation in the decisions to be made.

If you looked into groups of employees who work together as teams, you would see these traits:

**1. Pre-plan goals** A team needs purpose, direction and goals. These are accepted by the members of the team, and they work together to achieve them.

**2. Results orientation** Teamwork requires that members be results-directed and be focused on objectives. The team assesses their accomplishments and that knowledge serves to guide future team action. This includes identification of barriers and how to rid the team of them. Working on a team also relates to job satisfaction. A sense of belonging and working with other employees reinforces employee's roles, boosts productivity and influences attitudes. Teamwork helps achieve the common objective in less time.

CONTINUED on page 6

Please take a moment to meet our new employees

Teresa Neely, HR Generalist



Susan Mohling  
Fiscal & Technical Specialist II  
Finance  
Start Date: 1/2/13

Daniel Lengeman  
Deputy District Attorney II  
District Attorney  
Start Date: 1/2/13



Fred Stump  
Board Member District #2  
Board of Supervisors  
Start Date: 1/7/13

Tim Alpers  
Board Member District #3  
Board of Supervisors  
Start Date: 1/7/13



Tim Fesko  
Board Member District #4  
Board of Supervisors  
Start Date: 1/7/13

Stacie Klemm  
Fiscal & Technical Specialist II  
CAO/ Human Resources  
Start Date: 1/14/13



Larry Cameron  
Maintenance Worker - Facilities  
Public Works  
Start Date: 2/4/13



Joseph Jacobsen  
Maintenance Worker - Roads  
Public Works  
Start Date: 2/4/13



Kathryn Peterson  
Social Services Director  
Social Services  
Start Date: 2/7/13

Not Pictured  
Glen "Marty" Thompson  
Deputy Sheriff II  
Sheriff's Department  
Start Date: 12/3/12

**Retirements**

- 11/2012 Donald Franklin 11 years*
- 1/2013 Mary Stanley 7 years*
- 2/2013 Rita Sherman 17 years*

**Outgoing Supervisors:**

- Vikki Magee Bauer, District #3*
- Tim Hansen, District #4*
- Duane "Hap" Hazard, District #2*

CONTINUED from page 4

**3. Shared trust:** In a healthy team, members trust one another. Despite occasional conflict, members get along well. Involvement and participation: There are generally three types of people: those who do not know or care about what is happening, those who watch what others do, and those who make things happen and actually complete the task. Teamwork requires that members be involved in their work and participate in team activities. Members need to know that what they say matters and counts for something. You can make your colleagues feel valued by showing interest in their ideas. The most effective team players know the importance of encouraging people in order to motivate them to contribute even more. Many work environments in which teamwork is practiced involve team members in decision making, practicing participative management.

**4. Synergy:** Synergy means “two heads are better than one.” It is teamwork, cooperation, open-mindedness, and finding new solutions to old problems. Through teamwork, employees can bring all their personal experience and expertise to the table and produce far better results than they could individually. Valuing differences is what really drives synergy. Do you truly value the mental, emotional, and psychological differences among people? Or do you wish everyone would just agree with you so you could all get along? Differences should be seen as

strengths, not weaknesses. When people begin to interact genuinely, trust and open to each other, they begin to gain new insight. The capability of building new approaches is increased because of differences.

**5. Enhanced Communication:** It is with communication that ideas are passed on from one member of the team to another. This ensures there is no place for miscommunication or misunderstanding. Team members should encourage each other to participate in discussions and come out with their opinions and then collectively find a way to follow and reach goals. Regular meetings should be organized to discuss projects and help boost morale. Employees should realize that their contribution is necessary for the progress of the project and that the success achieved is the result of a collective effort, not an individual one.

#### Tips for great teamwork:

**6. Maintain Relationships:** Every individual should understand that they are professionals. It would also be great if the team members could be able to interact outside the work place to know each other more in a different setting. This increases a sense of togetherness at work, improves trust and teamwork. There will be conflict. If people form a bond among themselves, conflicts are much easier to resolve.

**7. Avoid Group Competition:** Unhealthy competition among group members hinders team spirit. Each person has his or her own strengths and weaknesses. Rather than competing with each other, one should learn from each other and improve performance and relationships.

**T - Together**  
**E - Everyone**  
**A - Achieves**  
**M - More**

**8. Avoid Gossip:** Gossip can have many adverse side effects on an organization.

- What is gossip? If the discussion is hurtful or damaging or negative, it is gossip.
- Gossip can increase conflict and decrease morale.
- Gossip is the death of teamwork as the group breaks up into cliques and employees start refusing to work with others.
- “It takes 20 years to build a reputation and five minutes to ruin it. If you think about that, you’ll do things differently.” – Warren Buffet

These factors will help in creating a cordial environment at work, and increase the quality of work. If your team is not performing well, try to understand its causes and try to make changes to bring about improvement. When employees in a team work together with a common goal, success is sure to come. Together we can make Mono County a great place to work.

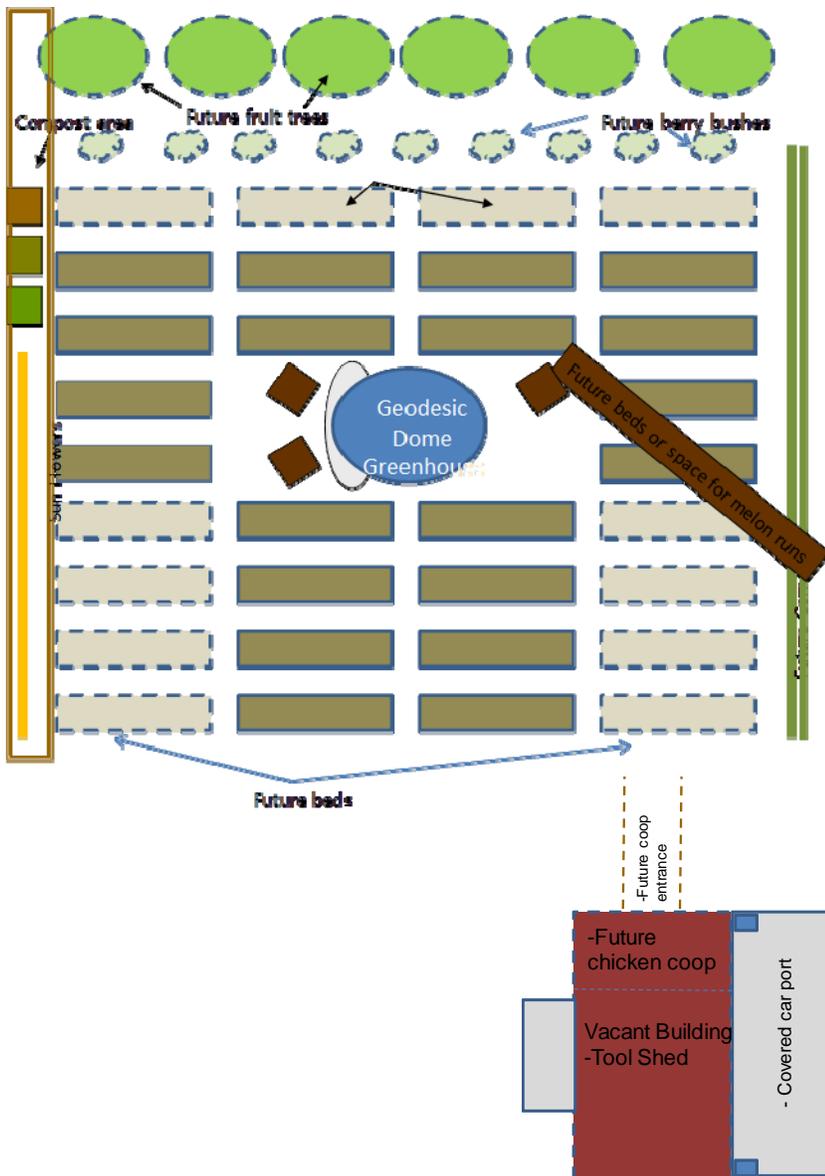
“Coming together is a beginning. Keeping together is progress. Working together is success.” ~ Henry Ford

# Antelope Valley Wellness Center Community Garden

The Department of Behavioral Health has been awarded a \$25,000 grant from the Sierra Health Foundation to support the first phase of a community garden in Walker at the Antelope Valley Wellness Center.

The vision is to build a sustainable, handicap accessible, organic community garden with free use of garden beds for behavioral health consumers, elderly and/or disabled community members, and those residents whose income falls at or below the poverty level.

The garden will also be available to all community members, although a portion of their harvest will be required to be donated for distribution to the underserved community. Any planting beds not used by community members will be planted and harvested by staff and other community volunteers to provide supplemental produce to the community through the Wellness Center, Senior Center and local food bank.



In addition to growing your own organic vegetables, our partnership with Inyo-Mono Advocates for Community Action (IMACA) will allow outreach and distribute fresh produce to approximately 120 individuals and families through the food bank, and approximately 15 - 20 seniors and disabled community members through the Walker Senior Center and Meals-on Wheels program.

The project will integrate nutrition and gardening education through free Wellness Center classes in collaboration with the Inyo-Mono Master Gardeners program. We see an opportunity to contribute to enhancing access to nutritious food in our community, as well as expanding opportunities for inter-generational and stigma-reducing social interaction, by the expansion of our back-yard garden into a thriving Community Wellness Garden on the undeveloped 1/2 acre of the Antelope Valley Wellness Center.

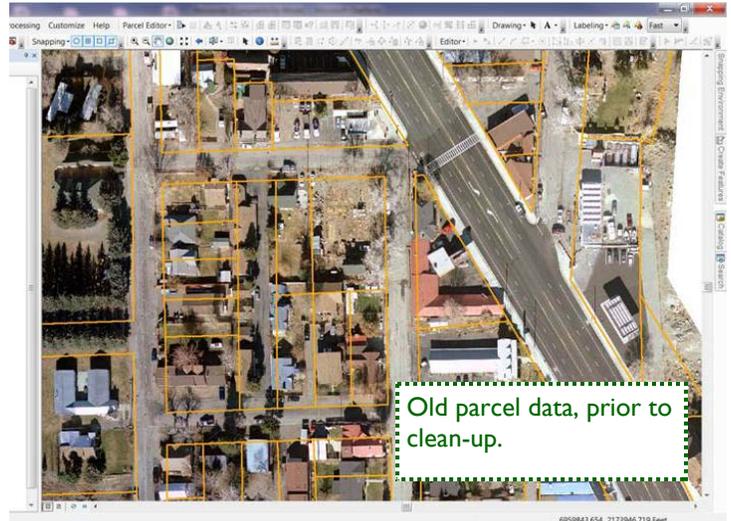
For more information about the community garden please contact the Department of Behavioral Health at (760) 924-1740

## IT Department working to improve County parcel data

Most County staff are aware of the Mono County Parcel Information System (ParcelViewer) - a web-based tool (located at <http://monogis/parcelviewer>) that gives information about parcels along with displaying them on aerial photography and street data. This tool, and the data that is used to power it, is developed and maintained by GIS staff within the IT Department. Though the ParcelViewer has been around for many years now, some recent improvements in both staffing, and technology are going to bring some notable enhancements to the application over the coming months and years.

Parcel data is collectively managed by our new Cadastral Mapper, Ryan Goodner-Belli, with information and assistance from the Assessor's Office and Public Works departments. The data is managed using software developed specifically for this purpose by Esri which allows the County to track information about parcels that has been collected through land deeds, surveys, and sales information. The new version of the software also provides significant improvements to tools which allow us to map parcels in a much more accurate manner, meaning they are closer to their correct location and with better accuracy to their shape and size. This is achieved through utilizing accurate survey control, which comes from monuments for parcels and highways that exist throughout the western United States. As historic corner records from the County and the Caltrans highway surveys are entered, it is possible to make adjustments and draft parcels so they are more accurate.

As the clean-up process continues, the data is continually loaded into the ParcelViewer, which allows everyone to see the improved data and work with it as the affected area expands across the County. Ultimately, this data, and the ParcelViewer application will be part of an integrated Land Records Portal, which will serve as a one-stop-shop for all land records information in the County, and we hope as a



model for other municipalities to look at as a leader in the industry. In the meantime, noticeable improvements can be seen in the ParcelViewer, such as the improved data quality in the community of Lee Vining, and the direct access to PDF versions of every 11x17 Assessor Parcel Map in the County. These maps can be reached via the Print Page, which is linked to from the popup balloon that appears when you click on a parcel on the interactive map. Future developments and the overall workplan with respect to parcel management will be made available via the Mono County GIS site (<http://monogis>) in the coming weeks.

Though Ryan has just started working on parcel management, and the clean-up process will require a large investment of time to complete, the benefits of the improved data are already noticeable and worth the time investment. Parcel data is the cornerstone of our GIS, and having this quality data readily available engages people throughout the County, as we all rely on this information in one way or another. In addition to improved data, a closer working relationship between the GIS staff, the Assessor's Office, the Community Development Department, and the Public Works Department is also being forged, by making the vital information associated with each parcel easily accessible.

About Ryan : Ryan Goodner-Belli started with the County in November and has been cleaning parcel data ever since. Ryan brings past experience from Southern California Edison and the Orange County Fire Department where he worked on parcel management, as well as background in Land Surveying and Natural Resources. He is a valuable member of our team and can be reached at x1681 or [rgoodner-belli@mono.ca.gov](mailto:rgoodner-belli@mono.ca.gov) to answer any questions.



## Who Should I Contact?



With the recent changes it can be confusing about who to contact for what, here is a list to help you find the right person:

Lynda Salcido - Acting County Administrative Officer

County Counsel's Office - Risk Management  
(contract insurance requirements, certificates of insurance and worker's compensation claims)

Jeff Walters - Acting Public Works Director

Kathy Peterson - Social Services Director

Rose Glazier - Treasurer/ Tax Collector \*

Roberta Reed - Auditor/Controller \*

\*Interviews for Director of Finance are scheduled to take place in March

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

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

CONTINUED from page 1

The 2012 graduates of Mammoth High School's Health Science Academy developed a peer based education program which included five 40-minute lessons with activities on the 75210 concepts. These lessons were presented in English and Spanish (for dual immersion classes) to all 3rd grade Mammoth Elementary School students over the course of 5 weeks. Evaluation of this program showed that not only did the high school seniors change some of their health behaviors as a result of developing and teaching these lessons, but the 3rd graders also learned new health practices which they planned to teach family and friends, while making changes in their own lives.

This spring, we are excited to share that Lee Vining Elementary school plans to implement a 75210 student teaching project. The 7/8th grade class has already developed 75210 posters which were displayed in the school hallways, and lessons plans and activities are currently in development. The 7/8th grade class will be presenting to the K/1st grade class in the near future, and we are excited to hear how the lessons are received.

Mono County students are making changes in their lives to reflect increased wellness; are you ready to take the challenge and incorporate one of the 75210 practices into your normal routine? 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.